

FIRST 120 DAYS REPORT

July 1, 2022 – October 29, 2022



Hampton University
President Darrell K. Williams

MESSAGE FROM THE PRESIDENT

During the past 120 days, I have had the honor to lead and assess this great University as well as to reimagine a foundation for the future. We have had to determine how Hampton will improve people's lives by challenging what has been and looking forward to what will be. With technology at the core of change and creative innovation at the heart of our discussions, the campus community has come together to fully embrace delivering the #1 student experience in America.

Since the beginning of my presidency, I have welcomed students back to campus, conducted staff and faculty surveys, met with industry leaders and community advocates, hosted local, state and national political leaders, increased technological advancements, and held a successful Homecoming with over 19,000 alumni in attendance. I am also managing an external assessment of the best practices in higher education going forward. At Hampton, we are opening our minds to think creatively. As we collaborate across campus, we are finding novel solutions to our challenges to make this great university even greater.

As a visionary institution, we have launched a strategic plan that will provide guidance on institutional decisions, both long-term and day-to-day, that will help to carry out Hampton's mission, vision, and values. The strategic priorities for the plan will focus on academic excellence, recruitment and retention, technology and innovation, resource development, affordability and access, capital improvements, strategic communications, community engagement, as well as alumni and parents. With these tenants at the forefront of our plan for the future, Hampton University will remain positioned as a national leader in preparing students for global leadership and service.

As the 13th president of Hampton University, I am eager and ready to lead this University into its next era of greatness. With the support of faculty, staff, students, alumni and friends of Hampton, the University will inspire, innovate and transform lives for the better. I am looking forward to Hampton's future and the impact she will have on our region and the world.

Sincerely,



Darrell K. Williams '83, President



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TOP PRIORITIES

Digitization

Based on student, faculty, and staff feedback, the upgrade of the University's digital infrastructure is foremost among initial priorities. Over the past few months, I have approved over \$4M in technology upgrades that promise faster, more powerful internet speed and Wi-Fi capabilities — transitioning from 10Gbps to 50Gbps by the midterm of the fall 2022 semester and to 100Gbps by the end of the academic year. These enhancements will positively affect the academic program and research capabilities. Additional enhancements include installing cutting-edge audiovisual equipment in academic buildings, classrooms and office spaces. Significant upgrades and improvements to the University website have been completed, as have the audio-visual experience in Ogden Hall and the Little Theatre. Further, expanded automation of internal business processes has been addressed to include electronic processing of purchase orders less than \$2,500 and the installation of kiosks through which students can complete registration, financial aid matters, student account matters, and Health Center requirements. The adoption of Package Tracker, technology that notifies students when packages have arrived and are ready for pick up in the Central Warehouse, and the transition to an electronic process for issuing student ID cards have reduced the use of paper processes and made for more efficient use of time. Finally, expanded usage of the Hampton University app allows students, faculty, staff, alumni, and parents immediate, current information for all matters related to the University from any computer or smart device.

Capital Improvements

Over the summer months, the University completed \$4,518,000 in capital improvements in Virginia-Cleveland, L. Douglas Wilder, McGrew Towers, Harkness, Kelsey, Kennedy, and Winona Residence Halls to enhance comfort and aesthetics. Other projects included expanded seating in Armstrong Stadium, modernization of Ogden Hall, the Hampton University Museum, and the Administration Building at a cost of \$4,565,000. The Administration Building now

functions as an extension of the Museum and features replicas of some of the collections. The museum is currently undergoing construction for expansion at a cost of \$4.1M.

Expanding Faculty Capacity

Fifty new professors joined the faculty ranks for the 2022-2023 academic year. These additions help to ensure the instructional and research capacity of every school at the University. Academic excellence, a strategic plan component, is essential to carrying out the Hampton University mission, maintaining *THE Standard of Excellence*, and *Delivering the #1 Student Experience in America*.

Off-Site Administrative Retreat

University administrative staff members participated in an off-site Retreat, August 19-21, 2022, at The Tides Inn Hotel in Irvington, Virginia. The two-day event was designed to facilitate team building and determine the initial steps of the Hampton University Strategic Plan. The assembly was led through guided activities that produced the University's new aspiration to *Deliver the #1 Student Experience in America* — and eight supporting objectives. A second off-site Retreat is planned for November 2022 to review the initial draft of the Strategic Plan.

Strategic Plan

With the hire of Chief of Staff Dr. Walter T. Tillman, Jr., initial conceptualization and drafting of the Hampton University Strategic Plan is underway. With an overarching goal to *Deliver the #1 Student Experience in America*, the plan's eight areas of focus have been preliminarily identified: academic excellence; recruitment, retention and graduation rates; internal business operations; capital improvements; strategic communication; resource development; affordability and access; and alumni and parent engagement. The first of two off-campus strategy sessions have been held. Additionally, Dr. Tillman is holding workgroup luncheons in October and November to facilitate the stakeholder input in the development of data-driven performance indicators.

FUNDRAISING & GRANT AWARDS

Friends of Hampton and Alfred Street Baptist Church

On Sunday, May 22, President-Elect Darrell K. Williams and Mrs. Myra Richardson Williams were the guests of honor at a reception organized by The Friends of Hampton University to celebrate his impending installation as Hampton's 13th president. The event successfully raised \$60,000 in support of the Character Matters Scholarship and campus ministries. Kendrick F. Ashton, Jr., Craig Dickenson, and Pleasant S. Broadnax, III, Esq., '83 hosted the event. Others in attendance included Hampton University alumni, current and incoming students, members of Alpha Phi Alpha Fraternity, Inc., Alpha Kappa Alpha Sorority, Inc., and Delta Sigma Theta Sorority, Inc., as well as friends and members of the Williams family. Rev. Dr. Howard-John Wesley, senior pastor of the historic Alfred Street Baptist Church, pledged \$25,000 to Hampton University campus ministries, which brought the total raised to \$60,000. Those funds were presented to the President and First Lady on July 2 at Alfred Street Baptist Church.

Bank of America

Bank of America has provided more than \$75,000 in funding to Hampton University's School of Nursing in support of the Gerontology Center of Excellence, an initiative that supports the health and wellness of older adults living on the Virginia Peninsula.



Hampton University and the cities of Hampton, Newport News, Suffolk, and Williamsburg, Virginia have joined forces with low-income senior housing communities to develop intergenerational relationships. The purpose of this program is to provide important hands-on critical and therapeutic communication skills for undergraduate students with a major in nursing and a minor in gerontology. Dr. Ethlyn Gibson, principal investigator for the program and director of Hampton's Center of Excellence in Minority Aging, has worked to build programs at low-income senior living communities in the Hampton Roads region. This effort accomplishes important health promotion for older adults through vital monthly wellness checks and delivery of important health education.



Prudential Foundation

The Prudential Foundation awarded Hampton University \$10,000 for student scholarships. The donation was presented during the annual *Hamptonians on the Vineyard* event, which alumni organize to raise funding for the University. Kirsten Roach '85 co-chairs the Martha's Vineyard event as well as the 2022 Alpha Kappa Alpha Sorority, Inc. fundraising effort for Hampton.

In October, President Williams accepted Prudential's and PGIM's, its Global Investment Management Business, invitation to visit their headquarters to discuss the potential for a strategic partnership. Such a partnership would include student internships and full-ride scholarships for students in the sophomore, junior, and senior years that include a commitment to work for Prudential/PGIM upon graduation. It might also include the corporation's visual presence on the campus and its support of the University's goal to establish digital dominance.

Artist, Missy Elliott, Foundation

The Foundation for Grammy awarding winning artist Missy Elliott has donated \$20,000 to fund a new, current-use scholarship for the Atlanta Chapter of the National Hampton Alumni Association (NHAA), Inc. Missy Elliott is a

native of Portsmouth, Virginia. Her donation funds the Gap Funding scholarship, which supports students' continuing enrollment in the face of financial hardship. On October 17, President Williams

participated in the street-naming celebration in honor of Missy Elliott in Portsmouth, VA, and The Marching Force was the opening attraction for the event.

Sentara Healthcare Foundation Awards \$850,000 to Hampton University for Healthcare Community Engagement Programs

Sentara Healthcare has provided funding to establish the program "Diversifying the Healthcare Workforce to Create Healthier Communities." The \$850,000 gift is designed to increase and grow the number of diverse healthcare professionals in Hampton Roads and to combat challenges in the health care delivery. The program's elements include Sentara Healthcare — Current Use Scholarship for Nursing Students — \$400,000 to provide academic support to students in four-year nursing degree programs in health sciences and community health promotion, as well as the RN to BSN degree programs pharmaceutical sciences, health information management, physical therapy, pre-medical, occupational therapy and other similar health professions. Sentara Healthcare — Endowed Scholarship for Nursing Students — \$100,000 to provide academic support to four-year nursing degree programs in health sciences and community health promotion, as well as the RN to BSN degree program. Recipients may be of sophomore, junior, or senior classification, must hold a minimum 2.75 cumulative grade point average, and demonstrate financial need. Sentara Healthcare — Community Engagement Program — \$350,000. The Community Health & Wellness Mobile Clinic will serve targeted areas of healthcare education needs in Hampton Roads. It is an outreach and health initiative to build stronger and healthier communities in



the region. The focus is to provide healthcare education services for those in underserved urban communities as well as those in rural areas. Students will provide screenings to help in the identification of chronic diseases to include those for vision, blood pressure, cholesterol, blood sugar/capillary tests, risk-for-fall screenings, body mass indices, and COVID-19. Other organizations involved in this outreach effort include Newport News City Public Schools; Hampton City Public Schools; Somerset at Town Center, Sinclair Commons, and The Woodlands retirement communities, Olde Towne Medical & Dental Clinic; Western Tidewater Free Clinic; Surry High School; and the Newport News Department of Social Services, and Department of Health.



Personal Donation

Together with First Lady Myra Richardson Williams '83, President Williams donated \$100,000 to the University in support of students and student organizations. The donation provides \$50,000 to support students majoring in psychology; recipients may be of freshman, sophomore, junior, or senior classification, and they must hold a 3.0 or higher grade point average. They must

also have financial need. An additional \$50,000 will provide support for five different student experience areas at the University: \$10,000 for The Marching Force Band; \$10,000 for the University Choir; \$10,000, each, will go to endowed scholarships already established for the Gamma Iota Chapter of Alpha Phi Alpha Fraternity, Inc. and the Gamma Iota Chapter of Delta Sigma Theta Sorority, Inc. Lastly, \$10,000 will go to the ROTC program.

While students at Hampton, President and Mrs. Williams majored in psychology. They were also members of Alpha Phi Alpha Fraternity and Delta Sigma Theta Sorority, respectively. Mrs. Williams was a member of the University Choir, and President Williams was an ROTC cadet. They both maintain great affection for these organizations and for students.



888 Holdings-Sports Illustrated

To assist students with research and advocacy for technology advancement with proton therapy, Howard Mittman, CEO of US Operations for 888 Holdings-Sports Illustrated, visited the campus to deliver \$25,000. The Office of Governmental Relations oversees this funding that will provide students with valuable insight into solutions that include artificial intelligence and innovative learning. These 21st century advancements will improve 21st century cancer solutions for all communities, including the many underserved communities in Virginia.

Lettie Pate Whitehead Foundation

The Lettie Pate Whitehead Foundation awarded \$302,000 in scholarship funding to Hampton University for the 2022-2023 academic year. The funds support deserving female students who hail from select southern states and who seek a spiritual foundation in workplace theology. The funding also supports the University's Protocol, Etiquette, Academics, Resiliency, Leadership, and Service (P.E.A.R.L.S) program, which is under the leadership of Rev. Dr. Debra Haggins, University chaplain. The Offices of Development, Financial Aid, and Religious Affairs work in conjunction to produce this programming. The University will submit a proposal to receive this funding again for the 2023-2024 academic year.

Project Success

Educational Credit Management Corporation (ECMC) Group recently awarded the University \$13,000 in support of the Project Success initiative, which provides students a one-time, \$500 allotment in the event of a personal emergency. The initiative has assisted several students. ECMC Group is a nonprofit corporation focused on helping students succeed. The Group and its family of companies provide financial tools and services, nonprofit career education and funding for innovative programs to help students achieve their academic and professional goals. The \$13,000 includes \$3,000 that is earmarked for building capacity.

Diane Johnson Beaty Endowed Scholarship

The Diane Johnson Beaty '74 Endowed Scholarship Fund for Aspiring Teachers was established to support undergraduate African American students majoring in Interdisciplinary Studies leading to endorsement in elementary education. Eligible students must be classified as juniors or seniors, hold a 3.0 or higher cumulative grade point average, and be fully admitted to the teacher preparation program. The scholarship's principle has increased from \$20,000 in 2021 to \$30,000 in 2022.

Hampton's Gamma Theta Chapter, AKA Raises More Than \$160,000 For New Scholarship

More than 400 donors have contributed more than \$160,000 in just two months to raise funds for the scholarship campaign initiated by alumnae members of the Alpha Kappa Alpha Sorority, Inc. Gamma Theta Chapter of Hampton University. This campaign was created in honor of the chapter's 75th anniversary; it began in April 2022, and will continue through June 30, 2023, when total contributions are expected to top the goal of \$175,000. AKA Gamma Theta alumna and Emmy Award winning actor, comedian, and writer Wanda Sykes contributed to the campaign. She said, "I love my 'Home by the Sea.' I love its place in history as a major producer of top, diverse talent. Hampton is and was such an important part of my success, and I'm so very pleased to give back through my sorority's scholarship campaign." The funds will be equally split between the Gamma Theta Chapter's Endowed Scholarship Fund and a new Current Use Scholarship Fund.

Hampton University Receives \$200,000 Gift from the Deloitte Foundation

The Deloitte Foundation has donated \$200,000 to provide twenty \$10,000 scholarships to freshmen majoring in accounting,

business, finance, engineering, computer science, information systems, or mathematics during the 2022-2023 academic year. Eligible students must be enrolled full-time, hold a 3.0 or higher cumulative grade point average, and have demonstrated leadership and/or community service engagement. The Office of Financial Aid selected the scholarship recipients; financial need was also a criterion for selection.

Golden Nugget Online Gaming's \$100,000 Donation to Fund Scholarships

The University received a \$100,000 donation in unrestricted funding from Golden Nugget Online Gaming VA, LLC ("GNOG VA"), a subsidiary of DraftKings, Inc., a digital sports entertainment and gaming company created to fuel the competitive spirit of sports fans with products that range across daily fantasy, regulated gaming, and digital media. Hampton intends to dedicate the funds to scholarships for students with the greatest financial need.

Virginia Tuition Assistance Grant Increase

Commonwealth of Virginia Governor Glenn Youngkin approved a \$7,500 increase in the Virginia Tuition Assistant Grant for Virginia residents enrolled at Hampton University for the 2022-2023 academic year. The University's Virginia residents are the only students to receive this increase, which is earmarked for residents enrolled at the state's private colleges and universities. This increase brings the total amount of the award to \$12,000 per student. The financial impact of the increase on the University will be fully realized by the start of the 2022-2023 academic year.

Public-Private Partnerships

To increase public-private partnerships, the University has entered into the initial stages of establishing such a relationship with Leidos, an American Fortune 250 defense, aviation, and biomedical research company that provides scientific, engineering, systems



integration, and technical services. Partnership with Google, LLC., an American multinational technology company that focuses on search engine technology, online advertising, cloud computing, computer software, quantum computing, e-commerce, artificial intelligence, and consumer electronics, is in the works. A partnership with Apple, the American multinational technology company specializing in consumer electronics, software, and online services is being explored. Others being considered include the City of Hampton, VA, and Hampton and Newport News City Public Schools.

50+5 Merit-Based Scholarships

Commencing the 2023-2024 recruiting cycle, the 50 University Merit-Based Scholarship initiative and the 5 Presidential Merit-Based Scholarship initiative (50+5 Merit Scholarships) will launch. Ten of the scholarships will be awarded to students from the Hampton Roads area, and five will be awarded at the President’s discretion, the Presidential Scholarships, to students who demonstrate particular promise in areas such as leadership, community service, and various extra-curricular activities. The Hampton University strategic plan and development efforts will include an extension of financial aid to continuing and transfer students.

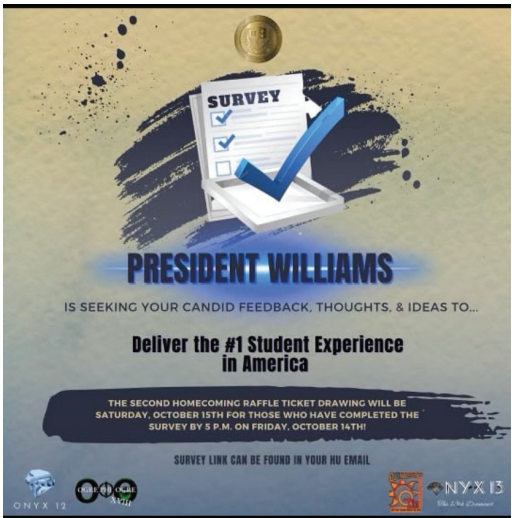
President’s Town Hall Meetings

Since his arrival, President Williams has assembled three Faculty and Staff Town Hall Meetings to share with the campus community some of his immediate, short-term, and long-term plans for Hampton University, and to learn from this group of University stakeholders their needs, wants, and opinions of campus culture. In addition, the Town Hall Meetings are convened to ensure that every member of the Hampton family understands the role he/she plays in upholding *THE Standard of Excellence*.



surveys administered to faculty and staff members, 588 — 72% — were completed. Data captured in the surveys will be used to establish baseline information for the Hampton University Strategic Plan.

The Peachtree Group was contracted to conduct audits of internal business operations and the Hampton University Museum’s holdings. Audit results will also inform baseline information for the strategic plan.



Climate Survey and Internal Audits

Post Leadership was contracted to administer surveys to faculty, staff members, and students to ascertain workplace/school satisfaction. Of 822

Grantsmanship

Office of Sponsored Programs | Grant Awards Received – September 2022

PI NAME	SCHOOL	DEPARTMENT	AGENCY	AWARDED AMOUNT
Anderson, John TITLE OF GRANT – <i>Hampton University's participation in the NASA Earth Sciences Surface Based measurement Networks</i>	School of Science	Atmospheric Science	National Aeronautics & Space Administration	\$ 94,490
Asojo, Oluwatoyin TITLE OF GRANT – <i>HU-CHEM-Developing evidence-based interventions in Chemistry at Hampton University plug leaks in the biomedical training pipeline</i>	School of Science	Chemistry	National Institutes of Health (NIH)	\$ 375,000
Ferguson, Gregg TITLE OF GRANT – <i>Upward Bound Hampton University Project Newport News Public Schools</i>	Student Support Services	Student Support Services	Department of Education (DOE)	\$ 297,599
Horodysky, Andrij TITLE OF GRANT – <i>Investigating environmental acidification and temperature as drivers of morphological alteration and physiological deficits in auditory systems of soniferous fishes.</i>	School of Science	Marine & Environmental Sciences	National Science Foundation (NSF)	\$ 127,809
Lewallen, Caroline TITLE OF GRANT – <i>Move, Adapt, or Change: Examining the Adaptive Capacity of a Southern Ocean Apex Predator, the Leopard Seal</i>	School of Science	Marine & Environmental Sciences	National Science Foundation (NSF)	\$ 193,043
Loughman, Robert TITLE OF GRANT – <i>SAMDA Task 21L OMPS Core Products Team</i>	School of Science	Atmospheric Science	Science Systems and Applications (SSAI)	\$ 18,513
Maheshwari, Shared TITLE OF GRANT – <i>Transportation Education and Workforce Development Project</i>	School of Business	Business Administration of Transportation	Florida Atlantic University/Department	\$ 120,616
McCormick, Patrick TITLE OF GRANT – <i>22 -PRNESS 22-0002 Lidar Measurements of Lower Atmospheric NO2, O3, and Other Gases</i>	School of Science	Atmospheric Science	National Aeronautics & Space Administration (NASA)	\$ 60,000
Moore, William TITLE OF GRANT – <i>NASA Disasters Program Strategic Communication</i>	School of Science	Atmospheric Science	National Institute of Aerospace (NIA)	\$ 12,001
Moore, William TITLE OF GRANT – <i>Saturn's Equatorial Jet through Reanalysis of Voyager data Using a Modern Wind Measurement Method.</i>	School of Science	Atmospheric Science	National Aeronautics & Space Administration (NASA)	\$ 89,275
Russell, James TITLE OF GRANT – <i>Aeronomy of Ice in the Mesosphere (AIM)</i>	School of Science	Atmospheric Science	National Aeronautics & Space Administration (NASA)	\$ 96,962
Russell, James TITLE OF GRANT – <i>Latitudinal and Vertical Structures of the Annual and Semiannual Variations in Thermospheric Composition</i>	School of Science	Atmospheric Science	University Corporation for Atmospheric Research (UCAR)	\$ 30,000
Tang, Liguang TITLE OF GRANT – <i>LARGE-XPARTONS FROM JLAB TO THE LHC (Manjukrishna Suresh)</i>	School of Science	Physics	Jefferson Lab (JLAB)	\$ 625
Tang, Liguang TITLE OF GRANT – <i>LARGE-XPARTONS FROM JLAB TO THE LHC (Nathaniel Lashley-Colthirst)</i>	School of Science	Physics	Jefferson Lab (JLAB)	\$ 625
Willis, Linia TITLE OF GRANT – <i>Project Smiles</i>	School of Science	Communicative Science & Disorders	Virginia Heath Catalyst	\$ 9,968
				TOTAL \$ 1,526,526

SCHOOL	AGENCY	AMOUNT AWARDED	TITLE OF GRANT
School of Science	Department of Agency	\$ 95,181	The Problems of Heat Deposition on Divertor Tokamak
School of Science	NASA	\$ 95,916	2-SCIACT200013 Student Airborne Science Activation for MSI (SaSa)
School of Engineering	National Science Foundation (NSF)	\$350,000	Hampton-Brandeis Partnership for Research and Education in Materials (PREM)
School of Engineering	Department of Energy	\$ 50,200	Graduate Traineeships in Accelerator Engineering Physics
School of Science	National Science Foundation (NSF)	\$388,259	REU Site: Atmospheric Measurements and Data Analysis at Hampton University
School of Science	Jefferson Science Associates (JLAB)	\$ 14,250	Large-X Parton From Jlab to the LHC
School of Pharmacy	Eastern Virginia Medical School	\$ 29,700	Getting AHED: Increasing Clinical Research Participation thru a Community-Informed Education & Recruitment Program
School of Liberal Arts	Thurgood Marshall College Fund	\$ 12,500	Diabetes Care at the Intersection of Race, Ethnicity and Geographic continuum during COVID-19: Experiences of Older People of Color

First Quarter Report

	FY 2022-2023	FY 2021-2022
Pledges* [Development]	\$ 3,108,496	\$ 892,608.10
Outright Gifts [Development]	\$ 502,117	\$ 962,176
Alumni Donations	\$ 685,853	\$ 570,817
Sub-total Office of Development	\$ 4,296,466	\$ 2,425,601
Office of Sponsored Program Grants Awarded*	\$ 14,370,074	\$ 38,269,586**
TOTAL	\$ 18,666,540	\$ 40,695,187

*Includes viable pledges, i.e., charitable bequests, Mellon Foundation, etc.

**Approx. 93% of this total is from the Department of Education for COVID-19 support to academic institutions

***Most Divine 9 Anniversary Giving was conducted FY21-22

HOMECOMING 2022 [BREAKOUT]

	FY 2022-2023	FY 2021-2022
Divine 9 Giving***		
• Alpha Kappa Alpha, 75th Anniversary	\$ 160,000	
• Kappa Alpha Psi	\$ 25,000	
• Delta Sigma Theta, 75th Anniversary		\$ 275,436.44
• Omega Psi Phi, 75th Anniversary		\$ 186,162.23
• Alpha Phi Alpha, 75th Anniversary		\$ 239,718.46
Homecoming '22 1868 Giving	\$ 12,199	
TOTAL	\$ 197,199	\$ 701,317.13

STUDENT LIFE

Freshman Orientation & Continuing Students



The Division of Student Affairs facilitated a lively and successful New Student Orientation (NSO) Week for freshmen and transfer students on August 26 through September 2 and welcomed returning students on September 1. By every indication, students and parents were excited to be at Hampton to begin the 2022-2023 academic year. President and First Lady Williams walked the campus to personally meet, greet, and welcome all to *Our Home by the Sea*.

Fall 2022 Enrollment

Enrollment is a major area of focus in the Hampton University strategic plan as it has trended downward since 2016. The goal is to stop the downward spiral and increase enrollment to 5,000 on the main campus and 1,000 in HU Online by 2043. Figures for recent years reflect 3,251 in 2022 (2,865 main campus, 386 HU Online); 3,317 in 2021 (2,912 main campus, 405 HU Online); and 3,543 in 2020 (3,169 main campus, 374 HU Online).

Scholarship Awards for New Students

Approximately 450 freshmen were awarded merit-based funding ranging from \$5,000-\$30,000 for the 2022-2023 academic year. These funds made the difference in students' ability to enroll at Hampton versus enrolling at another college or university for the fall 2022 semester. The funding was provided with available endowed scholarship funds. The identification of additional endowed scholarship funds will continue as a concerted effort.



Opening Convocation & Parents' Weekend

The official start of the academic year, the 77th Opening Convocation ceremony, took place on September 25, in the beautiful and historic Robert C. Ogden Hall. President Darrell K. Williams was keynote speaker to a full auditorium and via livestream to Memorial Church, the Student Center Ballroom, and the university website. During his address, President Williams assured students, faculty, staff and guests that Hampton University would remain *THE Standard of Excellence* in all its endeavors while aiming to *Deliver the #1 Student Experience in America!* Of particular note during the ceremony was the presence of parents, guardians, and family friends who were attending the 60th Parents' Weekend activities. This year, a record-number 637 parents and family members participated in Parents' Weekend activities.

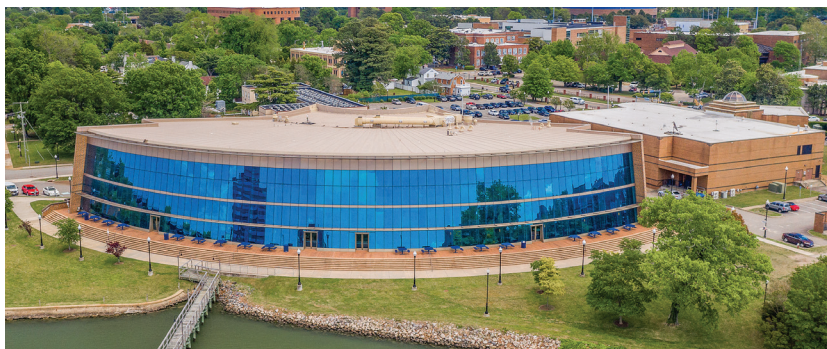




Meal Plan

Another area that ranked high among students' requests is the food service program at the University. In response, the student meal plan now offers Food Truck Tuesdays, Fried Chicken Thursdays, Seafood Fridays, and Soul Food Sundays. These offerings are at no additional cost to students on the University meal plan. In addition, and in response to students' requests, the campus Chick-fil-A

restaurant has re-opened, and a convenience store like the 7-11 chain has opened in the Student Center. On September 25, the Hampton University Starbucks had a soft opening; on October 20, the store had its official grand opening. This store has the distinction of being the only corporate-owned Starbucks on an HBCU campus.



Updated Student Handbook and COVID-19 Policy

Before the start of the 2022-2023 academic year, the Division of Student Affairs revised policies on First-time Use/Possession of Illegal Drugs, Student Dress Code, Visitation, and New Student Curfew. Policies are included in the *Student Handbook*. The University updated the COVID-19 policy to align with the Centers for Disease Control and Prevention's guidelines. This has resulted in a campus environment more open to activities and visitors from the surrounding communities.

Financial Literacy

Beginning the 2022-2023 academic year is a university-wide focus on financial literacy. The University's partnership with the Society for Financial Education and Professional Development (SFEPPD) gives every student, faculty member, staff member, parent, and member of the local community an online financial literacy course valued at \$3,000 — free of charge. This initiative exemplifies Hampton's commitment to ensuring social mobility and

establishing generational wealth — not only among the Hampton University community but, ultimately, among the African American community at large. To guarantee the success of this initiative, the University will place \$25 into a student-managed investment account for every member of the freshman class, the graduating class of 2026, to reinforce the concepts of the financial literacy course and in investing early. A Hampton University alumni matched the deposit amount, bringing it to \$50 per student. The campus community looks forward to seeing each student who crosses the stage at commencement in 2026 with not only a diploma and a certificate in financial literacy, but also with accumulated wealth.

ALTFinance

In July of this year, Hampton University solidified its position among a select group of HBCUs in the AltFinance Program. AltFinance is a \$90M collective effort of Apollo Global Management, Ares Management Corporation, and Oaktree Capital Management for the purpose of building and expanding pathways for HBCU students to alternative investment management. Strategic Partners Management Leaders of Tomorrow (MLT) and the University of Pennsylvania's Wharton School of Business assist with delivering the three main pillars of the AltFinance program: the AltFinance Institute, AltFinance Fellowship, and AltFinance Scholarship. Four students from the James T. George School of Business comprise the inaugural class from Hampton University.

Pru Fellows

Prudential Financial established its inaugural class of Pru Fellows at Hampton University in September 2022. Six JTG School of Business majors were selected to receive a \$10k scholarship, connect with Prudential professionals for mentorship, enter into an accelerated interview process, and attend Pru classes focused on financial wellness and planning. Freshmen and sophomores holding a 3.0 or higher cumulative grade point average will participate in this opportunity.

The Marching Force at U.S. Open Tennis Tournament

On August 31, 2022, the Hampton University marching band, The Marching Force, traveled to New York City to perform at the HBCU Live US Open event for the second year. HBCU Live celebrates the culture, history, and pride of HBCUs. In addition, The Marching Force made several recruitment stops and performed at high schools in the area. Following the success of last year's debut HBCU Live event, an expanded version was hosted this year and included an "on the yard" experience reflective of HBCU campuses. The





United States Tennis Association (UTSA) Billie Jean King National Tennis Center captured the spirit of these spaces with music, food, and other entertainment. The Center also selected President Darrell K. Williams to do the honors of the coin toss at the start of the Open.

The band program has been re-invigorated and inspired to be at the forefront of the Hampton University cultural experience. Hampton alum DJ Envy (RaaShaun Casey '99), host of The Breakfast Club, was the headliner among fellow HBCU alumni DJs present at the event.

Athletics

The sailing team won its first regatta of the fall at the Kingsmill Cup in Williamsburg in late September, defeating the College of William and Mary, University of Virginia, Virginia Tech, University of Maryland, Catholic University, American University, and Christopher Newport University.

The Pirates football team won four games as of October 18, including three wins against our historic rivals Howard University, Tuskegee University, and Norfolk State University, along with their first Colonial Athletic Association victory defeating Albany in overtime. Jadakis Bonds and Elijah Burris were named to the Black College Football Player of the Year Watch List by the Black College Football Hall of Fame. KeShaun Moore was named to the preseason All-Colonial Athletic Association team. On October 17, wide receiver Jadakis Bonds was named HBCU National Player of the Week and was highlighted on the nationally syndicated sports talk show BOXTOROW.

Volleyball opened its season with three straight wins for the first time since 2014 as they defeated Norfolk State in five sets in early September.

Both cross country programs had their best showings of the fall at The Shore Invitational in early September as the women finished second and the men took fifth. Jordan Mozie was the top finisher for the women coming in second.

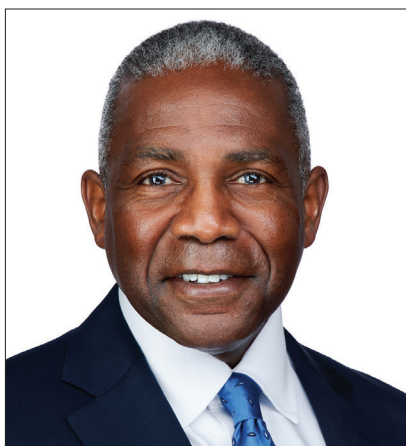
The selections have been made for the College Sailing Fall National Championships. With a 2nd place finish in Annapolis in September and a 4th place finish at the Naval Academy in October, Hampton skipper Valerio Palamara was selected to compete in the Singlehanded National Championships in Norfolk, Virginia on November 5-6, 2022.

Campus Prayer Service and Memorial Service

University Chaplain Rev. Dr. Debra Haggins '17 officiated a campus-wide prayer meeting on October 7 and a memorial service on October 10 for two students injured in an aviation accident and one student who passed away in a residence hall, respectively. Faculty, staff, students, and parents of the students participated in the occasions in a show of condolence, love, and support for all involved. Although tragic and challenging incidents, both evoked the true spirit of Hampton University and served as evidence of our collective resiliency.



SPECIAL RECOGNITION & CAMPUS VISITORS



Virginia 500 Power List

President Darrell K. Williams was included in the education category of the "Virginia 500 Power List" in the 2022 issue of *Virginia Business* magazine. Annually, the publication names outstanding performers in 19 categories ranging from agriculture to energy, and transportation throughout the Commonwealth of Virginia. Congratulations, President Williams!

Hampton City School Board & City Leaders

In mid-September, Hampton City School Board in conjunction with the Office of the Superintendent of Schools and the City Council hosted President Williams at a welcome reception in his honor. Following the reception, President Williams thanked the Board for the invitation and briefly explained his intention to increase cooperative initiatives between the University and the City of Hampton. He also offered on-the-spot admission to the University to a high school senior who was present and expressed her intention to attend Hampton University, beginning the 2023-2024 academic year.



Newport News City Council & School Board



In mid-October, Newport News City School Board in conjunction with the Office of the Superintendent of Schools and the City Council hosted President Williams at a welcome reception in his honor. President Williams

offered remarks thanking the assembly for the invitation, and briefly discussed the University's plans for establishing cooperative initiatives with the City of Newport News.

The Princeton Review and U.S. News and World Report

The 2023 edition of *The Princeton Review's* listing of best colleges again named Hampton University a "Best Southeastern College" and recognized the University as "one of the world's top historically black universities, offering students a progressive education in business, the sciences, and the liberal arts." For more than 40 years, The Princeton Review has been a trusted resource for parents and students deciding on a college or university. "The Best 388 Colleges" rankings are based on ratings from enrolled students at the schools. *U.S. News & World Report* in its "2022-2023 Best Colleges" ranked Hampton University a top school in several categories and #6 among historically black colleges and universities. The publication recognized Hampton for one of the Best Undergraduate Computer Science programs, a Top Performer in Social Mobility, and a National University. *U.S. News & World Report* provides nearly 50 different categories of numerical rankings and lists to help students narrow their college search.





White House Comprehensive National Cybersecurity Initiative (CNCI)

Ms. Kemba Walden '94 principal deputy of National Cyber, Office of the National Cyber Director (ONCD) for The White House,

was instrumental in Hampton University's facilitation of the 11th Annual Hampton University Cybersecurity Symposium, "America's Cyber Future: Realizing the Promise of an Interconnected World." This event assembled the nation's leading thinkers in the cybersecurity industry on the campus to determine the role colleges and universities can play in improving cybersecurity within their communities. Solutions realized at the event will inform the curriculum of the next generation of cybersecurity professionals — our students.

Prayer Breakfast

In September, 36 local clergies visited the Hampton University Museum for a Prayer Breakfast with President Williams. Rev. Dr. Debra L. Haggins '17, University chaplain, delivered the opening prayer for this occasion that allowed those present to meet the President and hear his vision for Hampton University's future: expanding the relationship with the annual Hampton University Ministers' Conference and exploring the establishment of a divinity school. Following breakfast, the group walked to the Mansion House where Rev. Dr. Jerome Barber '81, led the congregation in prayer for the residence and for the University. The event concluded with a tour of the chapel, Hampton Memorial Church.



Special Campus Visitors

President Williams has hosted campus visits with United States Senator The Honorable Tim Kaine, (D-VA), United States Congressman The Honorable Bobby Scott, (D-VA 3rd District), Virginia State Senator The Honorable Mamie E. Locke, (D-2nd District), and Hampton City Mayor The Honorable Donnie R. Tuck. A primary focus of each visit was the establishment of strategic, cooperative partnerships between the University, the City of Hampton, the Commonwealth of Virginia, and the nation.

VA Secretary of Education

The Secretary of Education for the Commonwealth of Virginia, Dr. Aimee Rogstad Guidera, visited Hampton University in September to discuss the role the University might play in addressing the teacher shortage in the Commonwealth and a proposal to establish an on-campus laboratory school. Based upon the growing number of provisional teachers and long-term substitutes in Virginia public schools, the University is designing an online course to be launched in January 2023, for those who have not passed state assessments. Dr. Aresta Johnson, dean of Continuing Education, is working with Ms. Joy Hernandez, director of the Hampton University Child Development Center, to develop a program of study for elementary-level students. Additionally, there may be future opportunities to develop a program in career and technical education that would train students to join the workforce as professional welders. Lastly, another area of potential interest is a career switcher program for individuals already working in the welding industry who could become certified welders.



SPECIAL INITIATIVES

New Holidays

The University will recognize two additional paid holidays. Beginning November 2022, the Wednesday before Thanksgiving will be included in holiday time off from work. Starting June 2023, the Juneteenth national holiday will be recognized at the University as well.

Medical Insurance and Mid-Year Salary Adjustment

The University will increase its contribution to the employee medical insurance benefit by \$700,000, effective November 1, 2022. This increase will reduce employees' out-of-pocket costs by \$120 for single coverage and \$167-\$195

monthly for family coverage, dependent upon the selected plan. Additionally, a mid-year salary adjustment of 5% for all employees, irrespective of the merit incremental increase earned for the start of the current contract year has been enacted. This increase will not interfere with merit increases possible at the end of the contract year. The 5% increase will begin with the December 2022 pay date. The increased contribution and salary adjustment goal is to stabilize the University's capacity by retaining employees. This is necessary to achieve the strategic goal of *Delivering the #1 Student Experience in America*. In effect, these adjustments are a catch up plan for employees hired before July 1, 2022. Those hired after July 1, 2022 will not receive the 5% increase because their salaries are at industry standard.





COMMUNITY ENGAGEMENT

Alfred Street Baptist Church 20th Annual HBCU Festival

The University sponsored transportation for 38 Hampton and Newport News City School high schools students and their parent/guardian to the annual Alfred Street Baptist Church HBCU Festival. They traveled by Hampton University buses, and the one-day

excursion provided all participants a meal, a Hampton University t-shirt, and a Hampton University gift bag. The activity served three purposes: service to the local community, students' exposure to HBCUs, and strategic marketing for Hampton University.



Hampton University Community Black Tie Gala

As a show of gratitude and appreciation for years of support from the Hampton Roads community, Hampton University will host the Hampton University Community Black Tie Gala on December 2, 2022. The Hampton Roads Convention Center is the venue for the formal affair, which is themed Inseparable. The gala is designed to recognize Hampton Roads organizations, businesses, churches, military installations, and individuals that have supported the activities and growth of Hampton University throughout the years.



Hampton University Proton Therapy Institute Inaugural Prostate Cancer and Men's Health Awareness Fair

On September 17, 2022, the Hampton University Proton Therapy Institute (HUPTI) hosted its first annual Prostate Cancer and Men's Health Awareness Fair. The event's goals were to help educate and examine the men of the Hampton Roads area for prostate cancer, build relationships with local organizations and create brand awareness for HUPTI. Thanks to the partnerships created with local businesses, HUPTI hosted more than 200 attendees, 74 men received PSA tests and DRE exams, and 15 people received COVID vaccines/ boosters from the Hampton University mobile unit. During the Men's Health Fair, NFL Hall of Famer and Hampton Roads native Bruce Smith and other NFL retirees participated in a panel discussion focused on the importance of health screenings and their own personal health experiences. Congressman Bobby Scott and Mayors of Hampton and Newport News also were in attendance. President Williams addressed all attendees on the importance of the center and of being of service to our community.

The Health Fair received pre- and post- media coverage in Hampton Roads and outlets in West Tennessee, Jacksonville, MS, and Buffalo, NY resulting in up to 36 million views.



ALUMNI



Oldest Alumna

Shortly after assuming the office of the president, one of the first calls the President made was to Mrs. Virginia Coles to seek her perspective on being the new President of Hampton University. Mrs. Coles is the oldest living Hamptonian, and she celebrated her 102nd Birthday in May 2022. She was a student at the University from 1936 to 1942. She has witnessed in one way or another the performance of six presidents of Hampton Institute and University, and the impact

the office of President has on the lives of our students, our alumni, and our community. Mrs. Coles said two impactful things: First, "I'm very proud to be a Hamptonian and all of the experiences I've had in my life." In terms of advice, she simply advised "Love Hampton and the students who go there."



Rashida Jones’ President’s Dinner

Alumna Rashida Jones, president of MSNBC and class of 2002, hosted the 2022 Hampton President’s Dinner, an annual, intimate event hosted by alumni in key locations throughout the country. Host cities are typically areas supported by large alumni population centers and NHAA, Inc. chapters. The invitation-only reception and dinner targets influential alumni in various industries. These settings allow guests to meet the president personally and hear his vision and priorities for the University. They also allow attendees the opportunity to share their concerns with the president. Each event includes a call to action in support of the president’s priorities regarding enrollment and retention. The fundraising goal of each event is \$100,000, which supports the NHAA, Inc. Student



Emergency Fund. The Fund assists students who experience gaps in funding that could interrupt or stop their enrollment. This year’s guest list included 68 alumni and friends of Hampton as well as President and First Lady Williams and their son, Colin Williams.

Homecoming Football Game Ticketing and Attendance Information

HOMECOMING	2022	2019
Stadium Attendance	11,403	10,000
Tailgating in Lot 11	4,510	3,000
Tailgating in Booker T. Lawn	4,024	2,000
Total Attendance	18,658	15,000
Number of tickets sold	9,499	6,117
Number of Players Comp Tickets (wristbands provided)	600	500
Number of Homecoming Game participants comp (wristband provided)	450	---
Student Attendance	854	---
TOTAL TICKET REVENUE	\$195,437.00	\$90,969.35



Dietra Trent '87



Melonie Parker '88

Hampton Homecoming 2022

Homecoming 2022 Elevating the Standard of Excellence took place October 16–23 and was the first in-person homecoming since 2019, before the COVID-19 pandemic. Events and activities included a gospel choir concert featuring Hampton’s His Chosen Sounds, the Miss Hampton University Coronation, the Forty Under Forty Induction Brunch, an alumni golf tournament, and a Divine Nine photograph session featuring 850 members of fraternities and sororities. Pepsi sponsored an alumni mixer, which took place



on the Strawberry Banks lawn, and performer Doug E. Fresh was in concert. Of particular note were Parade Grand Marshals Dr. Dietra Trent ‘86, executive director of the White House Initiative on HBCUs, and Mrs. Melonie Parker ‘88, chief diversity officer for Google. The festive week ended with a chapel service at Memorial Church on Sunday morning.

President Williams’ First Board of Trustees Meeting

The October 2022 meeting of the Hampton University Board of Trustees marks President Darrell K. Williams’ first as the newly appointed 13th leader of the University. The schedule includes a tour of recent improvements to the Administration Building, standing committee meetings, luncheon, dinner, and the executive session. Of particular note for the meeting will be President Williams’ overview of the significant accomplishments of his first 120 days in office.



2022 Alumni Day Weekend

The Hampton University Office of Alumni Affairs and the National Hampton Alumni Association, Inc. (NHAA, Inc.) were pleased to support the 26th Alumni Day Weekend held Friday, September 9th, 2022 - Saturday, 10th, 2022. This was a historic weekend because, for the first time in years, Hampton University hosted a football game against Tuskegee University, which was founded by Booker T. Washington, the most prominent alumnus of Hampton University. The University and the NHAA, Inc. joined as official partners of the event in 1998. This alumni celebration has been a staple event that takes place during the football season to galvanize alumni support of the athletic season each year.



On Friday, September 9th, the Office of Alumni Affairs hosted an open house for both Hampton and Tuskegee alumni to meet and greet on the waterfront campus of Hampton University at the Alumni House. This free event served as a kickoff to welcome the early arrival of guests for the weekend's festivities. On Saturday, September 10th, we moved the celebration to the Booker T. Washington Lawn for the Alumni Day Tailgate. Hampton and Tuskegee alumni, family, and friends ate, danced, and posed by the Booker T. Washington statue all before the game, where the Pirates triumphed over the Golden Tigers 42-10.



Freeman Hrabowski Endowed Scholarship



Hampton University alumnus Dr. Freeman Hrabowski '71 contributed \$75,000 to establish the Freeman Hrabowski Endowed Scholarship. The scholarship supports two undergraduate student members of Hampton's Gamma Iota Chapter of Alpha Phi Alpha Fraternity, Inc. The recipients must be in good academic standing and hold a 3.0 or higher cumulative grade point

average. They must also have demonstrated a strong commitment to community/public service, evidenced through leadership roles held in community/public service activities during the academic years preceding the application for the scholarship.



2022 Hampton Howard Alumni Mixer

On September 2, Hampton University’s Office of Alumni Affairs partnered with PepsiCo to bring Hampton and Howard alumni, family and friends together to celebrate HBCU excellence Labor Day Weekend. At the first ever Alumni Mixer, PepsiCo included the Battle of the Real HU on their Historically Better Tour: Powered by Pepsi Stronger Together and Doritos SOLID BLACK to celebrate the best of HBCU culture and talent. PepsiCo is bringing its Historically Better platform back to celebrate, elevate, and engage students as they get ready for a new year.

The Hampton Howard Alumni Mixer welcomed over 500 alumni, parents, and friend of these great institutions to the Hampton waterfront to celebrate the holiday weekend in true HBCU fashion. Guests enjoyed an evening of music, dancing, free food and drink while taking in the beautiful backdrop of downtown Hampton and the University’s amazing waterfront property.



2022 Future Alumni Brunch

On August 26-27, the Class of 2026 entered the gates of Hampton University from all over the globe. The Office of Alumni Affairs and the National Alumni Association, Inc. were pleased to participate in the New Student Orientation (NSO) activities to welcome the members of ONYX XIII to our "Home by the Sea!" For the 2022 NSO Week, the Office of Alumni Affairs launched its Future Alumni program that will offer several initiatives to help build a stronger culture of volunteerism, networking, professional development, and philanthropy among students beginning their freshmen year. The department's hope is that this early engagement will lay a foundation with students that will allow them to be better

connected with the University upon graduation as "active" young alumni of Hampton.

This annual effort is year-long and began this August with the Future Alumni Welcome Brunch on Sunday, August 28th, on Armstrong Lawn. The full NSO Future Alumni activation for this pre-alumni welcome included a Future Alumni postcard sent in advance of their arrival to campus; the Future Alumni Welcome Brunch; and Future Alumni gifts that included a bag from the NHAA, Inc., a booklet on how to get involved with the Pre-Alumni Council, Office of Alumni Affairs, and the NHAA, Inc. and the resources available to students and parents, and Future Alumni branded trinkets from the Office of Alumni Affairs.





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