



WSSU BOT Executive Committee Meeting

Winston-Salem State University

Thursday, June 19, 2025 at 5:00 PM EDT to Thursday, June 19, 2025 at 5:15 PM EDT

Public Meeting Link: <https://vimeo.com/event/5202658>

Agenda

I. WSSU Full Board Meeting

5:00 PM

The Board of Trustees will convene to consider and act upon the following:

A. Call to Order

Presenter: Bill Miller

B. Conflict of Interest Statement

Presenter: Bill Miller

All board members are reminded of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflict of interest as required by this Act. Each member has received the agenda and related information for this Board of Trustees meeting. If any board member knows of any conflict of interest or appearance of conflict with respect to any matter coming before the Board of Trustees at this meeting, the conflict or appearance of conflict should be identified at this time.

C. Roll Call

Presenter: Kelley Mills

D. Action Item | Approval of Tenure Recommendations

Presenter: Mike McKenzie

E. Action Item | Authorization to Seek Accreditation with the Higher Learning Commission

Presenter: Mike McKenzie

F. Action Item | Approval of Revised Audit Plan

Presenter: Rod Isom

G. Adjournment

Presenter: Bill Miller



Board Action Item Cover Sheet

Board Meeting Date:

June 19, 2025

Committee Name and Committee Meeting Date:

This item is presented to the Executive Committee for consideration and approval, after being slated for action on the June 12, 2025 Regular Board meeting agenda (when a quorum could not be established).

Background:

Policy 602 of the UNC System code and Section IV of the WSSU Faculty Handbook outline the process for applying, evaluating, and awarding promotion and tenure. Per those policies, the Board of Trustees is the final step in approving tenure.

Situation:

While most new faculty hires enter without tenure at the assistant professor level, WSSU may occasionally offer tenure at hire or an advanced title.

We have extended an offer of employment to a new Dean for our School of Business and Entrepreneurship, which includes appointment at the faculty rank of full professor with tenure. We also have extended an offer of employment with tenure to a faculty hire in rehabilitation counseling. This individual was previously tenured at WSSU and currently holds tenure at his present institution. To finalize these appointments, we are putting forth these tenure recommendations for the board's action.

Impact/Benefit:

When used selectively, this practice enables WSSU to hire qualified candidates for faculty and administrative positions where tenure would reasonably be expected at the time of hiring. This enhances the quality of our applicant pool.

Requested Action:

Both candidates have gone through the faculty tenure and promotion process. We are requesting Dr. Kenny Holt be granted tenure and the rank of full professor as he is hired as dean, and Dr. Chad Betters be tenured at the rank of associate professor of rehabilitation counseling.

Attachments:

Curriculum Vitae – Chad Betters

Curriculum Vitae – Kenny Holt

Chad J. Betters, PhD, LCMHC, BCPCC

EDUCATION

PhD in Rehabilitation Science (Rehabilitation Counseling), December 2006 - University of Florida.
"Establishing Predictor Variables of Unmet Psychological Need in the Florida Worker's Compensation System"
MHS in Rehabilitation Counseling, May 2003 - University of Florida.
BA in Psychology, minor in Health Science, May 2001 - University of North Florida.

CREDENTIALS

Current Credentials

Licensed Clinical Mental Health Counselor (LCMHC), North Carolina LCMHC #10799
Board Certified Professional Christian Counselor (BCPCC), BCPCC #1234

Former Credentials

Licensed Professional Counselor (LPC), North Carolina LPC #10799
Licensed Professional Counselor Associate (LPCA), North Carolina LPCA #A10799
Board Certified Christian Counselor (BCCC), BCCC #0573
Certified Rehabilitation Counselor (CRC), CRC #53800
Certified Vocational Evaluator (CVE), CVE #53800
Professional Vocational Evaluator (PVE), PVE# 00001
Certified Disability Management Specialist (CDMS), CDMS #53800

PROFESSIONAL ASSOCIATIONS

Current Memberships

American Mental Health Counselors Association (AMHCA)
American Counseling Association (ACA)
North Carolina Counseling Association (NCCA)
Vocational Evaluation and Career Assessment Professionals (VECAP)
Association for Counselor Education and Supervision (ACES)
Southern Association for Counselor Education and Supervision (SACES)
Association for Spiritual, Ethical, and Religious Values in Counseling (ASERVIC)
North Carolina Association for Spiritual, Ethical, and Religious Values in Counseling (NCASERVIC)
American Association of Christian Counselors (AACC)
Alpha Alpha Alpha (Tri-Alpha)

Former Memberships

American Rehabilitation Counseling Association (ARCA)
 National Council on Rehabilitation Education (NCRE)
 National Rehabilitation Association (NRA)
 Vocational Evaluation and Work Adjustment Association (VEWAA)
 North Carolina Vocational Evaluation and Work Adjustment Association (NCVEWAA)
 International Association of Rehabilitation Professionals (IARP)

ACADEMIC EXPERIENCE - TEACHING

Associate Professor (Tenured) and Chair of the Clinical Mental Health Counseling Program (CACREP Accredited), August 2024 to present.

School of Health Sciences and Human Performance, Catawba College, Salisbury, NC. Responsibilities included chairing the Master of Health Science (MHS) graduate degree program in Clinical Mental Health Counseling (CMHC); acquiring CACREP accreditation for the new graduate counseling program; teaching graduate courses within the CMHC program; recruiting new students for each year's cohort; developing both an addictions and Christian counseling graduate certification program; teaching and serving as the advisor for the undergraduate counseling minor; teaching undergraduate health science courses; developing and teaching independent study courses for the College; developing course syllabi and providing all lecture materials; implementing all examinations and grading procedures; maintaining a grade database; utilizing Blackboard to facilitate courses; conducting scholarly research; and participating in College and community service. Courses included:

- 1) CMHC 1101 Introduction to the Counseling Profession
- 2) CMHC 2100 Crisis Intervention
- 3) CMHC 2200 Therapeutic Communication
- 4) CMHC 5000 Introduction to Counseling
- 5) CMHC 5100 Counseling Theories
- 6) CMHC 5400 Counseling Skills & Techniques II
- 7) CMHC 5500 Ethical, Legal, and Professional Issues in Counseling
- 8) CMHC 5700 Diagnosis and Treatment of Mental Disorders
- 9) CMHC 5900 Career Development
- 10) CMHC 6200 Assessment & Evaluation in Counseling
- 11) CMHC 6400 Counseling Couples & Families
- 12) CMHC 6900 Counseling Internship
- 13) GEN 1200 First Year Seminar
- 14) HSHP 1101 Prescriptive Fitness
- 15) HSHP 1390 Leisure Activities I
- 16) HSHP 1392 Leisure Activities II
- 17) HSHP 2110 Medical Terminology

Associate Professor (Tenured), Chair of the Department of Sport and Health Sciences, and Chair of the Clinical Mental Health Counseling Program (CACREP Accredited), April 2023 to August 2024.

School of Health Sciences and Human Performance, Catawba College, Salisbury, NC.

Responsibilities included chairing the Department of Sport and Health Sciences (SHS) within the School of Health Sciences and Human Performance, which includes Clinical Mental Health Counseling, Exercise Science, Recreational Therapy, and Sport Management; facilitating faculty evaluations; managing a departmental budget for four programs; chairing the Master of Health Science (MHS) graduate degree program in Clinical Mental Health Counseling (CMHC); acquiring CACREP accreditation for the new graduate counseling program; teaching graduate courses within the CMHC program; recruiting new students for each year's cohort; developing both an addictions and Christian counseling graduate certification program; teaching and serving as the advisor for the undergraduate counseling minor; teaching undergraduate health science courses; developing and teaching independent study courses for the College; developing course syllabi and providing all lecture materials; implementing all examinations and grading procedures; maintaining a grade database; utilizing Blackboard to facilitate courses; conducting scholarly research; and participating in College and community service. Courses included:

- 1) CMHC 1101 Introduction to the Counseling Profession
- 2) CMHC 2100 Crisis Intervention
- 3) CMHC 2200 Therapeutic Communication
- 4) CMHC 5000 Introduction to Counseling
- 5) CMHC 5100 Counseling Theories
- 6) CMHC 5400 Counseling Skills & Techniques II
- 7) CMHC 5500 Ethical, Legal, and Professional Issues in Counseling
- 8) CMHC 5700 Diagnosis and Treatment of Mental Disorders
- 9) CMHC 5900 Career Development
- 10) CMHC 6200 Assessment & Evaluation in Counseling
- 11) CMHC 6400 Counseling Couples & Families
- 12) CMHC 6900 Counseling Internship
- 13) GEN 1200 First Year Seminar
- 14) HSHP 1101 Prescriptive Fitness
- 15) HSHP 1390 Leisure Activities I
- 16) HSHP 1392 Leisure Activities II
- 17) HSHP 2110 Medical Terminology

Associate Professor and Director of the Clinical Mental Health Counseling Program, January 2019 to April 2023.

School of Health Sciences and Human Performance, Catawba College, Salisbury, NC.

Responsibilities included directing Master of Health Science (MHS) graduate degree program in Clinical Mental Health Counseling (CMHC); seeking CACREP accreditation for the new graduate counseling program; teaching graduate courses within the CMHC program; recruiting new students for each year's cohort; developing both an addictions and Christian counseling graduate certification program; teaching and serving as the advisor for the undergraduate counseling minor; teaching undergraduate health science courses; developing

and teaching independent study courses for the College; developing course syllabi and providing all lecture materials; implementing all examinations and grading procedures; maintaining a grade database; utilizing Blackboard to facilitate courses; conducting scholarly research; and participating in College and community service. Courses included:

- 1) CMHC 1101 Introduction to the Counseling Profession
- 2) CMHC 2100 Crisis Intervention
- 3) CMHC 2200 Therapeutic Communication
- 4) CMHC 5000 Introduction to Counseling
- 5) CMHC 5100 Counseling Theories
- 6) CMHC 5400 Counseling Skills & Techniques II
- 7) CMHC 5500 Ethical, Legal, and Professional Issues in Counseling
- 8) CMHC 5700 Diagnosis and Treatment of Mental Disorders
- 9) CMHC 5900 Career Development
- 10) CMHC 6200 Assessment & Evaluation in Counseling
- 11) CMHC 6400 Counseling Couples & Families
- 12) CMHC 6900 Counseling Internship
- 13) GEN 1200 First Year Seminar
- 14) HSHP 1101 Prescriptive Fitness
- 15) HSHP 1390 Leisure Activities I
- 16) HSHP 1392 Leisure Activities II
- 17) HSHP 2110 Medical Terminology

Associate Professor (Tenured) and Program Coordinator of Rehabilitation and Human Services, July 2013 to July 2015.

College of Arts, Sciences, Business, and Education - Rehabilitation and Human Services Program, Winston-Salem State University, Winston-Salem, NC.

Responsibilities included coordinating undergraduate Rehabilitation and Human Services program, including faculty management and program implementation; teaching several required and elective courses for the successful completion of the Bachelor of Science in Rehabilitation Studies, both on campus and distance learning, and Master of Science in Rehabilitation Counseling degrees at Winston-Salem State University; developing syllabi; building new courses for the programs; creating and providing all lecture materials; developing and implementing all examinations and grading procedures; maintaining a grade database; utilizing Blackboard to facilitate courses; supervising students completing required practicum and internship experiences; advising students; conducting scholarly research; and participating in university and community service. Courses included:

- 1) RHS 2301 Introduction to Rehabilitation Services
- 2) RHS 2304 Crisis Intervention
- 3) RHS 3301 Rehabilitation Research Methods

Assistant Professor of Rehabilitation Studies, June 2011 to June 2013.

School of Education and Human Performance - Rehabilitation Studies Program, Winston-Salem State University, Winston-Salem, NC.

Responsibilities included teaching several required and elective courses for the successful completion of the Bachelor of Science in Rehabilitation Studies, both on campus and distance

learning, and Master of Science in Rehabilitation Counseling degrees at Winston-Salem State University; developing syllabi; building new courses for the programs; creating and providing all lecture materials; developing and implementing all examinations and grading procedures; maintaining a grade database; utilizing Blackboard to facilitate courses; supervising students completing required practicum and internship experiences; advising students; conducting scholarly research; and participating in university and community service. Courses included:

- 1) REH 2301 Introduction to Rehabilitation Services
- 2) REH 2307 Practical Communication in Rehabilitation
- 3) REH 3301 Rehabilitation Research Methods
- 4) REH 3302 Vocational Rehabilitation Process
- 5) REH 3304 Medical Aspects of Disability

Assistant Professor of Rehabilitation Counseling, August 2007 to June 2011.

School of Education and Human Performance - Rehabilitation Counseling Program, Winston-Salem State University, Winston-Salem, NC.

Responsibilities included teaching several required and elective courses for the successful completion of the Master of Science in Rehabilitation Counseling, both on campus and distance learning, and Bachelor of Science in Rehabilitation Studies degrees at Winston-Salem State University; developing syllabi; building new courses for the programs; creating and providing all lecture materials; developing and implementing all examinations and grading procedures; maintaining a grade database; utilizing Blackboard to facilitate courses; supervising students completing required practicum and internship experiences; mentoring students completing master theses and projects; serving as faculty advisor for the Student Rehabilitation Counseling Organization; advising students; conducting scholarly research; and participating in university and community service. Courses included:

- 1) REH 2307 Practical Communication in Rehabilitation
- 2) REH 3302 Vocational Rehabilitation Process
- 3) REH 5303 Group Counseling
- 4) REH 5304 Vocational Assessment
- 5) REH 5306 Rehabilitation Counseling Practicum
- 6) REH 6302 Case Management
- 7) REH 6306 Research Methods and Program Evaluation
- 8) REH 6901 Rehabilitation Counseling Internship

Adjunct Faculty, August 2006 to May 2007.

College of Public Health and Health Professions, University of Florida, Gainesville, FL.

Responsibilities included teaching several required courses for the successful completion of the Bachelor of Health Science degree at the University of Florida; developing syllabi; creating and providing all lecture materials; developing and implementing all examinations and grading procedures; maintaining a grade database; facilitating small group labs; supervising teaching assistants; and advising students. Courses included:

- 1) HSC 3057 Research Methods and Issues in Health Science
- 2) HSC 3661 Therapeutic Communication
- 3) HSC 3502 Survey of Diseases and Disability
- 4) RCS 3030 Introduction to Rehabilitation and Human Services

5) HSC 4608 Critical Thinking in Health Care

Instructor, August 2003 to December 2003; August 2004 to May 2006.

College of Public Health and Health Professions, University of Florida, Gainesville, FL.

Responsibilities included teaching several required courses for the successful completion of the Bachelor of Health Science degree at the University of Florida; developing syllabi; creating and providing all lecture materials; developing and implementing all examinations and grading procedures; maintaining a grade database; facilitating small group labs; supervising teaching assistants; and advising students. Supervising faculty members were Dr. John Saxon and Dr. Russell Bauer. Courses included:

- 1) HSC 3057 Research Methods and Issues in Health Science
- 2) HSC 3502 Survey of Diseases and Disability
- 3) HSC 4608 Critical Thinking in Health Care
- 4) RCS 6780 Ethics and Professional Issues
- 5) RCS 6931 Diagnosis and Treatment of Mental Disorders

Clinical Supervisor, August 2005 to December 2005.

College of Public Health and Health Professions, University of Florida, Gainesville, FL.

Responsibilities included providing clinical supervision for three MHS in Rehabilitation Counseling graduate students as part of the PhD in Rehabilitation Science (Rehabilitation Counseling) program requirements for practicum experience; meeting with the students individually for at least six times each to review taped counseling sessions; meeting with the students twice for a group tape review session; discussing counseling strategies and treatment options for clients in need; and performing site visits to meet with site supervisors and discuss practicum progress. Supervising faculty member was Dr. Linda Shaw.

Teaching Assistant, January 2004 to May 2004.

College of Public Health and Health Professions, University of Florida, Gainesville, FL.

Responsibilities included assisting in several required courses for the successful completion of the Bachelor of Health Science degree at the University of Florida; providing lectures; facilitating small group discussions and labs; grading examinations and papers; and advising students. Supervising faculty members were Dr. Laura Perry and Dr. Tom Kerkhoff. Courses included:

- 1) HSC 4558 Disability Management
- 2) HSC 4653 Ethical Issues in Health Care

ACADEMIC EXPERIENCE - RESEARCH

Funded Projects

Grant Recipient, October 2021.

School of Health Sciences and Human Performance, Catawba College, Salisbury, NC. "NBCC CACREP Accreditation Grant." Funded by NBCC, \$7,500.

Principal Investigator, May 2011 to November 2011.

Department of Human Performance and Sport Sciences, Winston-Salem State University, Winston-Salem, NC. "The Impact of Case Management on Case Resolution in North Carolina's Workers' Compensation Rehabilitation." Funded by the WSSU RIP Grant, \$9,133.

Co-Investigator, August 2007 to May 2011.

Department of Human Performance and Sport Sciences, Winston-Salem State University, Winston-Salem, NC. "Long Term Training Grant: Rural Rehabilitation Counseling." Funded by the US Department of Education Office of Special Education and Rehabilitation Services, \$750,000.

Principal Investigator, January 2005 to December 2006.

College of Public Health and Health Professions, University of Florida, Gainesville, FL. "The Psychological Status of Workers' Compensation Clients and Select Demographic and Forensic Variables." Funded by the L. Gale Lemerand Scholarship, \$2,500.

Peer-Reviewed Publications

Betters, C. J. (2015). Spirituality and vocational rehabilitation: Emphasizing the "holy" in holistic vocational rehabilitation services. *VECAP Journal*, 10, 20-32.

Betters, C. J., & Sligar, S. R. (2015). Tools of the trade: A national study. *VECAP Journal*, 9, 8-18.

Sligar, S. R., & Betters, C. J. (2012). The state of the state vocational evaluator: A national survey. *Journal of Rehabilitation*, 78, 21-30.

Edwards, Y. V., Betters, C. J., Caldwell, T., Chamberlain, H., Fowler, D., Rogers, R., & Worthy, K. (2011). Racial/ ethnic differences in transitional vocational rehabilitation. *Rehabilitation Counseling and Education*, 5, 40-47.

Hand, J. W., Betters, C. J., McKenzie, M. J. & Gopalan, H. (2011). Increasing academic engagement at a HBCU via an undergraduate scholarship showcase. *Mountain Rise: The International Journal for the Scholarship of Teaching and Learning*, 6, 1-13.

Sligar, S.R. and Betters, C. J. (2011). VEWA, VECAP and CVE: Where have we been? Where are we headed? *VECAP Journal*, 17, 67-72.

Fowler, D. C., & Betters, C. J. (2011). Adjustment disorder: Considerations for the workers' compensation system. *Rehabilitation Professional*, 18, 207-212.

Invited Presentations

Betters, C. J., & Sligar, S. R. (October 9, 2024). "How is Your Veracity? And Other Ethical Concerns." Presented at the Vocational Evaluation and Career Assessment Professional (VECAP) Annual Forum, Oklahoma City, OK.

Betters, C. J., Randall, B. M. & Thompson, M. O. (April 18, 2024). "Another Talk About Self-Care." Presented at Catawba College's Day of Scholarship, Salisbury, NC.

Betters, C. J. (February 16, 2024). "The Only Constant is Change: Evolution of Ethical Evaluation." Presented at the North Carolina Counseling Association (NCCA) Annual Conference,

Greensboro, NC.

Betters, C. J., & Randall, B. M. (November 16, 2023). "Walking the Tight Ropes: Conflict Management Within Workplace Culture." Presented at Catawba College's Day of Culture, Salisbury, NC.

Betters, C. J. (October 11, 2023). "The Only Constant is Change: Evolution of Ethical Evaluation." Presented at the Vocational Evaluator and Career Professional (VECAP) Annual Forum, virtually.

Betters, C. J., & Ellison, M. (March 28, 2023). "Ethical Dilemmas in Counseling." Presented at North Carolina Counseling Association (NCCA), webinar.

Betters, C. J., Axtell-Martin, S., & McNeely, H. (February 11, 2023). "Shepherding the Shepherd: Addressing the Mental Health Need of Clergy in the Post-Pandemic Church." Presented at the North Carolina Counseling Association's (NCCA) Annual Conference, Durham, NC.

Betters, C. J. and Morton, B. (October 20, 2022). "Grieving and Thriving." Presented at Catawba Clergy Days Annual Conference, Salisbury, NC.

Sligar, S. R., & Betters, C. J. (September 12, 2022). "Balancing the Scales: Counseling Risks & Ethics." Presented at the Vocational Evaluator and Career Professional (VECAP) Annual Forum, Auburn, AL.

Betters, C. J., and Webb, E. K. (February 27, 2021). "Elephants, Ostriches, and Deer, Oh My! The Modern Church's Response to the Mental Health Epidemic." Presented at the North Carolina Counseling Association's (NCCA) Annual Conference, virtually due to COVID-19.

Lins, I. & Betters, C. J. (February 25, 2021). "The Efficacy of Exercise as a Treatment Option for Recovering Addicts." Presented at the North Carolina Counseling Association's (NCCA) Annual Conference, virtually due to COVID-19.

Betters, C. J., and Webb, E. K. (November 5, 2020). "Elephants, Ostriches, and Deer, Oh My! The Modern Church's Response to the Mental Health Epidemic." Presented at the Vocational Evaluation and Clinical Assessment Professionals (VECAP) Annual Conference, virtually due to COVID-19.

ACADEMIC EXPERIENCE - SERVICE

Professional Service - Current

VECAP Standards Committee Member

Professional Service - Former

NCCA Bylaws Committee Chair

NCASERVIC Past-President

NCASERVIC President
NCASERVIC President-Elect
ASERVIC Ethics Committee Member
NCVEWAA President
RPVE Past-President
NRA Board Representative to VEWAA
RPVE President
VEWAA Past-President
NCVEWAA Board Member
IARP Carolinas Chapter Board Member
VEWAA President
RPVE President-Elect
VEWAA President-Elect
VEWAA Board Member

Journal Editorial Review Service - Current

Journal of Employment Counseling Journal Editorial Board Member

Journal Editorial Review Service - Former

Rehabilitation Counseling and Education Journal Editorial Board Member
Journal of Rehabilitation Editorial Board Member
VEWAA Journal Editorial Board Member
VECAP Journal Editorial Review Board Member

College Committee Service - Current

Catawba College Faculty Senate Member
Catawba College CORE Committee Member
Catawba College Grievance Committee Member

College Committee Service - Former

Catawba College Governance and Standards Committee Chair
Catawba College Exercise Science Search Committee Chair
Catawba College Exercise Science Search Committee Chair
Catawba College Clinical Mental Health Counseling Search Committee Chair
Catawba College Catawba College Graduate Council Chair
Catawba College Sport Management Search Committee Member
Catawba College Online Education Advisory Council Member
Catawba College Health Administration Search Committee Member
Catawba College Exercise Science Search Committee Member
Catawba College Instructional Designer Search Committee Member
Catawba College Clinical Mental Health Counseling Search Committee Chair
Catawba College Nursing Search Committee Member
Catawba College Graduate Council Member

Catawba College Sport Management Search Committee Member
Catawba College Curriculum Committee Member
Catawba College Clinical Mental Health Counseling Search Committee Chair
WSSU Faculty Senate Delegate
WSSU Professional Development Committee Member
HPSS Grade Appeal Committee Member
HPSS Annual Evaluation Committee Member
WSSU Faculty Welfare and Salaries Committee Member
WSSU Faculty Senate Delegate
HPSS Rehabilitation Studies Search Committee Chair
HPSS Physical Education Search Committee Chair
WSSU University Governance Committee Member
WSSU Faculty Bylaws Committee Member
HPSS Social Committee Member
SEHP Graduate Curriculum Committee Member
HPSS Undergraduate Research Committee Member
HPSS Disability Awareness Committee Member
Student Rehabilitation Counseling Organization (SRCO) Faculty Advisor
HPSS Department Restructuring Committee
UF CEPH Self-Study Committee Member

CLINICAL EXPERIENCE

Professional Christian Counselor, July 2015 to January 2019.

Trinity Christian Counseling, Winston-Salem, NC.

Responsibilities included managing contracted, private counseling practice providing Christian counseling services to individuals, couples, and families; conducting psychotherapy, diagnosis and treatment, and additional counseling services to clients; marketing within churches and the medical community, and promoting the contracted company.

Professional Christian Counselor, June 2014 to July 2015.

Chad Betters, PhD Christian Counseling Services, Kernersville, NC.

Responsibilities included managing independent, private counseling practice providing Christian counseling services to individuals, couples, and families; conducting psychotherapy, diagnosis and treatment, and additional counseling services to clients; marketing within churches and the medical community; and maintaining small business operations for private practice.

PROFESSIONAL HONORS

Dr. Kenneth Clapp Tri-Delta Award Recipient, 2024.

John Muthard Rehabilitation Research Award Recipient, 2006.

Northeast Florida IARP Scholarship Recipient, 2006.

L. Gale Lemerand Scholarship Recipient, 2005.

Shands Hospital Auxiliary Scholarship Recipient, 2002.

Michael Kenneth (Kenny) Holt, PhD

EDUCATION

Ph.D., Management (Organizational Behavior), University of Memphis, Memphis, TN

M.S., Economics, Louisiana State University, Baton Rouge, LA

B.S., Economics & Finance, Union University, Jackson, Tennessee

Additional Study, International Finance, University of South Carolina

ADMINISTRATIVE ACHIEVEMENTS

- Achieved 25% growth in the Young School of Business enrollment from Fall 2021 to Fall 2023.
- Worked with faculty, the Business Advisory Board, area hospital, industrial groups, and campus leaders to create the first MBA program in Central Louisiana. Wrote and submitted the SACSCOC Prospectus in the first 120 days of my employment. The MBA program is fully online and is founded on Character-based ethics. I raised approximately \$3.6 million for the program and admitted 15 students in its inaugural class (Fall 2022). Developed and launched an online Master of Strategic Leadership in Fall 2023. As of Spring 2024, graduate enrollment has grown to 45 students.
- Launched an innovative new pathway for adults with technical, or associate degrees to complete a bachelor's degree. The first students enrolled in Spring 2023.
- Created stackable Graduate Certificates to meet stakeholder needs in Data Analytics, Healthcare Administration, Human Resource Management, and Organizational Administration at Louisiana Christian University.
- Initiated a Business Pitch Contest for High School Seniors to attract area students to LCU. Worked through the State FBLA Advisors to recruit students. The pitch included a 3-minute elevator pitch for the idea and winners received tuition scholarships to the University.
- Revamped the graduate program offerings at Houston Baptist University to increase flexibility and marketability. Resulting in increased student enrollment (300% of goal for Fall 2019, 483% of goal for online students, and 271% of goal for residential students in Spring 2020. For Spring 2020, student credit hours were 594% and 341% of the goal for online and residential students respectively).
- Improved efficiency of use of faculty resources at Houston Baptist University through attention to course rotation planning and offerings. The efficiencies achieved were a 16.4% reduction in sections with a 16.5% increase in average class size from Fall 2018 to Fall 2019; and a 12.4% reduction in sections with a 12.2% increase in average class size from Spring 2019 to Spring 2020.
- Repositioned the MSM program at Middle Georgia State University from fully residential to online. Enrollment rose from 11 to over 100 within two years.
- Collaborated with faculty, administrators, students, and stakeholders in strategic planning resulting in an improved graduate curriculum that delivered marketable skills and knowledge to students at SBU and APSU.
- Improved student outcomes by assessing needs, encouraging, and motivating students that raised student performance on Major Field Test from the 25th percentile to the 59th percentile at APSU in the first semester. Scores ultimately climbed above the 90th percentile.
- Delivered improved student outcomes at Houston Baptist University resulting in overall program performance in the 99th percentile for undergraduate students and 93rd percentile for graduate students.
- Drove development at APSU by working with students in the Master of Science in Management program to produce publishable papers leading to the first student conference presentation and publication.
- Boosted the competitive positioning of Union University by helping to create the first MBA program and launch the first cross-disciplinary major in International Business.
- Revamped the undergraduate curriculum at Union University by streamlining course offerings to better leverage faculty resources resulting in a 15% increase in the business majors.
- Created and filled active Advisory Boards at Louisiana Christian University, Houston Baptist University, and Middle Georgia State University.

ACADEMIC TEACHING & LEADERSHIP EXPERIENCE

Adjunct Professor, Louisiana State University – Alexandria

2024 - present

- Teaching online courses in Principles of Management, Entrepreneurship, Entrepreneurship Projects, Small Business Management, and Employment Law

- Supervising two Academic Assistants in one section with 83 students
- Utilizing Moodle LMS
- Building the courses using Cengage's MindTap and McGraw Hill's Connect

Dean, Young School of Business, Technology, & Design, Professor of Business, Louisiana Christian University 2021 - 2024

- Founded the Young School of Business and expanded supervision to include Technology, Art, and Graphic Design divisions.
- Launched the first MBA program for the University, also the first in CENLA.
- Launched a new Master of Strategic Leadership program.
- Authored a partnership with New Orleans Baptist Theological Seminary to offer our MBA program to their students and alumni.
- Led fundraising for the MBA program resulting in contributions totaling \$3.6 million.
- Led fundraising efforts resulting in new scholarships for Accounting majors and graduate students.
- Developed new pathways to bachelor's degrees for students with associate and technical degrees.
- Maintained ACBSP accreditation.

Dean, Dunham College of Business, Professor of Management, Houston Baptist University 2018 – 2021

- Led the Reaffirmation of Accreditation through ACBSP.
- Revamped Assurance of Learning to incorporate inbound and outbound external assessments.
- Created and filled the Dunham College of Business Advisory Council comprised of alumni, and area Business leaders.
- Led the process of creating a new strategic plan for the College of Business.
- Led efforts to increase efficiency in course offerings (Fall 2018 to Fall 2019 16.4% reduction in sections with 16.5% increase in average class size; Spring 2019 to Spring 2020 12.4% reduction in sections with 12.2% increase in average class size.)
- Consolidated five different graduate programs into three programs.
- Increased flexibility and choice within the MBA program resulting in increased student enrollment (300% of goal for Fall 2019, 483% of goal for online students, and 271% of goal for residential students in Spring 2020. For Spring 2020, student credit hours were 594% and 341% of the goal for online and residential students respectively)
- Created new tracks and certificates in the MBA program in Data Analytics, Sustainability, Accounting, Marketing, International Business, Entrepreneurship, Healthcare Administration, and General Management.
- Created BA in General Business to appeal to new student audiences.
- Created new minors in General Business, Entrepreneurship, and Data Analytics.
- Created a new joint degree with the School of Christian Theology in Marketplace Ministries.

Dean, School of Business, Professor of Management, Middle Georgia State University 2017 - 2018

- Led the creation of the Minor in Business Administration, the first minor in the School of Business.
- Revamped admissions standards for the Master of Science in Management program.
- Created and filled the first School of Business Advisory Council comprised of area Business and Community leaders.
- Created and filled the first Dean's Ambassadors group comprised of nominated, high-achieving students from the School of Business.
- Led the initial Strategic Planning session for the Business Advisory Council, Dean's Ambassadors, and ultimately the School of Business faculty and staff that resulted in a review and revision of the School's Vision and Mission Statements.
- Led the School of Business Faculty in the review and development of policies that will lead to AACSB Candidacy (Scholarship, Professional Development, Promotion & Tenure).
- Launched a speaker series called "Doing Good Business" to focus attention on values-based Capitalism and to raise awareness of the School of Business in the community
- Modified course offerings and modes of delivery to Spring 2018 scheduled resulting in a 13% increase in student credit hour production.
- Reworked the "first-year experience" for incoming students to help improve retention rates.

Chair, Management, Marketing & General Business Department, Austin Peay State University 2011 – 2017

- Achieved AACSB candidacy, leading 12 faculty members in instructing 400 graduate and undergraduate students.
- Led college-wide efforts to review and revise undergraduate and graduate curricula.
- Attracted donors by lending expertise in the development and promotion of specific projects and needs used to solicit funds that attracted over \$250,000 in less than a year.
- Increased funding of over \$200,000 for 2014 and an estimated annual increase of \$450,000 for 2015 and beyond by writing a successful proposal for the Tennessee Board of Regents that changed the Business Access Fee structure.

Chair of MBA Academics, Southwest Baptist University 2010 – 2011

- Improved the online MBA program by tracking results and feedback from faculty, administrators, students, alumni, Advisory Board members, and employers and shaping the program around new strategic initiatives.

- Boosted the number of MBA students by overhauling the curriculum to achieve increased flexibility and new areas of emphasis including Computer Information Systems, HR Management, and Business as Missions.
- Advanced initiatives and created strategies to aid in the reaccreditation effort for ACBSP.

Associate Professor, McAfee School of Business, Union University

1989 - 2010

- Improved operations and subsequent results by organizing schedules, reviewing departmental budgets, and creating a strong curriculum within resources.
- Led faculty in reviewing and revising undergraduate curricula to achieve more efficient use of faculty resources.
- Responded to alumni and employer feedback to create areas of emphasis within majors to equip students with marketable skills and knowledge resulting in a 15% in enrollment in the following two years.
- Began the AACSB accreditation process.

Director, Center for Business & Economic Services, Mc School of Business, Union University

1990 - 2009

- Provided and managed counseling and organizational development for regional businesses.
- Analyzed labor market trends to advise existing and prospective employers
- Gathered, interpreted, and published a quarterly UPDATE for Jackson and the Golden Circle area
- Coordinated WAGELINK, a wage and compensation survey for manufacturing and service sectors in West Tennessee
- Organized an annual Economic Outlook Dinner featuring national speakers
- Conducted leadership training for area organizations
- Facilitated strategic development for area organizations
- Managing Editor for *The Journal of Industry and Commerce*
- Regular contributor to the local newspaper and talk radio station regarding economic and business topics
- Frequent speaker to clubs and organizations on economic and business topics

ADDITIONAL ROLES & POSITIONS**Visiting Professor, Universite de Orleans, Orleans, France****Visiting Professor, Harbin Engineering University, Harbin, China****Publisher, Christian Business Review, Houston Baptist University****Elected City Council Representative, City of Jackson, TN****Chairman of the Board of Directors, Leaders Credit Union****Internship Coordinator, Union University****Founding Manager of Brokerage Operations and Investment Broker, Jackson National Bank****CONSULTING & TRAINING EXPERIENCE****Baptist Memorial Hospital**, Subject Matter Expert/Course Designer, Healthcare Finance**Navicent Health Systems**, Course Designer, Six Sigma**Greenville College**, Graduate Course Designer/Facilitator**Orgill, Inc.**, Trainer, Leadership, Communications, Conflict Resolution, and Trust**University of Tennessee Municipal Technical Advisory Service**, SME, Designer, and Facilitator, Leadership & HR**NovaCopy**, Executive Leadership Coach**Chapter 13 Standing Trustee, U.S. Department of Justice, United States Trustee**, Data Analytics Project Lead**Savant Learning Systems**, SME, Course Designer, Facilitator, Managerial Finance, Organizational Behavior, Strategy**Trinity Christian Academy**, Strategic Planning Facilitator**Best Home Center**, Designer and Facilitator, Leadership and Sales Training**Quaker Oats**, Designer and Facilitator, Communication and Leadership Training**Jackson Energy Authority**, Designer and Facilitator, Leadership Training**PSI Engineering**, Facilitator, Team Building**Memphis Cablevision**, Facilitator, Team Building**COMMUNITY ENGAGEMENT**

Economics Coach for Madison Academic High Schools Academic Decathlon Team (won National Championship in 2007 and 2008, 2nd Place in Nation 2009)

Economics Coach for North Side High School Academic Decathlon Team

Elected City Council Representative, Jackson City Council

Historic Zoning Board, City of Jackson

Beer Board, City of Jackson

Lambuth Area Neighborhood Association, Vice-President

Strategic Planning Committee, Leaders Credit Union

Branching Committee, Leaders Credit Union

Loan Committee, Leaders Credit Union

Chair of the Supervisory Committee, Leaders Credit Union

Regional Planning Commission of Jackson and Madison County

Urban Growth Plan Coordinating Committee

Advisory Board, Jackson Area Community Band

Junior Achievement Instructor

“Odyssey of the Mind” Coach, Lincoln Elementary School

Special Task Force to study and recommend improvements to the financial and budgeting policies and procedures for the Madison County Commission

West Tennessee Personnel Association

Business Advisory Board, The Jackson Sun

Business Advisory Board, Crichton College, Memphis, TN

Board of Directors, Fellowship of Christian Athletes

Team captain, United Way

Area Captain, American Heart Association

Old Hickory Lions Club

Assisted with the Chamber of Commerce for Jackson and surrounding areas in industrial recruitment

PRESENTATIONS

Keynote address to State Conference for FBLA Advisors in Louisiana
Ville Platte, LA

“Servant Leadership: The holistic paradigm for leadership”
Leadership CENLA, Alexandria, LA

“Why your work matters” First at First Luncheon
First Baptist Church, Pineville, LA

“The Biblical philosophy of work”
College-wide Seminar, Bethel University, McKenzie, TN

“Lessons from experience on educating the whole student” with R.L. Holbrook
Christian Business Faculty Association Annual Conference, Siloam Springs, AR

“A Biblical evaluation of non-market strategy”
Christian Business Faculty Association Annual Conference, Virginia Beach, VA.

“The proliferation of non-market strategies” with J. Parnell, R.L. Holbrook, E. Dent,
Association of Private Enterprise Education Annual Conference, Cancun, Mexico.

“Leading in the Lion’s Den” with Robert L. Holbrook,
Christian Business Faculty Association Annual Conference, Bourbonnais, IL

“An exploration into sensemaking and sensegiving: A stakeholder model approach”
Midwest Academy of Management Annual Conference, Chicago, IL

“The Economy: Better Worse?”
West Tennessee Society of CPAs conference

“Culture Free or Culture Bound? Two Views of Swaying Branches”
Society for Business, Industry and Economics Annual Conference, San Destin, FL

“Use the Force:” Porter’s Analysis of the Bargaining Power of Buyers Applied to The RAND study of Strategy in the US Higher Education Industry”
Academic Business World, International Conference, Nashville, TN

- "Is it going to end? The economic picture leading to the next millennium" Annual Business Conference sponsored by The Hardin County Bank
- "Applying Porter's five industry forces model to the development of strategic marketing plans for Colleges and Universities: May the forces be with you."
International Academy of Business Disciplines, San Francisco, CA
- "The impact of mortgage interest rates on home purchases: An inquiry into significant relationships using Madison County, Tennessee housing data."
The Tennessee Economics Association, Murfreesboro, TN
- "Total Quality Education: Applying Deming to Colleges and Universities"
Joint Annual Meeting of APICS and NAPM
- "Business Ethics: The Rotarian Four-Way Test"
The Jackson Downtown Rotary Club
- "Biblical foundations of financial management"
Union University sponsored lecture series.
- "Jackson/Madison County: An economic and demographic overview"
Trinity Christian Academy annual strategic planning conference.
- "The impact of post-secondary education on the Jackson economy"
The Jackson Downtown Rotary Club
- "The impact of skill deficiency and subsequent perceptions of self-efficacy on performance/satisfaction of workers in both traditional and empowered organizational designs: A conceptual model."
Southern Management Association
- "Success and failure: A preliminary discourse on terminology"
Southwest Academy of Management

PUBLICATIONS

WORKS IN PROGRESS

- Holt, M.K., Leonard, K.M., & McDaniel, K. Work in progress. An Exploration into Sensemaking and Sensegiving: Including Stakeholders in the Process. Submitted to the *Journal of Management Studies*.
- Beinart, Z., Lester, C., Talib, H., & Holt, M.K. Work in progress. Houston Astros: Cheating or Keeping Up with the Competition? Submitted to the *Journal of Business Cases and Applications*.
- Asghar, A., Gieszl, M., Price, A., & Holt, M.K. Work in progress. The Case of CrossFit and Greg Glassman. Submitted to the *Journal of Business Cases and Applications*.

PUBLISHED

- Holt, M.K. 2023. Faith Matters. *Faith Matters*. VIII: 3-5
- Cook, M.D. & Holt, M.K. 2015. Crunch Time: When leadership matters most. *Journal of Commerce & Trade*. X(1): 41-47.
- Huning, T.M, Holt, M.K. & Bryant, P.M. 2015. Informally yours: propositions regarding the role of informal social networks in leadership and power in organizations. *Academy of Strategic Management Journal*. 14(1): 20-29.
- Somera, K. & Holt, M.K. 2015. Integrity in Business: An Evaluation of Integrity across German and American Culture. *International Journal of Business and Social Science*. 6(2): 32-36.
- Cragle, R.C. & Holt, M.K. 2014. Georgia Pacific: Water, Carbon, and Waste. Submitted to the *Journal of Business Cases and Application*. 12(October): 1-6.
- Cook, M.D., Holt, M.K. & Reagan C. 2014. Preparing More than Number Crunchers: Incorporating Corporate Social Responsibility and Ethics in Graduate Business Programs. Submitted to *Journal of Management & Sustainability*. 4(4): 32-35.
- Holt, M.K. & Holbrook, R.L. 2014. Integrating Sunday with Monday through Friday: Consistencies between Biblical Principles and Management Theory. *Journal of Commerce & Trade*. IX(2): 14-21.
- Huning, T.M, Holt, M.K. & Bryant, P.M. 2013. Informally yours: propositions regarding the role of informal social networks in leadership and power in organizations. *The Academy of Strategic Management Proceedings*. 12(1): 7-12.

- Holt, M.K. 2011. Culture-free or Culture-bound? A structuration approach to the impact of culture on institutions. *International Journal of Humanities and Social Science*. 1(3): 80-87.
- Holt, M.K. 2011. Economic impact and implications of the tragedy in Japan. *SBU Graduate Gazette*.
- Holt, M.K. 2010. An exploration into sensemaking and sensegiving: A stakeholder model approach. In *Proceedings of the Midwest Academy of Management*. (Received the John C. Edwards Best Paper Award)
- Holt, M.K. 2009. Culture Bound or Culture Free? Two views of swaying branches. In *Proceedings of the Society for Business, Industry, and Economics*.
- Muslin, I.S, Holt, M.K., Bryant, P.C., & Huning, T.M. 2007. An unfolding model of new venture creation. In Carraher, S. (ed.) *Midwest Academy of Management Proceedings*.
- Parnell, J.A., Carraher, S., & Holt, M.K. 2002. Participative Management's Influence on Effective Strategy Decisions. *Journal of Business Strategies*. 19(2): 161-179.
- Holt, M.K. & Padelford, W. 1998. The impact of mortgage interest rates on home purchases: A pedagogical example. *Journal of the Tennessee Economics Association*. 3(1): 68-71.
- Holt, M.K., Lester, D.L., Cunningham, B., & White, D. 1998. Applying Porter's five industry forces model to the development of strategic marketing plans for Colleges and Universities: May the forces be with you. in Biberman, J. & Alkhafaji, A. (eds.) *Business Research Yearbook: Global Business Perspectives*.
- Pray, B. & Holt, M.K. 1995. Bulls and Bears: A stock market simulation, in *Proceedings of the Association for Business Simulation and Experiential Learning*.
- Ferrell, L. & Holt, M.K. 1993. Measuring the corporate social responsibility construct: An exploratory approach, in Schnake, M. (ed.), *Southern Management Association Proceedings*.
- Holt, M.K. & Taylor, R.R. 1992. The impact of skill deficiency and subsequent perceptions of self-efficacy on performance/satisfaction of workers in both traditional and empowered organizational designs: A conceptual model, in Schnake, M. (ed.) *Southern Management Association Proceedings*.
- Crandall, W.R., Parnell, J.A. & Holt, M.K. 1992. In search of the competitive nation: A refinement of Porter's diamond, in Vaverek, K. A. (ed.), *Southwest Business Symposium Proceedings*.
- Holt, M.K. 1991. Success and failure: A preliminary discourse on terminology. in Kirk, D. J. (ed.), *Southwest Academy of Management Proceedings*.
- Holt, M.K. & Wright, P. 1991. Strategic management contingency theories: An unabridged framework. in Kirk, D. J. (ed.), *Southwest Academy of Management Proceedings*.

COLLEGE & UNIVERSITY INVOLVEMENT

LOUISIANA CHRISTIAN UNIVERSITY

Academic Leadership Team
 Executive Leadership Team
 Grand and Fund Raising Supervisory Committee
 Title III IDEA Grant Oversight Committee
 Dean Search Committee – Education
 Faculty Search Committee – Economics, Chair
 Faculty Search Committee – Accounting, Chair
 Institutional Review Board
 Academic Council
 Graduate Council

HOUSTON BAPTIST UNIVERSITY

Institutional Strategic Planning Committee
 Academic Council
 Graduate Council
 Dean's Council

MIDDLE GEORGIA STATE UNIVERSITY

University Strategic Planning Committee
 Graduate Studies Advisory Council

AUSTIN PEAY STATE UNIVERSITY

Institutional Review Board, Tennessee Board of Regents
College of Business Retention, Tenure & Promotion Committee
Graduate Assurance of Learning/Curriculum Committee
AACSB "Innovation" Committee, Chair
AACSB Accreditation Team
MMGB Department Retention, Tenure & Promotion Committee, Chair
University Instructional Technology Committee
College Scholarship Committee
Faculty Search Committees
College Strategic Management Committee
SOUTHWEST BAPTIST UNIVERSITY

Graduate Council

Faculty Senator

UNION UNIVERSITY

Faculty Advisor for TVA Investment Challenge Team

Faculty Advisor for College Republicans

University Teacher Education Committee

AACSB Review Team

Institutional Research Committee

Faculty Affairs Committee

LAUNCH Appeals Committee

BSOL Quality Assurance Team

Faculty Fringe Benefits Committee

Judicial Review Board

SACSCOC Accreditation Self-Study Committee

Dean Search Committee

Departmental Internship Committee

Alcohol and Drug Abuse Prevention Committee

University Internship Committee

Admissions/Re-admissions Committee

Faculty Advisor for Phi Beta Lambda

HONORS & AWARDS

Voted "Hardest Professor," APSU 2011 – 2012

John C. Edwards Best Paper Award, Midwest Academy of Management 2009

Who's Who among American Teachers 2004 – 2005

Nominated for Federal Reserve Bank Eighth District Board of Directors 1997

Instructional Innovation Award, 1996

PROFESSIONAL CERTIFICATIONS

Artificial Intelligence Management Professional, Institute of Artificial Intelligence Management

QM Certified, Louisiana Christian University

Techniques of Online Teaching, Southwest Baptist University

Certified Board Director, Tennessee Credit Union League & Credit Union National Association

Professional Manager, Institute of Certified Professional Managers

REFERENCES

References furnished upon request



**Board Action Item
Cover Sheet**

Board Meeting Date:

June 19, 2025

Committee Name and Committee Meeting Date:

This item is presented to the Executive Committee for consideration and approval, after being slated for action on the June 12, 2025 Regular Board meeting agenda (when a quorum could not be established).

Background:

In compliance with Session Law 2023-132/House Bill 8, constituent institutions of The University of North Carolina are required to change accreditors every cycle.

Situation:

In pursuit of compliance with the requirement noted above, WSSU has received authorization from the Department of Education Federal Student Aid (FSA) to pursue accreditation with Higher Learning Commission (HLC).

As WSSU continues to prepare for accreditation with the HLC, the accreditor's change application requires "*documentation indicating that the governing board of the institution has authorized the institution to seek accreditation with HLC*" be submitted at the time of application.

Impact/Benefit:

This will keep WSSU in compliance with state law by following the process to change accreditors.

Requested Action:

It is requested that the Board of Trustees endorse the pursuit of accreditation with Higher Learning Commission.

Attachments:

Letter from FSA re: Reasonable Cause Determination for Changing Accrediting Agencies – Winston-Salem State University (OPE ID: 00298600)



June 2, 2025

Sent via email to:

Bonita J. Brown
Chancellor
Winston-Salem State University
601 Martin L. King, Jr. Drive
Winston-Salem, NC 27110

Re: **Reasonable Cause Determination for Changing Accrediting Agencies – Winston-Salem State University (OPE ID: 00298600)**

Dear Chancellor Brown:

The U.S. Department of Education, Office of Federal Student Aid (“Department”) has conducted a Reasonable Cause Determination for Winston-Salem State University’s (“WSSU”) request to change accrediting agencies as required by section 496(h) of the Higher Education Act of 1965, as amended, 20 U.S.C. § 1099b(h). WSSU is accredited by Southern Association of Colleges and Schools, Commission on Colleges (“SACSCOC”) and seeks to change its institutional accrediting agency to the Higher Learning Commission (“HLC”).

The Department has determined that WSSU has established reasonable cause to change its institutional accrediting agency to HLC in accordance with 34 C.F.R. § 600.11(a)(1)(ii).

NEXT STEPS

Once WSSU has secured accreditation by HLC it must use the electronic *Application for Approval to Participation in the Federal Student Financial Aid Programs* (E-App) located inside FSA Partner Connect to notify the Department, add HLC as its institutional accrediting agency and end its affiliation with SACSCOC. WSSU must take the following steps:

- Select: “Update Information”
- Select specific purpose: “Update/Report Information”
- Identify specific update purpose: “Accreditation and State Authorization.”
- In Section B follow the directions to add a new accrediting agency:
 - Click: the “+ Add New” button located at the top right in Section B (this is right above the listing of all accrediting agencies currently applicable to the institution)
 - Click: the “Next” button at the bottom right.
 - Question 1: Select: HLC from the drop-down list.
 - Question 1a: Enter the year that HLC granted initial accreditation
 - Question 1b: Enter the number of years HLC granted accreditation.
 - Question 1c: Check the box to designate HLC’s as WSSU’s primary accrediting agency.
 - Question 1d: Check the box to confirm that HLC accredits the entire institution.

- In Section B follow the directions to delete SACSCOC:
 - Select the edit pencil icon located next to SACSCOC,
 - Question 1g: Enter the date of the E-app as the end date for WSSU's accreditation by SACSCOC.
 - Select: the "save draft" button at the bottom of the form.
 - Select: the "edit accreditor" button to return to the main section of Section B.
- Click: "Submit" to complete the update.

WSSU must submit the HLC approval letter with its supporting documentation provided to the Department as part of the E-App process as well as a copy of this reasonable cause determination letter. WSSU is directed to upload the materials into the Partner Connect portal in the appropriate location identified.

Note: An institution that is seeking to change accrediting agencies should not withdraw from its current accreditation until after the new agency has granted accreditation to the institution. When an institution maintains multiple accreditation, an institution may not change its primary accrediting agency to a secondary agency, or withdraw from accreditation from the primary agency without submitting a request for a new reasonable cause determination regarding that change.

Failure to comply with these procedures may result in the institution's accreditation status not being recognized by the Secretary and could result in a loss of Title IV eligibility.

If you have any questions, please send your questions to dawn.bilodeau@ed.gov.

Sincerely,

Jeremy Early, Ed.D.
Acting Branch Chief, School Eligibility and Oversight Service Branch

Cc: Dr. Belle S. Wheelan, President, Southern Association of Colleges and Schools
Commission on Colleges, Belle.Wheelan@sacscoc.org
Higher Learning Commission, legalaffairs@hlcommission.org
National Accrediting Agency for Clinical Laboratory Sciences, info@naacsls.org
North Carolina Board of Governor of the University of North Carolina,
public@bog.northcarolina.edu
Department of Defense, osd.pentagon.ousd-p-r.mbx.vol-edu-compliance@mail.mil
Department of Veterans Affairs, Incoming.VBAVACO@va.gov
Consumer Financial Protection Bureau, CFPB_ENF_Students@cfpb.gov



Board Action Item Cover Sheet

Board Meeting Date:

June 19, 2025

Committee Name and Committee Meeting Date:

This item is presented to the Executive Committee for consideration and approval, after being slated for action on the June 12, 2025 Regular Board meeting agenda (when a quorum could not be established).

Background:

The North Carolina Internal Auditing Act (NC GS 143-746) requires state agencies to establish an internal auditing program that complies with current Standards (Global Internal Audit Standards) for the Professional Practice of Internal Auditing issued by the Institute for Internal Auditors. Each agency head shall annually certify to the Council that the audit plan was developed in accordance with required standards. Standard 9.4 Internal Audit Plan states that the chief audit executive (CAE) must create a plan (at least annually) that supports the achievement of the organization's objectives. The CAE must base the plan on a documented assessment of the organization's strategies, objectives, and risks. The assessment must be informed by input from the board and senior management as well as the CAE's understanding of the organization's governance, risk management, and control processes.

Situation:

Standard 9.4 further states that the CAE must review and revise the plan as necessary and communicate timely to the board and senior management. The CAE must discuss the plan, including significant interim changes with the board and senior management. The plan and significant changes must be approved by the board. As such, IA's plan has been updated for the upcoming fiscal year to reflect the current risk landscape. As a reminder, the plan for the new fiscal year is due to the state by September 30, and any changes needed post this approval will be reflected during the September board meeting prior to submission.

Impact/Benefit:

The presentation of the updated audit plan allows the Internal Audit Function to operate with agility and ensure the most current and significant risks that may prohibit the university from achieving strategic success are being addressed and coupled with strategic recommendations were necessary. Without the presentation and approval of the updated audit plan, the Internal Audit function would be noncompliance with state laws and the university may struggle to reach its optimal performance levels.

Requested Action:

It is requested that the Board of Trustees approve the updated audit plan.

Attachments:

See attached risk assessment and updated audit plan.

The audit plan is based upon Internal Audit's (IA) unit risk assessment process and outlines the IA unit plans for the year based upon available resources and the impact of risks identified. The audit plan is a fluid document and is subject to change based upon current events that may pose a risk to the university, continuous risk monitoring efforts, and available resources. This document is for informational purposes only.

WSSU FY26 Audit Plan Proposal

HRS

A	Continuation from Previous Year:		
		Talent Management - Succession Planning	280
		User Access	
B	Planned Reviews:	<i>Projects added to the plan as a result of the annual risk assessment process. Plan reviews are subject to change based upon risks.</i>	
		Human Resources Department Overview	2,170
		Crisis Management & Emergency Preparedness (Include System Office Emergency Communication Regulation)	
		Student Mental Health Services	
		Fundraising	
C	Continuous Monitoring & Requests:		
		System Office Pcard/Tcard Regulation	280
D	Follow-ups:		
		Follow-up Project - Historical Observations	260
		Campus Safety Critical ARC Follow-up (External)	
E	Complaints & Hot Line Calls:		
		Contingency	100
F	Special Assignments:	<i>Advisory engagements conducted on behalf of management & significant audit projects</i>	
		Self-Assessment Maturity Model	250
		Annual Risk Assessment	
ITEMS BELOW ARE ROUTINE MATTERS THAT MAY TAKE PLACE DURING THE AUDIT YEAR			
G	Advisory & Special Assignments:	<i>Special activities and assignments that are assigned to internal audit to assist and advise management. These activities below does not generally result in a audit report.</i>	
		Audit Committee	600
		University-wide Meetings/Consults	
		Assisting External Auditors & Oversight Agencies	
		Search Committees	
		University's Strategic Plan	
		Executive Staff	
		Compliance - Calendar & Monitoring	
		UNCAA Committees	
		Enterprise Risk Management	
		Annual Risk Monitoring Memos	
		Technical Assistance	
H	Other:	<i>Activities that assist the audit unit with planning, assessments, and continuous improvement efforts. The activities below does not generally result in a audit report.</i>	
		Audit Planning & Assessment	500
		IA Strategy, outreach, on-the-job training, assessment	
		Quality Assurance and Improvement - assessment, activities	
		University Administrative Assessment	
		Internal Policies and Procedures, CAATs, Best Practices, Website, Sharepoint	
I	Administration/Leave/Professional Development:	<i>Administrative relative matters, time off, and professional development.</i>	
		Office Administration	2,080
		Time Off	
		Training & Webinars	
J	Potential Reviews not Planned:	<i>Potential reviews identified from the annual risk assessment that are unable to be performed due to lack of resources at this time, but could be added during the year based upon assessment of risk and additional resources.</i>	
		Data Governance	
		Third Party Risk Management	
		Contract Routing Process	
		Associated Entities MOU	

Summary of Hours Available for	
Hours per FT Auditor:	2,080
Total Hours Available:	8,320
Hours Available for WSSU:	6,520

* 4 FT Auditors

NEW PROJECTS ADDED