

Date: May 21, 2008

To: Patricia Shafer, Evaluation Committee Chair

RE: Evaluation of WVSU President Hazo W. Carter, Jr.

I have been a faculty member at WVSU since 1995, approximately 60% of the tenure of Dr. Carter. There have been a number of changes at WVSU since that time, and many have been positive. It is clear that Dr. Carter has achieved several important goals during his tenure, namely gain of graduate programs, university status, and return of land-grant status. However, other important areas of institutional health have been neglected or ignored by the administration, at least in my opinion. These items need attention by President Carter. I will detail what I think has been neglected below.

1. The return of Land-grant status, and match funding by the WV legislature is an exciting development for WVSU. However, it must be said that most faculty and staff do not consider the Gus R. Douglass Institute, the administrative entity in which Land-grant programs are housed, a part of WVSU. In general, WVSU faculty and staff have little understanding of the activities and fund expenditures of GRDLGI. As I understand things, this is not how USDA monies (and state match) are administrated at any other Land-grant institution. I do not see Land-grant program growth on the university side. Given that a substantial amount of state match monies are provided to WVSU, the present state of affairs is unfortunate.
2. The budgetary situation at WVSU is apparently poor at present, and the faculty has been led to understand that changes in the status of WVS-CTC have produced a shortfall of monies in chargebacks. In any event, there has not been transparent budgeting since I have been here. In fact, it seems that the process is somewhat ad hoc. Faculty and staff are left to receive rumors mostly in terms of being informed of the situation.
3. Today I saw a flyer for an annual campaign at WVSU. A positive development indeed. However, fundraising at the WVSU Foundation has been seriously deficient. I made a push for increased activity in this area in 2001. Reviewing some of the correspondence from that time, I see that in 2001, Shepherd University's endowment was 14 million dollars, and WVSU's was 3 million. At that time, I believe Concord University's endowment was at least 20 million dollars. I am not aware of the current state of the endowment. However, I do know that one of the standard lines in the job description of a university president is fund-raising. Why is this important? WVSU is a historically black college. In present day, high achieving African-American students

are highly sought after. We have several excellent academic programs that could attract these students. However, we cannot offer these students competitive scholarships.

4. Student recruitment is tied to fundraising, but our efforts in this area are also deficient. We have one of the smallest (if not *the* smallest) admissions staffs in the state. Certainly we are understaffed for an institution of this size. Although I can offer only a qualitative opinion, I would have to say that the quality of our student body has suffered in the past few years. There are still high performing students, but they are too few. WVSU makes almost no effort to market itself. There is still a perception in the Kanawha Valley that WVSU is a third-rate school, when the truth is that we offer a great education for the tuition dollar we charge. As a faculty member, I find this very frustrating.

In general, the present situation contributes to the general negative atmosphere at WVSU. This was not the case when I arrived in 1995. We must all redouble our efforts for the good of this great institution!