



*Report on the Response of **Norfolk State University** to the Impact of the Aging of Virginia's Population*

Date of Submission: November 14, 2014

SIGNATURE PAGE

Pursuant to Code of Virginia §§ 2.2-5510 and 51.5-136, Norfolk State University submits this report of its progress in addressing the impact of the aging of Virginia's population. This page should be signed by the agency head and include the submission date. Digital signatures should be used if possible. The signature page also must include the name, title, and phone and email contact information for the designated agency official responsible for reviewing policy and programs and accommodating the interests of older adults and adults with disabilities under Code of Virginia § 2.2-604.1.


Eddie N. Moore, Jr., Date
Interim President and Chief Executive Officer 11/14/14

Agency Contact Person

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EXECUTIVE SUMMARY (2 pages)

Statement of Major Issues

Norfolk State University is an institution of Higher Education. In order to provide a meaningful workforce to the Commonwealth of Virginia, our aging population is primarily comprised of professors who have years of knowledge that assist our students in gaining the necessary skills and training to become gainfully employed after graduating.

Norfolk State offers programs to senior citizens in our community and that work at the University through the Brambleton Community Outreach Center and also hire employees annually through AARP. We feel that these programs foster optimal aging for the Senior Citizens in our community.

Recommendations or Strategies

Norfolk State has not implemented any specific programs to address the aging population at the University. However, the University will implement an intergenerational program of advisors, tutors and mentors of retired faculty and professors to improve retention and graduation of our undergraduate students.

AGENCY DESCRIPTION

Norfolk State University (NSU) is a public, urban, comprehensive University with enrollment of 7,100 students, of which more than ten percent are graduate students. Graduate program offerings include 3 Ph.D. disciplines and 15 Master's degree level disciplines. Founded in 1935, the University is located in the Hampton Roads area, in the city of Norfolk, and is one of 15 public four year institutions of higher education in the Commonwealth of Virginia. NSU has approximately 1,000 faculty and staff, five academic schools and colleges, and an annual operating budget in excess of \$145 million.

Norfolk State University offers unfettered opportunity for growth, a generous compensation and benefits package, and unlimited opportunity for advancement; join our team. Committed to diversity and an active endorsement of the principles of affirmative action, Norfolk State University is an equal opportunity employer.

Mission Statement

Through exemplary teaching, scholarship, and outreach, Norfolk State University transforms lives and communities by empowering individuals to maximize their potential, creating life-long learners equipped to be engaged leaders and productive global citizens.

Vision Statement

Norfolk State University will be recognized nationally for its outstanding academic programs, innovative research, scholarship, and global outreach, advancing the transformative power of education to change lives and communities.

Equal Opportunity Statement

Norfolk State University does not discriminate against any person on the basis of race, sex, color, national origin, religion, sexual orientation, gender identity, age, political affiliation, or against otherwise qualified persons with disabilities in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, whether carried out directly or through a third-party, or any other entity with which Norfolk State University arranges to carry out its programs and activities.

INFORMATION REQUESTED

Agency Reporting Requirements

For purposes of your agency report, an older Virginian is age 60 and older. The impact of an aging population on service delivery by your agency includes obvious impacts, e.g., discounted senior citizen passports to Virginia state parks at the Department of Conservation and Recreation and not so obvious impacts, e.g., the Department of Criminal Justice Services is tasked with providing training to law enforcement officials on dealing with persons with Alzheimer's disease.

Pursuant to Code of Virginia §§ 2.2-5510 and 51.5-136, please submit a response to DARS by **November 14, 2014** that includes the following information:

1. If your agency has undertaken any actions to respond to the current and future impact of an aging population, such as needs assessments, strategic planning, or use of best practices, please briefly describe those actions. Please indicate what assistance from DARS could help your agency as it prepares to serve an aging Virginia population.

Currently senior citizens are served through the Brambleton Community Outreach Center which offers several programs in training and recreational activities, health fairs, Senior Citizens Club and Cultural and Educational Field Trip. These programs are held in partnership with the City of Norfolk and the needs identified by that locality.

2. Briefly describe your agency's services that are used primarily by older Virginians and the funding streams (types and amounts) that support those services. If these particular services or funding streams are provided in conjunction with other state or local agencies or other for profit or non-profit organizations, please list them.

Brambleton Community Outreach Center offers a Senior Citizens' Club that is funded through an agreement and grant with the Office of Civil Rights (OCR), US Department of Education and other community partners. The Brambleton Senior Citizens Club was organized (September 23, 1977) to enhance the educational, healthy lifestyle, recreational, leisure needs and to promote social ability of the aged adults in the local community. The Seniors are continuously provided with valuable information that will assist the many issues that older adults face.

The Brambleton Center is a focal point for senior citizens interaction, a place where citizens can come together to recreate, share hobbies and common interests in a safe environment. The group meets every Tuesday offering many great activities for people 55 years and older. The list of activities include: computer technology class, educational workshops, cultural events, field trips and health seminars etc.

3. Identify current agency programs specifically designed to serve older Virginians that fall into any of the following eight categories:

- Health Care/Wellness- Brambleton Center Seniors Program
- Education- Brambleton Center Seniors Program

- Public Safety (including Adult Abuse Prevention)- N/A
- Recreation- [Brambleton Center Seniors Program](#)
- Housing- N/A
- Accessibility (including Livable Communities <http://www.vadrs.org/vblc/>)
- Financial Security- [AARP- Employing Senior Citizens](#)
- Transportation- N/A

4. Is your agency able to meet all of the service demands of older Virginians for the services listed above? If there are any instances where the demand for services exceeds your agency's ability to meet the demand, please indicate the service and the extent of the unmet demand. Also, if your agency maintains waiting lists for services, please provide this information, including the waiting list numbers for each service.

Currently Norfolk State is meeting the needs and demands of elderly Virginians who request our services through the Brambleton Outreach Center. We do not have any waiting lists.

5. Provide the number of persons, by gender if available, who received services from the agency in each of the past five state fiscal years (FY 2010 through FY2014) who fell into the following age ranges: 60-64; 65-74; 75-84; and 85 and older. If your agency lacks specific information about the numbers of older Virginians it serves but has other evidence indicating that it is serving more or fewer older Virginians than it has in the past, please describe the basis for that estimation.

Brambleton Outreach Center Senior Citizens Served:

YEAR	Number Served
2010	5,304
2011	13,310
2012	14,185
2013	11,223
2014	8,068 (as of 11/11/14)

(Data on age groups is not available)

AARP- Senior Citizens Hired:

YEARS	Number Hired
2011-2014	50 Housekeepers Age over 55

6. Referring to the services or funding you described in item two, describe any services or funding provided to older Virginians for which the accessibility or availability varies considerably in different parts of the Commonwealth.

Norfolk State is not aware of what other Higher Education institutions have implemented.

7. Over the next five to 10 years, in what ways do you anticipate that an aging population will impact your agency's services, funding streams, or policies? Consider the impact from an increase in the number of older Virginians and whether the needs of older Virginians will differ from those of today's older adults. Please include any anticipated impacts upon the cost of services, changes in type of services or the manner of service delivery, or modifications to agency policies, staffing needs, or procedures.

Norfolk State, as an institution of Higher Education has many professors that teach over the age of 60 because of their special skills and nature of tenure in their profession. It is difficult to anticipate how this will impact the aging population at the University.

8. Please describe the primary steps that should be taken at the federal, state, or local levels to meet the future demands of older Virginians and to make services delivery more effective and efficient.

At Norfolk State University the primary focus is on having tenured professors to assist in equipping our students to be ready to go into the workforce after graduation and gain attainable employment with the education and training that they have learned in their academic careers. Norfolk State will continue to provide academic excellence.

9. Identify the extent to which your agency provides "customer-oriented" publications and websites that are designed to be "senior-friendly." If the information you currently provide is not readily accessible to older Virginians, please identify any steps your agency is taking to improve their access to this information.

All webpage information is designed to be user-friendly in order to find detailed information on programs that the University offers.

10. Describe any other services or programs that your agency plans to implement in the future to address the impact of the aging of Virginia's population.

At this time no programs are in place to be implemented.

11. Please indicate if your agency is experiencing an increase in employees retiring later and describe any actions your agency is taking or plans to take to accommodate its aging workforce with innovative practices.

Yes, many employees are retiring later than usual due to trying to obtain full retirement benefits. At this time there are no plans in place.