



BOARD OF REGENTS

Tuesday, November 5, 2019
12 noon

Earl S. Richardson Library Boardroom

CONTENTS

| | |
|-----------------------------------------------------------|-------|
| Public Session Agenda | 1-2 |
| Board of Regents Public Session Minutes of August 6, 2019 | 3-11 |
| Citation of Authority for Closing a Meeting | 12-14 |
| Board of Regents Retreat Minutes of September 28, 2019 | 15-20 |
| Citation of Authority for Closing a Meeting | 21-23 |

Academic and Student Affairs Committee

| | |
|------------------------------------------------------------------|---------|
| Agenda | 24 |
| Items for Action | |
| Academic and Student Affairs Committee Minutes of August 6, 2019 | 25-30 |
| Citation of Authority for Closing a Meeting | 31-33 |
| Misconduct in Academic Research Policy | 34-71 |
| Intellectual Property Policy | 72-88 |
| BS Degree in Cloud Computing | 89-90 |
| Items for Information | |
| FINTECH Center Update | 91-98 |
| MSU Cultural Diversity Report | 99-115 |
| Enrollment Management Update | 116-124 |
| Athletics Update | 125-130 |

Finance and Facilities Committee

| | |
|-------------------------------------------------------|---------|
| Agenda | 131 |
| Items for Information | |
| Facilities, Design and Construction Management Update | 133-146 |

| | |
|------------------------------------------------------------------------|---------|
| Division of Research and Economic Development Update | 147-165 |
| Division of Institutional Advancement Update | 166-182 |
| Division of Enrollment Management and Student Success Update | 183-191 |
| Item for Action | |
| Finance and Facilities Committee Minutes of August 6, 2019 | 194-199 |
| Items for Information | |
| FY 2020 Financial Status Update | 201-205 |
| FY 2021 Operating Budget Request Update | 206 |
| Institutional Student Financial Aid Report | 207-213 |
| <u>Audit and Institutional Assessment Committee</u> | |
| Agenda | 214 |
| Audit and Institutional Assessment Committee Minutes of August 6, 2019 | 215-216 |
| Citation of Authority for Closing a Meeting | 217-219 |

Agenda



**Board of Regents Meeting
Earl S. Richardson Library Boardroom
Tuesday, November 5, 2019
12 Noon**

Agenda

Public Session

- | | | |
|------|--------------------------------------------------------------|-----------------------|
| I. | Meeting Called to Order | Chairman Kweisi Mfume |
| II. | Opening Remarks | Chairman Mfume |
| III. | Approval of Minutes of August 6, 2019 and September 28, 2019 | Chairman Mfume |
| IV. | Report from the University President | Dr. David Wilson |
| V. | State of the University & Strategic Plan Update | Dr. David Wilson |
| VI. | Reports of Standing Committees | |
| A. | Academic and Student Affairs Committee | Regent Linda Gilliam |

Items for Action

1. Academic and Student Affairs Committee Minutes of August 6, 2019
2. Misconduct in Academic Research Policy
3. Intellectual Property Policy
4. BS Degree in Cloud Computing

Items for Information

1. Morgan OPM RFP Update
2. FINTECH Center Update
3. MSU Cultural Diversity Report
4. Student Housing Update
5. Student Government Association Update
6. Enrollment Update
7. Athletics Update

Public Session Agenda
Tuesday, November 5, 2019

8. Morgan-West Africa Partnerships Update – Closed Session
9. Honorary Degree Recipient Recommendation (Dec. 2019) – Closed Session

B. Finance and Facilities Committee Regent Shelonda Stokes

Items for Information

1. Facilities, Design and Construction Management Update
2. Division of Research and Economic Development Update
3. Division of Institutional Advancement Update
4. Division of Enrollment Management and Student Success Update
5. Student Housing Update
6. Food Service RFP Update
7. FY 2019 Audited Financial Statements
8. FY 2020 Financial Status Update
9. FY 2021 Operating Budget Request Update
10. Institutional Student Financial Aid Report

Item for Action

1. Finance and Facilities Committee Minutes of August 6, 2019

C. Audit and Institutional Assessment Committee Regent Tracey Parker-Warren

D. Report from Special Committee on Research and Innovation Regent Shelonda Stokes

VII. New Business

VIII. Adjournment of Public Session to Closed Session Chairman Mfume

IX. Closed Session

- | | |
|----------------------------------------------------|-------------------------|
| A. EEO Report / Litigation Update | Ms. Swann / Mr. Faulk |
| B. Report from the Evaluation Committee | Regent Shelonda Stokes |
| C. Potential Honorary Degree Candidate (Dec. 2019) | Dr. David Wilson |
| D. Morgan-West Africa Partnerships Update | Dr. David Wilson, et al |
| E. Potential New School of Medicine Update | Dr. David Wilson, et al |
| F. HBCU Coalition Case Update | Dr. David Wilson, et al |

**Public
Session**

Public Session Minutes

The meeting of the Morgan State University Board of Regents was called to order by Chairman Kweisi Mfume at 12:03 p.m.

Present: Hon. Kweisi Mfume, Chairman, Regent; General (Ret.) Larry Ellis, Vice Chair, Regent; Hon. Tracey Parker-Warren, Secretary, Regent; Dr. Linda Gilliam, Regent; Dr. Shirley Malcom, Regent; Mr. Wayne Resnick, Regent; Ms. Shelonda Stokes, Regent; Mr. Jeffon Stubbs, Student Regent; Mrs. Penelope Taylor, Regent; Dr. Marquis Walker, Regent; Mr. Winston Wilkinson, Regent; Dr. David Wilson, University President; Mr. Thomas Faulk, Principal Counsel for Morgan State University, Office of the Attorney General

Absent: Rev. Dr. Harold Carter Jr., Regent; Hon. Elijah Cummings, Regent; Rev. Dr. Frances Draper, Regent

The Chairman offered an overview of the agenda and stated that following the Public Session, the Board would convene in Closed Session to address the matters identified as such on the agenda.

Chairman's Remarks

The Chairman opened the meeting by welcoming the Regents and members of the public in attendance. He stated that since the last formal meeting, there has been a number of activities that have taken place on and off campus including the weekly orientation program for incoming freshman students. Tragically, as all of you know, we lost another student during that period due to senseless violence in the streets –Manuel “Manny” Luis, Jr. He was a very bright, energetic and engaging student, who was liked and admired by his peers, and was tragically gunned down near our campus. On behalf of the Board, Chairman Mfume thanked Dr. Wilson, Dr. Banks and members of the University family who attended those funeral services and embraced Manny’s family.

Chairman Mfume called the Board’s attention to the 2019-2020 academic schedule of Board and campus events. He encouraged members of the Board to try to attend as many of these activities as possible over the next 12 months. He mentioned one event in particular, the annual Morgan Gala on October 11th, and urged those interested in attending to purchase tickets by August 15th. Additionally, as a point of information, he stated that the Talbot County branch of the NAACP would like to make the Board aware that our vice chair, General Ellis, will be their keynote speaker at the Freedom Fund Banquet in October. Chairman Mfume also reminded Regents that the Board Retreat has been scheduled for Saturday, September 28th.

Chairman Mfume introduced and welcomed the newest member of the Board, Jeffon Stubbs. Dr. Wilson also welcomed Mr. Stubbs to the Board of Regents as our new Student Regent, adding that he is a very impressive student. Chairman Mfume noted that Mr. Stubbs was an outstanding high school student who was destined for leadership. He added that as the Student Regent, he hopes he will take his role to heart, that he will try to learn and help other members of the Board understand the issues facing students today, and that he finds the role both a challenging and rewarding experience.

Chairman Mfume stated that Mr. Stubbs will not be participating in any recorded votes or the closed session portion of the Board meeting, as we are still awaiting his official appointment letter from the Office of the Governor.

Approval of Minutes

The Chairman called for a motion to jointly adopt the minutes from the May 7, 2019 Board meeting and the minutes of the special meeting of the Board from July 9, 2019. It was MOVED by Regent Malcom and SECONDED by Regent Stokes to approve the minutes of May 7, 2019 and July 9, 2019. The MOTION CARRIED unanimously.

Board Appointment for the 2019-2020 Academic Year

Chairman Mfume made the following appointments:

Standing Committees

- **Executive Committee:** Regent Kweisi Mfume, Chairman; Regent Larry Ellis, Vice Chair; Regent Tracey Parker-Warren, Secretary; Regent Linda Gilliam, Chair of Academic and Student Affairs (ASA) Committee; Regent Shirley Malcom, Chair of Finance and Facilities Committee (FFC)
- **Academic and Student Affairs (ASA) Committee:** Regent Linda Gilliam, Chair; Regent Penelope Taylor, Vice Chair; Regent Elijah Cummings; Regent Larry Ellis; Regent Marquis Walker; Regent Jeffon Stubbs, Student
- **Audit and Institutional Assessment (AIA) Committee:** Regent Larry Ellis, Chair; Regent Tracey Parker-Warren, Vice Chair; Regent Elijah Cummings; Regent Shirley Malcom; Regent Wayne Resnick
- **Finance and Facilities Committee (FFC):** Regent Shirley Malcom, Chair; Regent Shelonda Stokes, Vice Chair; Regent Harold Carter; Regent Wayne Resnick; Regent Winston Wilkinson

Special Committees

- **Nominating Committee:** Regent Winston Wilkinson, Chair; Regent Harold Carter; Regent Penelope Taylor; Regent Jeffon Stubbs, Student
- **Evaluation Committee:** Regent Marquis Walker, Chair; Regent Linda Gilliam; Regent Tracey Parker-Warren; Regent Wayne Resnick; Regent Penelope Taylor
- **Innovation and Research Committee (IRC):** Regent Shelonda Stokes, Chair; Regent Larry Ellis; Regent Shirley Malcom; Regent Marquis Walker; Regent Winston Wilkinson

The special representative of the Board of Regents appointed to the Morgan State University Foundation Board is Regent Marquis Walker.

Chairman Mfume thanked members of the Board for their time, input and the work done on each of the respective committees. We would not be able to carry out all of the work that is mandated involving authority, oversight and governance. He added that the level of commitment required is not to be lost on the Chair, the President or the institution.

Report of the President

The President began by officially welcoming our new Student Regent, Jeffon Stubbs. He also welcomed Dr. Lesia Crumpton-Young in her first meeting as our Provost and Senior Vice President for Academic Affairs.

Dr. Wilson stated that immediately following the May Commencement ceremony, he and Regent Tracey Parker-Warren accompanied the Morgan State University Choir on a three-country tour of Europe. They toured Scotland, Wales and England. The choir performed to several hundred individuals at Windsor Castle, summer home of the Queen, and in St. Paul's Cathedral, which was the wedding site of Prince Harry and the Duchess of Sussex. They truly represented Morgan very well. Dr. Wilson offered his continued appreciation to Dr. Eric Conway and the choir for being great ambassadors, not only for Morgan, not only for the state of Maryland, but for the United States and around the world.

The President stated that he has been reporting to the Board on an ongoing basis regarding the challenges experienced by the University starting in the fall of 2018 through most of the academic year, following the unprecedented extremely hot weather we experienced in the summer of 2018 followed by almost equally unprecedented rainfall in the fall. As a result, many of our historic buildings on the campus succumbed to those conditions, and the result was leaking roofs and mechanical failures. He is pleased to report that roofs have been installed on Baldwin, Harper Tubman and Cummings, and repairs have taken place in Blount and Rawlings. In addition, we have installed a new cooling tower for the Dixon Research Center, and are engaged in work to waterproof Holmes Hall. Also, we have expended more than \$650,000 to replace aging HVAC units in Blount and Rawlings. Dr. Wilson thanked Sidney Evans, Kim McCalla, Prem Kokilepersaud, Kevin Banks, and the Office of Residence Life who understood the urgency of this matter and have made it one of our top priorities for the institution. He added that we have also employed a cleaning company to do a thorough cleaning of all of our residential facilities, and any detection of mold or mildew will be eradicated.

The President stated that Access Orientation has been taking place this summer. Three programs were held to date. All three have had in excess of 300 students. He noted that Dr. Turner is projecting our incoming freshman class to be well over 1,200 students this year.

The President stated that the campus community was very grieved by the unfortunate loss of one of our students, Manuel Luis. He was also a peer mentor in the Access Orientation program, and his death took a great toll not only on the peer mentors but on all of us in the Morgan State University family. Dr. Wilson added that he attended the funeral services along with several colleagues, students and other friends of Manuel. He noted that his brother is still enrolled here. He is a returning senior and an outstanding member of our marching band. We will continue to keep Manuel and his family in our thoughts and prayers.

Dr. Wilson stated that during one of his extensive walks around campus, he challenged himself to see the campus and the surrounding neighborhoods through the eyes of a student and that of a parent as it relates to safety and housing. Here are several observations:

- We must build 800-1,000 new beds ON CAMPUS ASAP. We have no choice. He is pleased that the Finance and Facilities Committee approved the proposed agreement with MEDCO earlier today to do just that. These facilities, the first round, will be ready for occupancy by fall of 2022. They will be built on the site of the Thurgood Marshall Complex. We will not close the Thurgood Marshall Complex while these new facilities are being built. MEDCO has worked out an arrangement where they will build 700-1,000 beds on additional space around the complex, and then they will raze it after they have completed the new facility, recapturing the green space that we would have lost during the construction period.
- We are also looking to work more closely with the Baltimore City Police. We have scheduled a meeting with the Police Commissioner and a representative from the Mayor's Office to look at how these two police forces can expand the agreement that we have right now, and look at ways in which we can have our own police force perhaps do some patrolling of some of the streets that are adjacent to the university. We legally now cannot do that. We will work with

our legal team working with the Legislature, when it opens in the fall, to get them to rethink that statute to allow us a little bit more flexibility.

- We are instituting shuttle services for all of our students who are living off campus in university-leased housing. We are looking to do that at four locations: Marble Hall, Wellington, Kensington and the Varsity. We will try to increase the frequency of those shuttles throughout the day, reducing the wait time from 30 minutes to 15 minutes by eliminating some of the stops along the way.
- We are going to call upon the state to provide dollars to enable us to increase our police force from 42 sworn officers. We will ask the state for support to increase our police force by another 20 officers to bring us to at least 62-65.
- We need to ensure that ALL of our cameras are working and that they are monitored 24/7, and we need to plaster this warning everywhere on campus.
- We need to address any additional “dark spots” on campus if we have not currently addressed them.
- There must be some urgency on our part to create/design a safe walking path for the current students who reside in Morgan View to enable them to get back and forth to the campus along Arlington Avenue. We will increase lighting along the pathway and have a security guard posted there 24/7.

The President stated that upon the recommendation of student leaders, he crafted a very short video message to the entire University community on security measures at Morgan. It has been well received, and he plans to send out another message within the next two weeks detailing all of the additional enhancements we are putting in place as the fall semester gets underway. The video was displayed for viewing by all in attendance.

Dr. Wilson acknowledged the great annual fundraising year we had in 2018-2019. The University raised \$13.7 million. This amount significantly exceeds what we had been able to raise in the past. He thanked Donna Howard and the team in Institutional Advancement and Alumni Relations for their leadership in leading us to an historic year in annual giving.

The President stated that Morgan alum Greg Jones and his wife, Lauren, will be hosting “Morgan on the Vineyard.” The event is scheduled for August 15-17. This will be the second straight year in which Greg and Lauren have hosted a fundraising reception for Morgan. We anticipate 65-70 individuals to be in attendance, and he will report back to the Board on the amount of money generated from the event.

Dr. Wilson stated that the annual alumni awards and class reunion luncheon was a sold-out event. There were 109 members from the 50th anniversary Class of 1969 who participated in our commencement exercises. This was by far our largest alumni group ever to participate. During the alumni awards and class reunion luncheon held on May 19th, 15 classes contributed a total of \$1.97 million to the University, with \$1.4 million coming from the Class of 1969. He noted that former Regent Frances Draper was a member of that class, and thanked all alumni for recognizing the value of investing in their alma mater.

The President stated that our Spring Commencement was a huge success. We were honored to have the Honorable Congressman and member of the Board of Regents, Elijah Cummings, as our commencement speaker. His commencement address was selected by C-Span as one of several commencement speeches across the nation to be featured on that network. We also experimented this year with covering the field for our faculty, graduates and the 50th anniversary class. The

feedback we received was extremely positive as it sheltered the graduates, faculty and the returning 50th anniversary class from the elements of the weather. We will continue to perfect this covering going forward as it is our desire to keep it in place until we can determine a more appropriate indoor venue to have our ceremony.

Dr. Wilson stated that over the last two years, the University has been exploring the potential for an affiliation with a private entity to build a College of Osteopathic Medicine at the University. We have done our due diligence in this effort by visiting New Mexico State University and connecting back with all of the entities in the state of Maryland.

The President stated that the RFP for food service on the campus is in its final stage of preparation and review. We expect to have it in the hands of our legal team within the next 24 to 48 hours. We will then be in a position to have that come back to the Board for approval at the November meeting.

The President stated that move-in day is approaching for fall 2019. It is Saturday, August 10th at 9 a.m. He invited members of the Board of Regents to assist him to move what has increasingly become scores and scores of stuff into our residential facilities.

Dr. Wilson stated that classes officially begin at Morgan on Monday, August 19th. As has been our tradition for the last four years, he along with the Provost and all the Vice Presidents will be on the quad at 8 o'clock in the morning serving a healthy breakfast to our returning students. He extended an invitation to Board members to join him in handing out juice, water, fruit and healthy muffins.

Dr. Wilson stated that for the fifth straight year, on July 24th, he was invited back to Harvard University to give a presentation to over 100 aspiring college and university presidents in the nation. His presentation has received the highest marks in previous years, and he is honored that Harvard keeps inviting him back. He noted that Morgan State University is seen in very high regard by Harvard's Graduate School of Education. The Dean, Dr. Bridget Terry Long's mother is an alum of Morgan.

The President stated that he recently went to Accra, Ghana, as part of the HBCU Africa Homecoming Initiative along with Dr. Astatke. He was selected to receive the highest leadership award given to an HBCU President in America. In a special ceremony, the Chief of the Ashanti bestowed upon him the top honor in the HBCU Global Impact Awards by giving him the Transcendent Order of the African Eagle Award in recognition of global leadership and impact. The Chief of the Ashanti also gave him an official African middle name – Kwabena, which means male child born on Tuesday. Additionally, the visit also served as an opportunity for him to meet with Sir Sam Jonah, Ghanaian billionaire and also the President/Chair of the Governing Counsel of the African College of Community (AUCC). The purpose of the meeting was to discuss Morgan bringing some unique, high quality and high demand academic degree programs to West Africa and to Ghana in particular. We have agreed to take a look at importing, in collaborative form, three of our academic degree programs to that location perhaps starting in 2021. We also agreed to put together a business plan as to why it would make sense for Morgan to have a physical presence in Ghana on a 75-acre site overlooking the ocean that is owned by Sir Jonah. Dr. Wilson indicated that he informed Sir Jonah that as a public institution receiving support from the State of Maryland, we cannot use any of that support to underwrite an international venture. Therefore, the capital necessary to make a physical site possible would have to come from the private sector and/or the government in Ghana. He concluded that the door is open for us to move forward and become the first HBCU with some kind of serious presence on the continent of Africa.

Regent Parker-Warren made a motion to strike a portion of the discussion related to the Potential College of Osteopathic Medicine, specifically the last sentence of the second paragraph with regard to what might be discussed in closed session. It was SECONDED by Regent Taylor. The MOTION CARRIED unanimously. Chairman Mfume noted that the language will be stricken from the official minutes of the meeting accordingly.

The Chairman called for a motion to approve the President's Report. It was MOVED by Regent Wilkinson and SECONDED by Regent Parker-Warren. The President's Report was APPROVED unanimously.

Chairman Mfume took a moment, in consideration of all the rain, water and damage to historic buildings here on campus, to thank all of the staff that participated in trying to find a way to stem the hemorrhage and to help us get back to where we are today, both in terms of mold eradication and everything else. In that regard, he particularly thanked Kim McCalla for her work as well as the work of the people who work with her.

The Chairman also encouraged members of the Board to attend the last Access Student Orientation session on August 11th from 4 – 6 p.m. in the Murphy Fine Arts Center. He noted that it is a chance to touch students when they come in the door, to hear them and to meet a lot of family members who really want concerns addressed that their kids are going to be safe, that they will be taught the right thing and that people are going to look after them.

Chairman Mfume noted that Regent Malcom is now joining us by phone. She regrettably had to leave the meeting early but fortunately wanted to continue to participate. He thanked her for joining us. The Chairman also acknowledged and formally welcomed, as our official Vice Chair in his first meeting as such, Regent Larry Ellis. He thanked General Ellis for stepping up and contributing the way he has done for so many years with this Board.

Report of the Executive Committee

The Chairman provided an update from the August 1, 2019 Executive Committee meeting. He stated that the meeting was informational in nature and there were no action items adopted.

Report of the Standing Committees

Academic and Student Affairs Committee

Regent Gilliam stated that there are three items for action. The first are the committee minutes. She noted that there are two sets of minutes, as the Committee met telephonically on July 25, 2019 to discuss a policy that was reviewed in closed session. It was MOVED by Regent Taylor and SECONDED by Regent Stokes that the minutes be approved. THE MOTION CARRIED unanimously.

Regent Gilliam stated that the second item is the Performance Accountability Report, and asked Dr. Alao to provide a brief overview. Regent Gilliam stated that the Academic and Student Affairs Committee recommends approval. It was MOVED by Regent Stokes and SECONDED by Regent Taylor that the Performance Accountability Report be approved. The MOTION CARRIED unanimously.

Regent Gilliam stated that the last item is the Department Chair Policy, and asked Provost Young to provide a brief overview. Regent Gilliam stated that the Academic and Student Affairs Committee recommends approval. It was MOVED by Regent Stokes and SECONDED by Regent Taylor that the Department Chair Policy be approved. The MOTION CARRIED unanimously.

Regent Gilliam asked for clarification with regard to recommendations brought forth by a standing committee to the full Board – is a motion for approval necessary? She noted that her understanding is that once a Committee Chairperson gives a recommendation, the next move is to get consent. Chairman Mfume stated that a motion for approval is necessary, if it is an action item. He added that it is based on precedent, policy and practice. If it has been our practice to operate one way over a particular amount of time, then that takes precedence over the position. It has been our practice that reports come forward, and they are put forth in the form of a motion for approval or disapproval by the full Board. However, to err on the side of caution, the Chairman tabled the question until additional information can be obtained.

Regent Gilliam stated that this concluded her report.

Finance and Facilities Committee

Chairman Mfume called for the report from the Finance and Facilities Committee. Regent Malcom stated that there were a number of information items. There were also some items for action. The Committee approved the minutes from the May 7, 2019 meeting. There was a wholesome discussion on the Gender and Sexual-Based Harassment and Violence Policy, much of the information will be reviewed in detail during closed session. She stated, however, that the Finance and Facilities Committee recommends approval of the policy.

On behalf of Committee Chair Malcom, Vice Chair Stokes stated that the next action item is the Adjustment to the Non-Exempt Salary Structure. Mr. Evans provided a brief explanation of the needed adjustment to the non-exempt salary structure to remain competitive with the University System of Maryland. It was MOVED by Regent Stokes and SECONDED by Regent Gilliam to approve the Adjustment to the Non-Exempt Salary Structure. The MOTION CARRIED unanimously.

Regent Stokes stated that the next item is the Amended Definition of Confidential Employee for collective bargaining purposes. Last December, AFSCME filed a petition with the State Higher Education Labor Relations Board contesting the designation of approximately 30 non-exempt employees that Morgan had allegedly wrongfully classified as confidential. The matter proceeded to hearings in February 2019, and then adjourned on April 11, 2019. By Settlement Agreement, the parties agreed that 15 employees would remain confidential and that the President of the University would propose to the Board of Regents that it amend the definition of confidential employee to clarify that the designation applies only to employees currently serving in such capacity. It was MOVED by Regent Stokes and SECONDED by Regent Wilkinson to approve the Amended Definition of Confidential Employee for collective bargaining purposes. The MOTION CARRIED unanimously.

Regent Stokes stated that the last item for action is the MEDCO Housing Agreement. She noted that a representative from MEDCO attended the Committee meeting. The University will move forward with plans to build a new student housing facility next to the Thurgood Marshall Complex next year when the spring semester concludes. MEDCO will design and build replacement housing on that site to accommodate 700-900 students, more than three times the number of students currently being housed at that location. The plan is to have these units ready for occupancy by fall 2022. This is considered Phase I of Student Housing.

MEDCO will also assist the University in planning Phase II of Student Housing. We will use their expertise to decide whether to pursue a P3 (public-private partnership) for Phase II, that would include both erecting additional student housing on campus, as well as helping us think through, in a rational way, how we should approach the modernization/renovation of existing housing. It was MOVED by Regent Stokes and SECONDED by Regent Resnick to approve the MEDCO Housing Agreement. The MOTION CARRIED unanimously.

Regent Stokes stated that this concluded her report.

Audit and Institutional Assessment Committee

The Chairman called for the report from the Audit and Institutional Assessment Committee. Vice Chair Ellis stated that the Committee had no action items and continues to review the progress of the Office of Legislative Audits (OLA) recommendations. He stated that, in an effort to better understand the OLA processes, the President has invited OLA to campus for a workshop with other institutions to discuss and address common themes and other issues experienced by institutions of higher education. Regent Ellis noted that the Committee has taken on the task of developing a charter for the Audit and Institutional Assessment Committee by the next Board meeting.

Regent Ellis stated that this concluded his report.

Chairman Mfume stated that the Board would discuss proposed amendments to its by-laws during closed session. He thanked Regent Taylor for her leadership in helping to move the Board forward, and noted that she led the task back in 2014 which was the last time the by-laws had been amended. He added that the Board will reconvene in public session to report the action taken on this matter.

New Business

President Wilson yielded the floor to Dr. Ed Scott, Director of Athletics, for a brief update on NCAA matters. He added that no team at Morgan has any postseason ban for the first time in years. Dr. Scott stated that, six months after his arrival to campus, the University received the Accelerating Academic Success Grant (AASP) from the NCAA in the amount of \$889,000 which is designed to be a bridge to build from where institutions are to where they are trying to go with the appropriate support systems. He added that 47 student-athletes have a 4.0 GPA; 53% of student-athletes have earned a semester GPA of 3.0 or higher; both the men's and women's tennis teams have the highest team GPA of 3.88 and 3.22, respectively; and the department's GPA is 2.90 compared to 2.63 in 2016. The grant has enabled the department to build a bridge to move forward and will allow us to keep the positions and services that have been created moving forward. He noted that the department will be prepared to sustain these expenses once the grant ends. It was also reported that Morgan is now the national model for all limited resource institutions with regard to academics, accountability, APR, gender and culture.

Regent Ellis commented that Morgan is scheduled to play the Army at West Point on September 21st. It is a sporting event that occurs every two years. He encouraged others to attend to help push Morgan to a win. On the academic side, there will be a Diversity and Inclusion Leadership Conference held the day before the game.

Chairman Mfume commented that it would be great to get incoming freshmen who are athletes to be as serious as they are once they hit the third and fourth year. He introduced Hakeem Myers, a student he has begun mentoring, who transferred from A&T as a sophomore athlete. Mr. Myers is now a senior Finance major who works in the Foreign Exchange Department at Morgan Stanley. The Chairman noted that Mr. Myers might be a great ambassador for the Athletics Department to connect with incoming student-athletes to encourage them to take their academics seriously.

Dr. Wilson stated that the University has kept the athletic fee flat for eight straight years. He indicated that he had a preliminary discussion with Finance and Facilities Committee Chair Malcom and, in the next fiscal cycle, the administration plans to bring forth to the Board a recommendation for slight fee increase.

Chairman Mfume reminded members of the Board about the special reception in honor of retiring Regents Draper and Taborn. He stated that Regent Draper would be presented with a resolution in recognition of her 24 years of service to the MSU Board of Regents and read the resolution into the record.

The Chairman called for a motion to approve the Resolution so that it may be formally presented. It was MOVED by Regent Ellis and SECONDED by Regent Parker-Warren to approve the Resolution. The MOTION CARRIED unanimously.

The Chairman announced that the Board of Regents would now prepare to reconvene in Closed Session to consider items specifically exempted from public consideration under § 3-305(b)(1)(3)(4)(7)(8) of the Open Meetings Act. In Closed Session, the Board of Regents will consult with counsel to review the Board of Regents By-Laws Amendment, to receive an update from the Evaluation Committee, a Report on the Board-authorized Mediation, an EEO Report and Litigation Update, an update on a potential new School of Osteopathic Medicine, an update on the Northwood Project, and an update on the HBCU Coalition Case. The Board may reconvene in Public Session at the conclusion of the Closed Session, if necessary.

The Chairman called for a motion to adjourn the Public Session to move into Closed Session. It was MOVED by Regent Gilliam and SECONDED by Regent Taylor to adjourn the Public Session. The MOTION CARRIED unanimously.

The Public Session adjourned at 1:59 p.m.

The Board of Regents reconvened in Public Session at 3:13 p.m. to adopt two matters that were brought before the Board. Those items are the Gender and Sexual-Based Harassment and Violence Policy and the amended Board of Regents By-Laws, which are technical and conforming in nature. Both matters were preliminarily approved during the closed session.

The Chairman called for a motion to jointly adopt the amended Board of Regents By-Laws and the Gender and Sexual-Based Harassment and Violence Policy. It was MOVED by Regent Taylor and SECONDED by Regent Walker to approve the amended By-Laws and the Gender and Sexual-Based Harassment and Violence Policy. The MOTION CARRIED unanimously.

The Chairman announced that the Board of Regents would now seek to reconvene in Closed Session to consider items specifically exempted from public consideration under § 3-305(b)(1)(3)(4)(7)(8) of the Open Meetings Act. In Closed Session, the Board of Regents will consult with counsel to receive an update from the Evaluation Committee, a Report on the Board-authorized Mediation, an EEO Report and Litigation Update, an update on a potential new School of Osteopathic Medicine, an update on the Northwood Project, and an update on the HBCU Coalition Case. The Board may reconvene in Public Session at the conclusion of the Closed Session, if necessary.

The Chairman called for a motion to return to Closed Session. It was MOVED by Regent Resnick and SECONDED by Regent Stokes to return to Closed Session. The MOTION CARRIED unanimously.

Public Session 2 adjourned at 3:16 p.m.

**MORGAN STATE UNIVERSITY
CITATION OF AUTHORITY FOR CLOSING A MEETING
UNDER THE OPEN MEETINGS ACT
BOARD OF REGENTS PUBLIC MEETING**

Date: Tuesday, August 6, 2019

Time: 12:00 p.m.

Location: Boardroom 400
Earl S. Richardson Library
Morgan State University
1700 E. Cold Spring Lane
Baltimore, MD 21251

Motion to close meeting made by: Regent Gilliam

Seconded by: Regent Taylor

Members voting in favor: All Regents in attendance

Opposed:

Abstaining:

Absent: Regents Carter and Cummings

THE STATUTORY AUTHORITY TO CLOSE THIS MEETING CAN BE FOUND AT (check all that apply):

General Provisions Article, § 3-305 (b)(1)(3)(4)(7)(8):

X (1) (i) To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals;

____ (2) To protect the privacy or reputation of individuals concerning a matter not related to public business;

X (3) To consider the acquisition of real property for a public purpose and matters directly related thereto;

☒ (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State;

☐ (5) To consider the investment of public funds;

☐ (6) To consider the marketing of public securities;

☒ (7) To consult with counsel to obtain legal advice on a legal matter;

☒ (8) To consult with staff, consultants, or other individuals about pending or potential litigation;

☐ (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations;

☐ (10) To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (i) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans;

☐ (11) To prepare, administer, or grade a scholastic, licensing, or qualifying examination;

☐ (12) To conduct or discuss an investigative proceeding on actual or possible criminal conduct;

☐ (13) To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter;

☐ (14) Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

General Provisions Article, § 3-103 (a):

☐ (1) To carry out an administrative function;

☐ (2) To carry out a judicial function;

☐ (3) To carry out a quasi-judicial function.

FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:

1. To review the Board of Regents By-Laws Amendment.
2. To receive an update from the Evaluation Committee.
3. To receive a litigation update and EEO Report.
4. To receive an update a potential new School of Medicine.
5. To receive an update on the Northwood Project.
6. To receive an update on the HBCU Coalition Case.

THE BOARD MAY RECONVENE IN PUBLIC SESSION AT THE CONCLUSION OF THE CLOSED SESSION IF NECESSARY TO TAKE ANY FINAL AND BINDING ACTION.

This statement is made by Kweisi Mfume
Chairman of the Board of Regents

SIGNATURE:



***** FOR USE IN MINUTES OF NEXT REGULAR MEETING: *****

TOPICS DISCUSSED AND ACTION(S) TAKEN (IF ANY):

Public Session Minutes

The Morgan State University Board of Regents Retreat was called to order by Chairman Kweisi Mfume at 8:50 a.m.

- Present:** Hon. Kweisi Mfume, Chairman, Regent; General (Ret.) Larry Ellis, Vice Chair, Regent; Hon. Tracey Parker-Warren, Secretary, Regent; Rev. Dr. Harold Carter Jr., Regent; Dr. Shirley Malcom, Regent; Mr. Wayne Resnick, Regent; Mr. Jeffon Stubbs, Student Regent; Dr. Marquis Walker, Regent; Mr. Winston Wilkinson, Regent
- Absent:** Hon. Elijah Cummings, Regent; Dr. Linda Gilliam, Regent; Ms. Shelonda Stokes, Regent; Mrs. Penelope Taylor, Regent
- Staff:** Dr. David Wilson, President; Mr. Thomas Faulk, Principal Counsel for Morgan State University, Office of the Attorney General; Ms. Julie Goodwin, General Counsel; Mrs. Kassandra Grogan, Executive Administrator; Dr. Don-Terry Veal, Chief of Staff
- Guests:** Dr. Merrill Schwartz, Senior VP for Content Strategy and Development, Association of Governing Boards (AGB); Mr. Michael Lord, Esq, Executive Director, Maryland State Ethics Commission

Welcome and Opening Remarks

Chairman Mfume opened the meeting by welcoming the Regents and staff members in attendance. He noted that the annual Board Retreat is usually held in June but had been postponed to the fall, and thanked everyone for their participation. Chairman Mfume stated that Regent Taylor would not be attending because today is her birthday. He added that Dr. Wilson and Ms. Goodwin are expected to arrive shortly.

Before moving to the first agenda item, Chairman Mfume asked attendees to introduce themselves. He then introduced the first guest speaker, Dr. Merrill Schwartz. She is senior vice president for AGB Content Strategy and Development. In this role, she contributes to AGB's thought leadership through the development of actionable, easy-to-consume resources that deliver practical insights to board members. Dr. Schwartz previously served as the senior vice president for AGB Consulting and managed a consulting practice of governance experts serving AGB member colleges, universities, systems, and foundations. She also served as the director of research for AGB and was responsible for conducting research on and writing about trusteeship, governance, and the academic presidency. The Chairman stated that we are happy to have Dr. Schwartz here with us today and yielded the floor to her.

Good Board Governance

Dr. Schwartz shared a little about her background in academia and her role at AGB. She gave a presentation on Good Board Governance and spoke about what it means to be a fiduciary, the anatomy of good board governance, the heart of board work (committees) and the hallmarks of highly effective boards. There was a brief discussion about the role of an audit committee, the purpose of a governance committee and risk-related issues in higher education.

Dr. Wilson commented that he was surprised to learn that there was no audit committee in place when he arrived as president in July 2010. Regent Malcom noted that the institution is in a better place since the audit committee was formed in August of 2011.

Chairman Mfume noted that Regent Taylor had dovetailed the thought of creating another standing committee on governance as part of her work on the reassessment of the Board bylaws. She believes that those things, if left to be done by the full Board, would not get done in the same way that they would with a regular governance committee. Both Mr. Faulk and Ms. Goodwin, at her request, conducted research and compiled a number of materials, supporting documents, and best practices from colleges and universities, which were turned over to her. The Chairman added that, in her absence, he would share this particular slide with her.

Dr. Schwartz commented that the governance committee could take the form of a task force or an ad hoc committee, but it is usually created as a standing committee. She concluded by mentioning a few upcoming events of interest to the Board to include the National Conference on Trusteeship to be held in April 2020 in Washington, DC.

Dr. Wilson commented that this has been a terrific discussion. He added that the proposed governance committee would certainly serve to provide ongoing orientation to Board members who are not coming from higher education.

Chairman Mfume thanked Dr. Schwartz for assisting the Board this morning. He also requested more information about the April conference so that he can make it available to members of the Board who would like to participate, including himself.

Maryland's Public Ethics Law

Chairman Mfume welcomed Mr. Michael Lord who is the Executive Director of the Maryland State Ethics Commission, where he has served since 2011. Mr. Lord is a graduate of the U.S. Naval Academy and the University of Virginia School of Law, and has spent 20 years in his military career before retiring. Since that time, he has held a number of positions in the public sector. The Chairman noted that he thought it was important to have Mr. Lord come speak to the Board, and we are happy to have him here with us today.

Mr. Lord stated that he is excited to be here and thanked the Chairman for extending an invitation. He gave a presentation on Maryland's Public Ethics Law. He noted that the public ethics law applies to approximately 80,000 state employees. The purpose of the law, established in 1979, is to help board members and employees avoid improper influence and the appearance of improper influence; assures citizens of the impartiality and independent judgment of board members and employees; and requires board members and employees to disclose financial affairs and to meet minimum standards of ethical conduct.

Mr. Lord spoke about conflicts of interest, employment/financial interest, exceptions, restrictions, and financial disclosure. There was an interactive discussion related to different hypothetical scenarios, gifts and prestige of office. He noted that advice provided by the Commission is confidential and indicated that there are over 500 published opinions that can be found on the Commission's website.

Chairman Mfume thanked Mr. Lord for sharing insight and his expertise on this very important manner, in light of what has happened in the news over the last six months that has spun out of the former mayor's inquiry, to ensure that Regents avoid the appearance of improper and unethical conduct as Board members.

The Chairman announced that the Board of Regents would now prepare to reconvene in Closed Session to consider items specifically exempted from public consideration under § 3-305(b)(1)(3)(4)(7)(14) of the Open Meetings Act. In Closed Session, the Board of Regents will consult

with counsel to discuss an employee matter and the President's evaluation, and receive an update on the School of Osteopathic Medicine. The Board may reconvene in Public Session at the conclusion of the Closed Session, if necessary.

After reading the closed session citation into the record, the Chairman called for a motion to adjourn the PUBLIC SESSION to move into CLOSED SESSION. It was MOVED by Regent Malcom and SECONDED by Regent Parker-Warren to adjourn the PUBLIC SESSION. The MOTION CARRIED UNANIMOUSLY.

The PUBLIC SESSION adjourned at 1:14 p.m.

The Board of Regents reconvened in Public Session at 3:45 p.m.

Add'l Staff: Mr. Sidney Evans, VP for Finance and Management; Ms. Kim McCalla, Associate VP for Facilities, Design and Construction Management; Dr. Lesia Young, Provost and SVP for Academic Affairs

Chairman Mfume welcomed a member of the university student body who joined the meeting. He asked Regent Stubbs to formally acknowledge her. Regent Stubbs stated that McCall Brown is a sophomore, fellow resident assistant and recent inductee into the President's leadership circle. He added that during his tenure as student regent, he plans to invite more students to attend the quarterly Board meetings so that they have an opportunity to be exposed to enriching environments as much as possible.

State of the University

Dr. Wilson provided an update on the University since June 2018. He indicated that several new individuals have been appointed to senior leadership positions to include: Dr. Lesia Young, Provost and Senior Vice President for Academic Affairs; Ms. Donna Howard, Vice President for Institutional Advancement; Dr. Glenda Prime, Dean of the School of Education and Urban Studies; Dr. Patricia Lessane, Associate Vice President for Academic Affairs; and Dr. Uttam Gaulee, University Council Chair. The University has had a retention rate above 70% for eight straight years. The six-year graduation rate for 2019 is 43%, the highest rate on record for the institution is 43.4%. Total enrollment for Morgan has increased by 14% over the last 10 years while enrollment at the state's other HBCUs experienced a combined decline of 7%. The number of baccalaureate degrees awarded is up as well as total new undergraduate enrollment. He highlighted security improvements at off campus housing facilities to include: installing fencing around all university-leased units and a MSU police-monitored video surveillance system and access card swipe at Marble Hall Gardens; an added asphalt walkway from Hillen Road to Morgan View Apartments; improved lighting at the back gate of Morgan View and increased 24/7 foot and vehicle patrol on Arlington Avenue; an increased number of contracted public safety security with officers placed at the Varsity, on all courts at Marble Hall Gardens, and at the Alumni House. Dr. Wilson commented that the administration is considering the installation of a new security fence (the Morgan wall) from the corner of Argonne all the way back to the residential facilities, similar to the fencing along Hillen Road between the Communications Building and Engineering. The proposed new fencing would also be constructed on the West Campus.

Before concluding his presentation, Dr. Wilson briefly mentioned the record number of students studying abroad, the R2 status achieved in December 2018; the total annual economic impact of Morgan to the state of Maryland of nearly \$1 billion, the major new grants from NIH totaling \$35 million, the continued success of our students interning all across the nation, the record number of doctorates awarded at spring commencement (71), the ongoing progress of Tyler Hall scheduled to open on time and under budget, the replacement of the track and field at Hughes Stadium, the replacement of roofs at Harper Tubman and Cummings Hall, approved capital funding totaling

\$42M for FY 2020, a growing operating budget increasing to \$102.4 million in 2019 from \$73.9 million in 2010 as well as an increase in major gifts of \$13.7 million.

Chairman Mfume noted that the presentation is a major report that was very well put together. He commended Dr. Wilson on the innovative thinking of moving toward an enclosed campus concept, and requested that he share this information at the November meeting for the benefit of Board members not in attendance at the retreat. He added that the presentation should be separate from the President's Report and should also include a status update on the 10-year strategic plan.

University Financial Status

Before yielding the floor to Dr. Wilson, the Chairman noted the Board's concern regarding an email sent by Dr. Wilson on September 9th to the campus about FY '20 budget challenges. He noted that President Wilson made no mention of institutional budgetary issues during the last Executive Committee meeting on August 1st or during the subsequent Board meeting on August 6th to the Finance Committee or the full Board. Chairman Mfume stated that the intent is not to manage the allocation of resources; however, he emphasized the Board's fiduciary responsibility and added that the Board should have been made aware of this matter in a formal session prior to it being communicated to the campus community.

Dr. Wilson stated that this is an effective management tool that college presidents and chancellors use early in a fiscal year when you can control the way dollars are going to be allocated for the rest of the year. Given that we are only a month and a half into the new fiscal year, if you did not communicate on something like a burning platform then people would simply not pay any attention. He added that if we do not invest in security in the way that has been outlined, we could look up and see a decline in enrollment of about 10%.

Mr. Evans stated that the institution is financially solid and our financial position has strengthened dramatically over the last five years. We expect to receive the FY 2019 audit at the November Board meeting. He provided a brief overview on the University's FY 2020 operating budget totaling \$270 million, which is comprised of three major components: state support (unrestricted) - \$177.6M, auxiliary enterprise - \$37.8M, and grants and contracts (restricted) - \$54.6M. The revenue drivers are tuition and fees - \$70.5M, state appropriation - \$100.1M, and other (patents/trademarks, endowment/interest income, sales, and other ancillary income) - \$7.0M.

There was a brief discussion about tuition and fees, particularly the relatively high athletic fee. Dr. Wilson noted that there has been no recommendation to increase the athletic fee for the last eight years, but a slight increase may be recommended for the upcoming fiscal year. Chairman Mfume commended the administration for holding the athletic fee steady; however, he stated that he would have a hard time voting for any proposed increase. The Chairman suggested the possibility of using a portion of the \$13.7M raised through major gifts to offset some of the athletic expenses.

Regent Malcom agreed and questioned why we could not consider other strategies that other institutions considered in terms of raising more money to be able to put into athletics as opposed to instantly looking to fees which would undoubtedly cause hardships for our current student body, many of whom struggle to pay the cost of a college education. She noted that she would like to see a more holistic and comprehensive look at expenses versus the needs to ensure that the opportunity side has actually been fully exhausted. Dr. Wilson indicated that he will work with Dr. Scott to provide the requested information.

Mr. Evans stated that the University is challenged every year with funding new initiatives. We have several unexpected expenses this fiscal year to include: safety and security of the campus community, maintenance and plant emergencies, accreditation, equipment requirements, and OLA correction actions and compliance, which is estimated to cost \$5.1M. He noted that this is what led to President Wilson's email to the campus.

Dr. Wilson indicated that he takes full responsibility for not briefing the Board first. With regard to the campus-wide memo, since we do not know what the final enrollment will be until October 15th, we had to make an assumption that there would not be an increase in enrollment. Therefore, if we do not see an increase in enrollment, as a result of the loss of life of the student outside of Morgan View, we have to look at what additional resources we must set aside for security. Thus, we had to take immediate precautionary measures until we know how things will look on October 15th and that was the purpose of the email.

Mr. Evans assured the Board that we do have budget goals and a financial strategy, and we are working with AGB to develop and implement a new business model.

Chairman Mfume commended Dr. Wilson and Mr. Evans for the good work, which is evident by the reaffirmed credit ratings by both S&P and Moody's.

Regents Resnick and Ellis departed at 4:59 p.m.

Food Service RFP

Mr. Evans reported that the legal team, procurement and finance staff had a very productive meeting to work through all the issues. The parties agreed on a pathway forward, and legal provided additional feedback to procurement. The draft is back with procurement to make the changes and it will be sent back to legal sometime next week. Subsequent to that, when we have reached total agreement, we will share it with the Finance and Facilities Committee. He added that the goal is to get this out by the November Board meeting.

Chairman Mfume offered a word of caution about the use of consultants. He commented that they may be causing us to spend additional time, money and resources and noted that, in several instances, they have set us back instead of moving us forward.

Student Housing

Mr. Evans reminded the Board that a letter of intent was signed with MEDCO. We have selected an architect to design the building – Hord Coplan Macht in association with Moody Nolan, a renowned MBE firm. There will be a kickoff meeting on October 3rd. There are two committees: an executive committee and a working committee, consisting of students, faculty, administrators, and auxiliary. The plan is to work on visioning, programming, concept, design and construction. Next steps include: procure student housing consultant, general contractor and construction team; develop finance pro forma; and, identify a financing partner. He noted that the project is on schedule for occupancy in August 2022.

Dr. Wilson stated that he wanted to give Mr. Evans, Ms. McCalla, legal and the team that they have put together at the university lots of accolades for coming together and moving this forward expeditiously. He noted that the progress we have made since the August Board meeting has been nothing short of phenomenal.

Chairman Mfume requested that Ms. McCalla provide periodic updates to the Board with regard to minority participation.

Regent Parker-Warren departed at 5:02 p.m.

Northwood Project

Mr. Evans stated that closing is anticipated on financing within the next 60 days – \$20M in new market tax credit financing with U.S. Bank and first mortgage lender Fulton/Columbia Bank – all arranged by Harbor Bank. The demo permit is almost in hand and we expect to begin knocking down buildings in November. He noted that the developer is nearing the end of negotiations with a grocery store that would be built on the site, and they are still working with McDonalds on their new location. Mr. Evans added that there is a meeting with the community today.

Chairman Mfume asked Dr. Wilson and Mr. Evans to express the Board's appreciation to Mr. Haskins, Harbor Bank President, for the way they have stepped in and helped to make this possible.

Closing Discussion

Regent Malcom noted that although we began a lot of these discussions a long time ago (Northwood and the food service RFP), she hopes that people do not lose faith because it takes a while to get things right. We all need to be willing to go a little longer. She commended the staff for staying the course and moving things along.

Dr. Wilson requested the Board's advice as to how he should appropriately prepare the Board for our thinking about a location outside of the United States. Chairman Mfume recommended that Dr. Wilson flush the matter out with the Executive Committee first so that they can, on behalf of the Board, help to fine-tune things so that it comes to the full Board in a more presentable way.

Mr. Evans commended Ms. McCalla for her patience and diligence in leading the many projects in progress.

There were concerns expressed with regard to the rankings published by U.S. News & World Report and the need to challenge this misleading information. Dr. Wilson commented that he is considering whether to write an editorial piece in the Washington Post.

Chairman Mfume stated that the Board would entertain a motion to adjourn the meeting. It was MOVED by Regent Walker and SECONDED by Regents Wilkinson and Malcom to adjourn. The MOTION CARRIED UNANIMOUSLY.

The PUBLIC SESSION adjourned at 5:19 p.m.

**MORGAN STATE UNIVERSITY
CITATION OF AUTHORITY FOR CLOSING A MEETING
UNDER THE OPEN MEETINGS ACT
BOARD OF REGENTS RETREAT**

Date: Saturday, September 28, 2019 Time: 8:30 a.m. Location: Baltimore Marriott Waterfront
700 Aliceanna Street
Baltimore, MD 21202
Essex Meeting Room

Motion to close meeting made by: Regent Malcom

Seconded by: Regent Parker-Warren

Members voting in favor: All Regents in attendance

Opposed:

Abstaining:

Absent: Regents Cummings, Gilliam, Stokes and Taylor

THE STATUTORY AUTHORITY TO CLOSE THIS MEETING CAN BE FOUND AT (check all that apply):

General Provisions Article, § 3-305 (b)(1)(3)(4)(7)(14):

X (1) (i) To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals;

 (2) To protect the privacy or reputation of individuals concerning a matter not related to public business;

X (3) To consider the acquisition of real property for a public purpose and matters directly related thereto;

X (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State;

- ____ (5) To consider the investment of public funds;
- ____ (6) To consider the marketing of public securities;
- X (7) To consult with counsel to obtain legal advice on a legal matter;
- ____ (8) To consult with staff, consultants, or other individuals about pending or potential litigation;
- ____ (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations;
- ____ (10) To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (i) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans;
- ____ (11) To prepare, administer, or grade a scholastic, licensing, or qualifying examination;
- ____ (12) To conduct or discuss an investigative proceeding on actual or possible criminal conduct;
- ____ (13) To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter;
- X (14) Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

General Provisions Article, § 3-103 (a):

- ____ (1) To carry out an administrative function;
- ____ (2) To carry out a judicial function;
- ____ (3) To carry out a quasi-judicial function.

FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:

1. To discuss an employee matter.
2. To discuss the President's evaluation.
3. To receive an update on the School of Osteopathic Medicine.

THE BOARD MAY RECONVENE IN PUBLIC SESSION AT THE CONCLUSION OF THE CLOSED SESSION IF NECESSARY TO TAKE ANY FINAL AND BINDING ACTION.

This statement is made by Kweisi Mfume
Chairman of the Board of Regents

SIGNATURE:



***** FOR USE IN MINUTES OF NEXT REGULAR MEETING: *****

TOPICS DISCUSSED AND ACTION(S) TAKEN (IF ANY):



Board of Regents Meeting

Academic and Student Affairs Committee

Earl S. Richardson Library – Room 119

Tuesday, November 5, 2019 – 10 a.m.

AGENDA

- | | |
|------------------------------------------------------------|----------------------------------|
| I. Remarks by the Chairperson | Regent Linda J. Gilliam |
| II. General Remarks | President Wilson/Provost Young |
| <u>Action Items</u> | |
| III. Approval of the Minutes | Regent Linda J. Gilliam |
| IV. Misconduct in Academic Research Policy | Dr. Edet Isuk |
| V. Intellectual Property Policy | Mr. Wayne Swann |
| VI. BS Degree in Cloud Computing | Dr. Hongtao Yu/Provost Young |
| <u>Information Items</u> | |
| VII. Morgan OPM RFP Update | Dr. Maurice Taylor/Provost Young |
| VIII. FINTECH Center Update | Dr. Farshad Ghodoosi |
| IX. MSU Cultural Diversity Report | Ms. Sally Swann |
| X. Student Housing Update | Dr. Kevin Banks |
| XI. Student Government Association Update | Dr. Kevin Banks |
| XII. Enrollment Update | Mrs. Shonda Gray-Cain |
| XIII. Athletics Update | Dr. Edward Scott |
| XIV. New Business | |
| XV. Public Session Meeting Adjourned | Regent Linda J. Gilliam |
| <u>Closed Session</u> | |
| XVI. Morgan–West Africa Partnerships Update | Dr. Yacob Astatke |
| XVII. Honorary Degree Recipient Recommendation (Dec. 2019) | Provost Young |



**Board of Regents
Academic and Student Affairs Committee
Earl S. Richardson Library
Tuesday, August 6, 2019
10:00 am**

The regular Committee meeting of the Board of Regents: Academic and Student Affairs Committee was called to order at 9:08am.

I. Remarks by the Chairperson

Regent Linda J. Gilliam

Regent Linda Gilliam welcomed and thanked everyone for attending. She introduced and welcomed newly appointed (July 1) Provost and Senior Vice President, Dr. Lesia Crumpton-Young to her first official Board of Regents Academic and Student Affairs (A &SA) Committee meeting.

Regent Gilliam expressed condolences to the family of Manuel Luis, a rising junior at Morgan who was tragically killed July 11, 2019.

Per Regent Gilliam, let the record show that the meeting agenda will be out of order pending the arrival of a quorum.

II. Online Program Outsourcing

Dr. Maurice Taylor

Dr. Taylor shared the updated timeline for the Online Program Management (OPM) Request for Proposal (RFP) as requested during the previous committee meeting. Dr. Taylor informed the Committee that the Office of General Counsel (OGC) provided revisions. The third draft is currently being reviewed by Procurement, the Office of General Counsel (OGC), Morgan Online, President Wilson, Provost Young, and the VP of Information Technology, Adebisi Oladipupo.

Dr. Taylor expressed his gratitude to all members of this project and for continued support to execute the RFP.

Dr. Taylor indicated, there are no extra costs associated with the change of the RFP timeline and costs will only be incurred if external resources/guidance is heavily utilized.

The fee Morgan pays to the vendor will be a function of numerous factors including:

- If Morgan wants all 10 online degree programs to fall under the umbrella of the outsourced Online Program Management.
- Answering the question on whether Morgan wants a program at the community college level.
- Price for tuition for these programs. (fixed prices for social work & project management)

Action:

Dr. Taylor will present the final costs and RFP details in November.

III. General Remarks

Provost Lesia Young

Provost Young thanked everyone for welcoming her to her first official Board of Regents: Academic and Student Affairs Committee meeting and to Morgan. She shared updates from the Office for Academic Affairs, specifically the upcoming Fall Faculty Institute which will focus on inspiring innovation and transformative strategies. Included in the Institute will be workshops that will focus on how faculty can be innovative, transformative, and disruptive through utilizing instructional strategies. Faculty members will also receive a Rocketbook (notebook) to encourage transformation and utilization of new technology.

Provost Young introduced a new campaign called “Coffee with the Provost” where faculty members now have the opportunity to sign up for an individual meeting with the Provost. She announced that a faculty survey will also be launched to give faculty members an opportunity to provide feedback.

Provost Young shared the Deans Council will now be meeting once (1x) per month, and Deans will be meeting with her individually twice (2x) per month. A new council was formed and designated as the “Academic Affairs Leadership Council” by Provost Young. This Council, consisting of Deans and Directors reporting to the Provost, will meet once (1x) per month.

Provost Young announced that she and President Wilson identified \$200,000 dollars in the budget to provide more resources to support students, faculty, and staff innovation initiatives.

Note:

Let the record reflect, Dr. Edward Scott will present in lieu of the next action item on the agenda because the committee is awaiting the arrival of a sufficient number of members to constitute a quorum.

IV. Athletic Program (p.76-78)

Dr. Edward Scott

Dr. Scott presented the academic scorecard format developed to articulate how student athletes are doing in class (p.76). Sixty-four percent (64%) of teams have earned a 3.0 GPA or higher, forty-seven (47) student athletes between fall and spring earned a 4.0, fifty-three percent (53%) made Honor Roll, and Men's tennis followed by women's tennis lead all teams in best grade point averages. Upon his arrival (Nov. 2016) the average GPA for athletic teams was 2.63 and that number has increased to 2.9.

Dr. Scott shared the significance of the recent NPAR data report conducted by the NCAA that included a review of policies, procedure manuals, financial aid, and other factors. The previous review resulted in infractions, specifically issues with financial aid (p.78). However, the current 2019 report is in substantial conformity with every aspect of the data review.

Dr. Scott reiterated this is the first time since Morgan has become a Division 1 University that complete conformity was achieved with the NPAR data report. He shared that he and Dr. Wilson recently spoke with other institutions about improving athletic programs by request of the NCAA. Morgan is now the national model for limited resource schools on how to implement cultural change and improve amid infractions.

Dr. Scott informed the Committee of a significant increase in attendance at men's and women's basketball and football games and cumulative attendance is currently almost sixty thousand (60,000) attendees. He emphasized the driving factor of increased attendance is winning games.

Note:

A quorum was reached at 10:00am.

V. Enrollment Management (p. 70-71)

Dr. Kara Turner

Dr. Turner shared the enrollment numbers as of July 31. There is a ten percent (10%) increase in students, compared to the past five (5) years, a five percent (5%) increase over last year, and a one percent (1%) increase in the total of undergraduates. The graduate school enrollment decreased by five percent (5%).

Dr. Turner presented the MHEC (Maryland Higher Education Commission) projected total enrollment of 7,802 students, which is above the previous year total count of

7,712. Based on the projection and the current enrollment trends (p.71), it is possible that the MHEC projected enrollment number will be met.

Ms. Tanya Rush informed the committee that Morgan has accommodated all incoming Freshman that applied for housing. Marble Hall, Kensington Court, and Wellington Gates Apartments have increased the number of units for Morgan students. A new partnership was established with HH Midtown (formerly Varsity on Biddle) to house 50 students. Additionally, shuttle services will have direct routes from Morgan View, Kensington Court, Wellington Gates, and Marble Hall to accommodate students, and increase security and safety.

President Wilson stated Morgan is extremely challenged by housing and safety issues in the city. Morgan is currently negotiating a housing proposal with MEDCO to create 700 - 900 new beds on campus. Additionally, Morgan is also exploring an opportunity with Lyft or Uber to provide students with consistent transportation to and from campus.

VI. Approval of Minutes

Regent Linda Gilliam

The May 7, 2019 (A & SA Committee) and July 9, 2019 (Special meeting) minutes were unanimously approved.

VII. Performance Accountability Report (handout) Dr. Solomon Alao

Dr. Alao shared the annual Performance Accountability Report (PAR) submitted to MHEC (see slides). Morgan has two specific areas it can capitalize on including an opportunity to build on MOUs already in place and increase enrollment from community college students.

Dr. Alao shared there have been 25 identified funding peers by MHEC aligned with urban presence and one of the objectives is to be able to show where the institution is in comparison (benchmarking) regarding grants and research funding. He shared that Dr. Peterkin, Honors Director, is working with the division to establish objectives and projections for growth of the Honors College.

Provost Young shared the Division of Academic Affairs has prioritized this area of emphasis and has organizationally re-structured so the Honors College directly reports to the Provost. She stated they are going to work proactively to increase numbers.

Action:

The Performance Accountability Report was approved unanimously.

VIII. Department Chair Policy

Provost Lesia Young

Provost Young shared that the proposed Department Chair Policy has been approved by the Office of General Counsel (OGC). She stated the Division of Academic Affairs is certain the new policy will help to ensure Morgan has high quality department chairs performing roles of leadership. A full copy of the Policy is included in the Board prepared committee materials.

Action:

The Department Chair policy was approved by unanimous vote. The committee's request for a future policies sign-off sheet reflecting shared governance review will be produced.

IX. Student Affairs (presentation)

Ms. Tanya Rush

Kenyon Grayson, President, Student Government Association (SGA), shared the 2019 mission, which is to advocate for all students and their safety. The initiatives and goals this year include: transparency/inclusion; continuation of the traditional SGA scholarship; revamping student programs, and working with Chief Hatcher and President Wilson regarding safety concerns. (see presentation)

Chief Hatcher informed the committee of a new leadership team/committee formed to manage safety concerns resulting from the recent tragedy (Manuel Luis shooting). As a result, he and President Wilson listening to student concerns and requests shared the following updates and initiatives:

- Expand parking at MorganView; 50 new spaces for residents and visitors will be provided.
- MorganView will change how parking permits are distributed; permits will now be distributed at lease signing.
- MorganView security cameras have been evaluated and will be updated accordingly.
- Improve the lighting at MorganView entry gate (Arlington Ave gate) - this is temporary lighting; in communication with city to discuss providing permanent lighting and improve pathway environment.
- Install turn-style gate at the back of MorganView community.
- Investigating the opportunity to staff camera monitors continuously; security cameras currently only forensic analysis. (currently working on housing footage at Morgan police department)
- Expand guard service/security at Marble Hall, courts three (3) , five (5), six (6), and seven (7).
- Contacted the contractual security company to establish additional security for Kensington and Wellington Gates Apartments.
- Expand security officers patrol areas; including the use of booths.
- Foot, Segway, and bike patrols have increased which has shown a decrease in on campus crime rate.

Chief Hatcher shared that he, Mr. Grayson, and President Wilson will continue to work on the important issue of student safety and will be hosting a student safety forum to hear and address student needs and provide resource information for students including the University Counseling Center.

X. New Business

Action:

A deep-dive committee meeting will be scheduled for September 2019 to review the Sexual-Based Harassment and Violence Policy. Regent Gilliam shared that during the special committee meeting a majority vote recommended approving the policy.

XI. Closing Remarks

Regent. Linda J. Gilliam

Regent Gilliam thanked everyone for their attendance and properly moved to closed session.

**MORGAN STATE UNIVERSITY
CITATION OF AUTHORITY FOR CLOSING A MEETING
UNDER THE OPEN MEETINGS ACT
BOARD OF REGENTS ACADEMIC & STUDENT AFFAIRS COMMITTEE**

Date: Tuesday, August 6, 2019 Time: 9:00 a.m.

Location: Room 119
Earl S. Richardson Library
Morgan State University
1700 E. Cold Spring Lane
Baltimore, MD 21251

Motion to close meeting made by: Regent Ellis

Seconded by: Regent Taylor

Members voting in favor: All Regents in attendance

Opposed:

Abstaining:

Absent: Regent Cummings

THE STATUTORY AUTHORITY TO CLOSE THIS MEETING CAN BE FOUND AT (check all that apply):

General Provisions Article, § 3-305 (b)(7)(8):

____ (1) (i) To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals;

____ (2) To protect the privacy or reputation of individuals concerning a matter not related to public business;

____ (3) To consider the acquisition of real property for a public purpose and matters directly related thereto;

____ (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State;

____ (5) To consider the investment of public funds;

____ (6) To consider the marketing of public securities;

X (7) To consult with counsel to obtain legal advice on a legal matter;

X (8) To consult with staff, consultants, or other individuals about pending or potential litigation;

____ (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations;

____ (10) To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (i) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans;

____ (11) To prepare, administer, or grade a scholastic, licensing, or qualifying examination;

____ (12) To conduct or discuss an investigative proceeding on actual or possible criminal conduct;

____ (13) To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter;

____ (14) Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

General Provisions Article, § 3-103 (a):

____ (1) To carry out an administrative function;

____ (2) To carry out a judicial function;

____ (3) To carry out a quasi-judicial function.

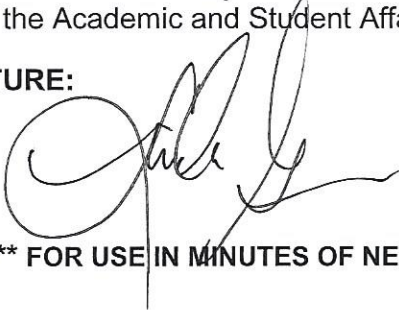
FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:

1. To discuss proposed coalition degree programs.

THE BOARD MAY RECONVENE IN PUBLIC SESSION AT THE CONCLUSION OF THE CLOSED SESSION IF NECESSARY TO TAKE ANY FINAL AND BINDING ACTION.

This statement is made by Linda J. Gilliam
Chair of the Academic and Student Affairs Committee

SIGNATURE:

A handwritten signature in black ink, appearing to read 'Linda J. Gilliam', written over a horizontal line.

***** FOR USE IN MINUTES OF NEXT REGULAR MEETING: *****

TOPICS DISCUSSED AND ACTION(S) TAKEN (IF ANY):

**BOARD OF REGENTS
MORGAN STATE UNIVERSITY
SUMMARY OF ITEM FOR ACTION**

Topic: New Academic Program - Policy on Research Misconduct

Committee: Academic and Student Affairs Committee

Date of Meeting: November 2019

Brief Explanation:

This Policy establishes procedures for handling allegations of Research Misconduct by University employees. It is a requirement to satisfy Federal Regulation, 42 CFR Part 93, which requires all institutions involved in federally sponsored research to have on file an approved institutional Research Misconduct Policy.

By this policy, the University voluntarily applies the common federal standards for research integrity and ethics to all University scholarship regardless of funding source. Both the University and its personnel have the responsibility to ensure the integrity of research and research training by establishing procedures for responding to allegations of Scholarly Research Misconduct.

This policy applies to scholarly work, which includes research and other creative activity, research training, applications and proposals, and related activity containing a research component, performed at the University by any person, including, faculty, staff, students, visitors and others; or performed with the use of University resources; or performed elsewhere, by a person acting under the auspices of the University.

This policy does not apply to various types of professional and/or instructional misconduct, including misconduct related to the individual's role as an instructor or administrator, or misrepresentations for personal or professional advancement. These types of misconduct may be addressed in separate University processes or policies.

This policy does not supersede other University policies and procedures, such as those addressing Disputes of authorship, suspected fiscal irregularity, conflict of interest.

PRESIDENT'S RECOMMENDATION: APPROVAL

COMMITTEE ACTION: _____

DATE: _____

BOARD ACTION: _____

DATE: _____

2019

Morgan State University

MISCONDUCT IN ACADEMIC RESEARCH POLICY

Approved by the Board of Regents on _____, 2019

1.0 INTRODUCTION

Scholarly integrity is the responsibility of the entire academic community. All members of the university community – students, staff, faculty and administrators – share responsibility for developing and maintaining standards to promote honesty, accuracy, and objectivity in scholarly work and for reporting abuse of these standards. Misconduct in carrying out academic activities undermines the integrity of the educational system and scholarly enterprise, and erodes the public trust in the university community. The responsibility to prevent and report misconduct, however, should not create an atmosphere that discourages the openness and creativity that are vital to scholarship.

Institutions that apply for or receive federal funds for research are required by law to share responsibility for the integrity of the research process (e.g., Public Health Service Policies on Research Misconduct, 42 CFR Part 93). Morgan State University (“Morgan” or “University”) voluntarily applies the common federal standards for integrity in research to all University scholarship regardless of funding source. Both the University and its personnel have a duty to ensure the integrity of research and research training by assuming primary responsibility for responding to allegations of Scholarly Misconduct.

2.0 STATEMENT OF POLICY

It is the policy of Morgan State University to:

- a. Maintain high standards of honesty, accuracy and objectivity in science and other scholarly and creative works, to prevent research misconduct where possible, and to evaluate and to resolve promptly and fairly instances of alleged or apparent Research Misconduct.
- b. Take appropriate remedial and disciplinary action in response to findings of Research Misconduct.

2.1 Applicability.

This policy applies to scholarly work, which includes research and other creative activity, research training, applications and proposals, and related activity containing a research component, performed at the University by any person, including, faculty, staff, students, visitors and others; or performed with the use of University resources; or performed elsewhere, by a person acting under the auspices of the University.

This policy does not apply to various types of professional and/or instructional misconduct, including misconduct related to the individual’s role as an instructor or administrator, or misrepresentations for personal or professional advancement. These types of misconduct may be addressed in separate University processes or policy.

Allegations of Scholarly Misconduct, whether the scholarly work is sponsored or not, will be reviewed using this policy, subject to the limitations below:

A. This policy does not supersede other University policies and procedures, such as those addressing authorship disputes, suspected fiscal irregularity, conflict of interest, and unethical conduct of research involving human or animal subjects. Should violations of other University policies be found during the review of a Scholarly Misconduct Allegation, the Research Integrity Officer (RIO) will make referrals to the appropriate office or officer and work to coordinate any concurrent or successive investigations.

B. If an Allegation of Scholarly Misconduct involves a student, the RIO, in consultation with the Vice President of Student Affairs will determine whether this policy, the *Code of Student Conduct* will apply. Allegations of misconduct by students in academic exercises, such as examinations and course requirements, are generally handled pursuant to the University’s *Code of Student Conduct*.

C. All other instances of research misconduct, whether the research is sponsored or not, will follow this policy.

2.2 Limitation of Actions.

An Allegation may be reviewed by the University under this policy no matter where or when the Scholarly Misconduct allegedly occurred.

2.3 Definitions.

“Abuse of Confidentiality/Misappropriation of Ideas” means the improper use or appropriation of information obtained from scholarly exchanges and other types of confidential access, such as from review of grant applications or manuscripts; service on peer review panels, editorial boards, or University committees; and information obtained from publishers, foundations, and organizations that run conferences or engage in other scholarly activities.

“Allegation” means a disclosure of possible Scholarly Misconduct by a Respondent to the RIO by any means of communication. An Allegation should include sufficient detail, and supporting evidence, if available, to permit a Preliminary Assessment by the RIO under this policy.

“Bad Faith” means a material and demonstrable failure to meet the standards for Good Faith set forth herein as a Complainant, a witness, an Inquiry Committee member, an Investigation Committee member, the Responsible Administrator, the Designated Officer, or the RIO. The context in which actions have occurred is a relevant and important factor to be taken into account in determining whether an individual has acted in Bad Faith.

“Complainant” means a person who makes an Allegation. A Complainant need not be affiliated with the University.

“Complaint” means a formal, written communication to the RIO that contains an Allegation of Scholarly Misconduct.

“Conflict of Interest” means any personal, professional, or financial relationship that influences or reasonably would be perceived to influence the impartial performance of a duty assigned under this policy or as may be defined by any applicable University Policy or as defined under Maryland state law, including but not limited to, Annotated Code of Maryland, General Provisions Article, Title 5.

“Counsel” means lay or legal counsel secured by a Complainant or Respondent to serve as an advisor during the Misconduct Proceedings, at the party’s own initiation and expense. Counsel may provide advice and consultation to the party. If necessary, a party may request a recess during the proceedings in order to speak privately with Counsel. Counsel may not be an active participant; Counsel may not speak for the parties in person or in writing, serve as a witness, provide information or documentation in the case, cause delay, communicate on behalf of the party, or otherwise interfere with the process.

“Creative Activities” means the preparation or creation of computer programs, websites, motion pictures, sound recordings, projects for competitions, and literary, pictorial, musical, dramatic, audiovisual, choreographic, sculptural, architectural, and graphic works of any kind by (1) a faculty member or other employee of the University as part of their non-instructional scholarly activities, or (2) a student in fulfillment of any independent study requirement at the University whose product is intended to be an original scholarly or creative work of potentially publishable quality (including, but not limited to, a master’s or doctoral thesis).

“Deliberate Material Failure to Comply with Federal, State, or University Requirements Affecting Research” means violations involving the use of funds or resources; data management; care of animals; human subjects; investigational drugs; recombinant products; new devices; radioactive, biologic or chemical materials; or the health and safety of individuals or the environment.

“Deliberate Misrepresentation of Qualifications” means misrepresentation of experience or research accomplishments to advance a research program or to obtain external funding.

“Evidence” means any document, tangible item, or testimony that is received, or that may be offered, during a Misconduct Proceeding to prove or disprove the existence of a fact relevant to the Allegation at issue in that

Misconduct Proceeding. Depending on the Allegation, Evidence could include, but is not limited to:

- proposals, grant applications, and comments thereon;
- relevant Research data and related records;
- laboratory notebooks and computer files;
- telephone logs and memos of calls;
- correspondence and electronic communications; and
- manuscripts, posters, publications, and recordings of oral presentations and interviews.

“Fabrication” means intentionally generating Research data or results that are fictitious in some regard, and recording or reporting these data or results as being genuine.

“Falsification” means manipulating Research materials, equipment, or processes, or changing or omitting Research data or results in a way that deviates from common practice in the field, such that Research purposely is not accurately represented in the Research Record.

“Good Faith” means having a belief in the truth of one’s Allegation or testimony that a reasonable person in the individual’s position could have based on the information known to the individual at the time. An Allegation or cooperation with a Misconduct Proceeding is not in Good Faith if made or done with a knowing or reckless disregard for information that would negate the Allegation or testimony.

“Improprieties of Authorship” means the improper assignment of credit that is not in accordance with accepted standards in the relevant discipline, such as inclusion of individuals as authors who have not made a substantial contribution to the published work, exclusion of individuals as authors who have made a substantial contribution to the published work, or submission of multi-authored publications without the concurrence of all authors.

“Inquiry” means preliminary information gathering and initial fact-finding to determine whether an Allegation warrants an Investigation.

“Inquiry Committee” means a group of at least three (3) persons appointed by the RIO to conduct an Inquiry.

“Investigation” means the formal, thorough examination and evaluation of all facts relevant to an Allegation to determine if Scholarly Misconduct occurred and to assess its extent, gravity, and actual and potential consequences.

“Investigation Committee” means a group of at least five (5) persons appointed by the RIO to conduct an Investigation.

“Misappropriation of Funds or Resources” means the misuse of funds or resources intended to support research activities identified in the context of a Scholarly Misconduct investigation.

“Misconduct Proceeding” means any proceeding under this policy related to the review of an Allegation of Scholarly Misconduct, including Preliminary Assessments, Inquiries, Investigations, and internal appeals.

“Misconduct Proceeding Records” means: (1) evidence secured for any Misconduct Proceeding; (2) a record of the RIO’s review of other documents, tangible items, and testimony received or secured by the RIO in connection with that Misconduct Proceeding but determined by the RIO to be irrelevant to the Allegation at issue in the Misconduct Proceeding or to duplicate Evidence that has been retained; (3) the Preliminary Assessment report or referral and final (not draft) documents produced in the course of preparing that report or referral, including any other documentation of a decision that an Inquiry is not warranted; (4) the Inquiry report and final (not draft) documents produced in the course of preparing that report, including any other documentation of a decision that an Investigation is not warranted; (5) the Investigation report and all records (other than drafts of the Investigation report) in support of that report, including the transcripts of each interview or hearing conducted during an Investigation; and (6) the complete record of an internal appeal (see Section IX below) from a finding of Scholarly Misconduct.

“Plagiarism” means the representation of another person’s ideas, processes, results, words, images, or other creative works as one’s own without giving appropriate credit.

“Preliminary Assessment” means initial information gathering to determine whether there is sufficient credible Evidence to support further review of an Allegation and whether the Respondent’s alleged conduct could constitute Scholarly Misconduct or Unacceptable Research Practices.

“Preponderance of the Evidence” means that based on the totality of the Evidence, it is more likely than not that a violation of this policy occurred.

“Questionable Research Practices” means practices that do not constitute Scholarly Misconduct or Unacceptable Research Practices but that require attention because they may erode confidence in the integrity of the Research or Creative Activities.

“Research” means formal investigation conducted for the purpose of producing or contributing to generalizable knowledge, and the reporting thereof, by (1) a faculty member or other employee of the University as part of their non-instructional scholarly activities, or (2) a student in fulfillment of any independent study requirement at the University whose product is intended to be an original scholarly or creative work of potentially publishable quality (including, but not limited to, a master’s or doctoral thesis).

“Research Record” means the record of data or results from scholarly inquiry, including, but not limited to, research proposals, laboratory records (in any format), progress reports, abstracts, theses, oral presentations, internal reports, journal articles, books, other publications of any kind in any media, and any material in any media necessary to support the content of any such document, presentation, or publication.

“Respondent” means a person who is the subject of an Allegation. A Respondent must be an employee of the University or a student at the University, or must have been an employee or a student at the time the Scholarly Misconduct allegedly occurred.

“Responsible Administrator” means the unit administrator who has most immediate responsibility for the Respondent and who is not disqualified from serving as Responsible Administrator by a Conflict of Interest. The RIO shall identify the Responsible Administrator. If the Responsible Administrator is a dean or other higher-level administrator, the Responsible Administrator may designate a subordinate to act as Responsible Administrator. If the Respondent is a student, the Responsible Administrator shall be the chairperson or appropriate unit head of the department or program with which the student is affiliated. If an Allegation involves multiple Respondents, the RIO shall identify an appropriate individual or individuals to serve as the Responsible Administrator or Administrators.

“Retaliation” means an adverse action taken against an individual who has, in Good Faith, participated in a Misconduct Proceeding (as Complainant, witness, Inquiry Committee member, Investigation Committee member, Counsel, Responsible Administrator, Designated Officer, or RIO) or otherwise cooperated in the review of an Allegation under this policy, where there is a clear causal link between the participation or cooperation and the adverse action. The context in which an adverse action has occurred, including its materiality, is a relevant and important factor to be taken into account in determining whether it constitutes Retaliation.

“RIO” means the University’s Research Integrity Officer. The Designated Officer will appoint the RIO.

“Scholarly Misconduct” means Fabrication, Falsification, Plagiarism, or any other practice that seriously deviates from practices commonly accepted in the discipline or in the academic and research communities. Scholarly Misconduct may take many forms, including, but not limited to, Improprieties of Authorship; Abuse of Confidentiality/Misappropriation of Ideas; Deliberate Misrepresentation of Qualifications; Deliberate Material Failure to Comply with Federal, State, or University Requirements Affecting Research; and Violation of Generally Accepted Research Practices. Other common terms such as research fraud, scientific misconduct, or research misconduct are subsumed within Scholarly Misconduct for the purposes of this policy. Scholarly Misconduct does not include appropriative practices in the Creative Arts insofar as they accord with accepted standards in the relevant discipline. Scholarly Misconduct does not include unintentional error or differences in the interpretation or judgment of Research data or results that can be reasonably substantiated by the data or

results.

“Self-Plagiarism” means the representation of the same materials as original in more than one publication. Self-Plagiarism can include reuse of one’s own words, images, data, or other products of Research without appropriate attribution and/or, in the case in which copyright is held by another person or organization, without receiving appropriate permission. When not in accordance with accepted standards in the relevant discipline, Self-Plagiarism may constitute Scholarly Misconduct.

“Unacceptable Research Practices” means practices that do not constitute Scholarly Misconduct but that violate applicable laws, regulations, or other governmental requirements, or University rules or policies, of which the Respondent had received notice or of which the Respondent reasonably should have been aware, for proposing, performing, reviewing, or reporting Research or Creative Activities.

“Vice President for the Division of Research and Economic Development” or “VPRED” means the University official responsible for implementing and overseeing this policy consistent with applicable laws.

3.0 GENERAL

3.1 Anonymous Allegations. The University shall review anonymous Allegations under this policy.

3.2 Confidentiality.

A. Limited Disclosure of Allegation/Misconduct Proceedings. To the extent possible consistent with a fair and thorough review of an Allegation, disclosure of an Allegation and the resulting Misconduct Proceedings should be limited to those who need to know about them. In amplification, and not in limitation, of the foregoing:

(i) except as otherwise permitted or required by this policy, or as required by law, members of Inquiry Committees and Investigation Committees, the Responsible Administrator, the VPRED, the RIO, and University administrators involved in the review of an Allegation under this policy shall make diligent efforts to preserve the confidentiality of the Allegation and resulting Misconduct Proceedings out of respect for the privacy of those involved, especially the Respondent; and

(ii) if an Allegation results in an Investigation, the RIO may confidentially advise any person or entity that has plans to publish or disseminate the results of the Research or Creative Activities to which the Allegation relates of the pending Investigation.

B. Complainant Identity. The University shall make diligent efforts to honor the request of any Complainant that their identity be kept confidential during the University’s review of the Allegation under this policy.

C. Breaches of Confidentiality. The RIO shall be informed immediately of breaches of confidentiality. The RIO will investigate the breach of confidentiality and refer the matter to the appropriate unit administrator for review and such further action, if any, as the unit administrator may deem appropriate.

3.3 Role of Counsel. The Complainant or Respondent may be accompanied by Counsel of their choice when interviewed in the course of any Misconduct Proceedings. Complainant’s and Respondent’s counsel may provide advice during a Misconduct Proceeding, but may not speak for the parties in person or in writing, serve as a witness, provide information or documentation in the case, cause delay, communicate on behalf of the party, or otherwise interfere with the process.

The University including the RIO, the Responsible Administrators, the VPRED, or others acting on the University’s behalf in the investigatory process may consult with the University’s Office of the General Counsel

on procedural matters at any stage of the proceedings. The Office of General Counsel, when so requested, shall provide legal advice regarding the implementation of this policy and other aspects of the University's review of an Allegation under this policy.

3.4 Notice. Any notice or other document issued pursuant to this policy shall be in writing and shall include an explanation of any decision or opinion stated therein. The RIO shall provide the Respondent copies of all such documents in a timely manner.

3.5 Interpretation.

A. Time Periods. Unless otherwise specified in this policy:

- (1) the failure to exercise any right granted under this policy within the stated time period shall constitute a waiver of that right;
- (2) references to days in this policy shall mean calendar days unless stated otherwise; and
- (3) the VPRED may extend timelines and deadlines specified in the policy for good cause, through written notice to all parties.

B. Plural Usage. The text of this policy generally assumes a single Complainant, Respondent, witness, and Allegation. Where there are multiple Complainants, Respondents, witnesses, or Allegations, this policy shall be construed accordingly.

3.6 Objections.

A. Both the Respondent and the Complainant may challenge the RIO's appointment of an Inquiry Committee member or an Investigation Committee member, but only on the basis of asserted Conflict of Interest on the part of the Inquiry Committee member or Investigation Committee member.

A Respondent or Complainant who wishes to file a challenge must do so in writing to the RIO, with accompanying rationale, within five (5) days of receiving notice of the membership of the committee. The RIO is expected to respond to the challenge in writing within five (5) days, either accepting it and taking appropriate action, or rejecting it for stated cause.

B. Other Objections and Complaints. If the Complainant or Respondent objects to any decision, procedural or substantive, made during the current or any previous Misconduct Proceeding in the review of the Allegation, they may raise that objection:

- (1) with the RIO during the Preliminary Assessment;
- (2) with the Inquiry Committee during the Inquiry;
- (3) with the Investigation Committee during the Investigation; and
- (4) with the Provost during an internal appeal under Section 10.0 below.

3.7 Limitations. Final procedural and substantive determinations made under this policy by the RIO, the VPRED, a Responsible Administrator, an Inquiry Committee, an Investigation Committee, or the Provost cannot be challenged or overturned under any other University policy or procedure.

4.0 RESPONSIBILITIES

4.1 The Research Integrity Officer. The RIO will have primary responsibility for coordinating implementation of this policy and shall be responsible for its fair and impartial administration. The RIO is responsible for assessing Allegations, determining when such Allegations warrant Inquiries, and for overseeing Inquiries and Investigations. The RIO shall serve as an advisor to the Inquiry and Investigation Committees, if requested provide logistical support, recruit expert witnesses, and will assist members of the University community in complying with this policy; and when the Allegation involves Research or Creative Activities supported by a federal funding source, the RIO shall see that the University meets all legal requirements to apprise it of the status of an Inquiry or an Investigation into the Allegation. The RIO will ensure that all reporting requirements are met. The RIO is responsible for maintaining files of all documents and Evidence and for the confidentiality and security of the files. The responsibilities assigned to the RIO shall be deemed to constitute rights of the Respondent or Complainant.

If, at any stage of this policy, the RIO obtains reasonable information about

- (1) a possible criminal violation;
 - (2) an immediate health hazard or other imminent risk of danger to public health or safety or to experimental subjects;
 - (3) the need to take immediate action to protect the funds or equipment of any governmental or other sponsor of Research or Creative Activities, or to assure compliance with the terms of a contract sponsoring Research or Creative Activities;
 - (4) the need to take immediate action to protect any Complainant, Respondent, witness, member of an Inquiry Committee or an Investigation Committee, or other person involved in any Misconduct Proceeding;
 - (5) the need to take immediate action to prevent the loss, destruction, or adulteration of any Evidence;
 - (6) the need to take immediate action to prevent or stop an imminent or continuing violation of an applicable law, regulation, or other governmental requirement or of a University rule or policy; or
 - (7) the probable public disclosure of an Allegation or any Misconduct Proceeding;
- then the following shall occur:

The RIO shall immediately notify the VPRED, the Office of General Counsel, and, if appropriate, the pertinent government official or sponsor of the Research or Creative Activities, and, following consultation with the Office of General Counsel, the RIO shall promptly make recommendations to the VPRED as to responsive actions.

Notwithstanding any other provision of this policy, appropriate University administrators shall have authority to take any actions they deem necessary or appropriate to safeguard University personnel, other participants in any Misconduct Proceeding, public health or safety, experimental subjects, sponsors' funds or equipment, Evidence, or the integrity of the research environment. That any such action is taken shall not be deemed to predetermine any finding or conclusion from the University's review of an Allegation under this policy, but any information arising from any such action may constitute Evidence.

4.2 Other Participants In The Process. All members of the University community shall cooperate in the review of Allegations under this policy (for example, by providing documents, materials, and testimony, if requested to do so by the RIO).

4.3 Other Internal or External Proceedings. The conduct which forms the basis for an Allegation may also

involve possible violation of other University policies or the policies of other institutions, and of external laws and regulations, and may occasion other internal or external adjudicatory proceedings. The following shall govern the handling and sequencing of such proceedings:

A. Other Institution's Review. Another educational or research institution may have the right to review the same Allegation (or a related Allegation) against the same Respondent. In such an event, the RIO shall consult with their counterpart at the other institution to determine whether the University or the other institution is best able to review the Allegation. If the RIO determines that the other institution is best able to review the Allegation, the RIO shall so advise the VPRED, who has authority to stay or terminate the University's review of the Allegation based on the review conducted at the other institution, as set forth in Section 4.3(F) and Section 5.4 below. The University and the other institution may also agree to conduct a joint review of the Allegation.

B. Research Collaborator. In the event of an Allegation involving Research or Creative Activities undertaken by a Respondent in collaboration with a colleague at another educational or research institution, the RIO shall advise their counterpart at the other institution confidentially of the Allegation, and ascertain if a similar allegation has been made against the collaborator. If it has, the University, through the RIO, may attempt to cooperate and share information confidentially with the other institution in their respective reviews of the Allegation and of the related allegation involving the collaborator. The University and the other institution may also agree to conduct a joint review of the Allegation and the related Allegation involving the collaborator.

C. Government Investigation. Certain federal funding sources have the option, at any stage in this policy, to initiate an independent investigation of an Allegation involving Research or Creative Activities supported by the funding source. In the event a federal funding source initiates such an investigation, the RIO shall consult the federal funding source regarding its investigation and shall advise the VPRED whether the University should suspend its review of the Allegation during the federal funding source's investigation, which the VPRED shall have authority to do, as set forth in Section 4.3(F) below.

D. Criminal Process. In general, University review of an Allegation under this policy may occur in parallel with criminal processes. If an Allegation is also the subject of a criminal investigation or proceeding and the pertinent governmental authority advises the University that the University's review of the Allegation under this policy may prejudice or interfere with that investigation or proceeding, the VPRED shall have authority to stay any Misconduct Proceeding until the criminal investigation or proceeding is complete.

E. Civil Litigation. The existence of civil litigation involving the University may necessitate staying a Misconduct Proceeding. The VPRED shall make such decisions on a case-by-case basis and promptly report them to the RIO.

F. VPRED Stay of Proceedings. The VPRED shall have authority to stay any Misconduct Proceeding if, following consultation with the Office of General Counsel and the RIO, the VPRED determines that other University procedures mandated by law must be completed prior to the University's further review of an Allegation under this policy. Such governmentally mandated procedures may involve various forms of regulatory action (for example, the removal or clean-up of radioactive or other hazardous materials).

G. Sequencing of Proceedings. Subject to Section 4.3(F) above and to the University's right to take interim action under any University policy or contract, review of an Allegation under this policy may proceed simultaneously with other internal University proceedings against a Respondent that relate to or arise out of the alleged Scholarly Misconduct.

5.0 PROCEDURES FOR CONDUCT OF MISCONDUCT PROCEEDINGS – GENERAL

5.1 Determination of Procedures. Those charged with conducting a Misconduct Proceeding shall determine the procedures that will be followed, provided that:

- (A) the procedures they adopt shall be those they deem best suited to achieve a fair and equitable review of the Allegation;
- (B) the procedures they adopt shall reflect a spirit of mutual respect and collegiality, and may, therefore, be as informal as they deem appropriate under the circumstances;
- (C) in Preliminary Assessments and Inquiries, testimony shall be obtained from witnesses through private interviews rather than through a hearing;
- (D) in Investigations, the Investigation Committee may choose to obtain testimony from witnesses through a series of private interviews with witnesses, or at a hearing at which the Complainant and the Respondent shall be invited to be present, provided that the Respondent may, within five (5) days of receiving a notice that the Investigation Committee has decided to conduct private interviews, deliver a notice to the RIO requiring that a hearing be conducted instead of such interviews;
- (E) at a hearing, the Respondent and the Complainant shall have the opportunity to raise questions for the Investigation Committee to pose to each witness about the testimony of that witness and the Allegation;
- (F) may proceed even when a Complainant declines to appear to give testimony, if the Investigation Committee determines there is credible Evidence of possible Scholarly Misconduct by the Respondent to justify proceeding with the hearing apart from the Complainant's Allegation;
- (G) the Respondent shall have the right to be advised by Counsel in all Misconduct Proceedings;
- (H) the Complainant shall have the right to be advised by Counsel in all Misconduct Proceedings;
- (I) in all Preliminary Assessments, Inquiries, and Investigations, the Respondent shall have the right to present Evidence and to identify persons who might have Evidence about the Allegation;
- (J) formal rules of evidence shall not apply;
- (K) the Complainant and the Respondent shall have the right to review documents, reports, and other Evidence submitted in support of their testimony, and the Complainant and the Respondent may provide or be asked to provide corrections of misrepresentations and errors, along with supporting documentation, and may supply additional documentation in response to the Evidence;
- (L) each Misconduct Proceeding shall be conducted confidentially and in private except that, in the event of a hearing, the Investigation Committee may decide that it will be open if requested by the Respondent and if permissible under applicable regulations; and
- (M) to the extent that a published regulation of a federal funding source requires a specific procedural element in the review and adjudication of an Allegation concerning a proposal to or an award from that federal funding source, that procedural element shall be included in the procedures adopted.

At the start of each Misconduct Proceeding, the RIO shall notify the Complainant and the Respondent of the procedures that will be followed during that Misconduct Proceeding.

5.2 General Counsel Advice. The Office of General Counsel shall, when so requested, provide legal advice regarding the implementation of this policy and other aspects of the University's review of an Allegation under this policy to the RIO, the VPRED, the Responsible Administrator, the Inquiry Committee, the Investigation Committee, the individual hearing an appeal, and the Provost.

5.3 Respondent Questions. The RIO shall contact the Respondent at the start of each Misconduct Proceeding and attempt to answer any questions about that Misconduct Proceeding.

5.4 Admission of Scholarly Misconduct. The VPRED shall have authority to terminate the University's review of any Allegation under the Procedures upon the admission by the Respondent that Scholarly Misconduct occurred and that the Respondent was responsible for it. The VPRED should consider whether the termination of the review of the Allegation would prejudice the University's review of another Allegation against that Respondent or against a different Respondent or the University's ability to assess the extent and consequences of the Scholarly Misconduct and what action should be taken in response to it.

5.5 Records to Agency. When the alleged Scholarly Misconduct involves Research or Creative Activity supported by a federal funding source, the RIO shall make available to its authorized personnel any Misconduct Proceeding Records that such personnel request.

5.6 Additional Respondents. If, during the course of any Misconduct Proceeding, additional Respondents are identified, they shall be

(A) Notified immediately;

(B) Provided an opportunity to respond in writing to the notification within fourteen (14) days of receiving notice; and

(C) Incorporated into the ongoing investigation from the point of notification, unless the RIO otherwise determines that a separate investigation is warranted.

6.0 ALLEGATIONS OF SCHOLARLY MISCONDUCT AND PRELIMINARY ASSESSMENTS

6.1 Allegation of Scholarly Misconduct. Any member of the University community or other person who wishes to make an Allegation shall contact the RIO. All Allegations must be in writing and should state the nature of the suspected misconduct and present the evidence that leads the reporting individual to believe that an incident of Scholarly Misconduct has occurred, and shall be made to the RIO in one of the following ways:

- i. Sealed envelope, marked confidential; or
- ii. Electronically via DropBox.

6.2 Preliminary Assessment. Upon receiving an Allegation of Scholarly Misconduct, the RIO will assess the allegation to determine whether it is sufficiently credible and specific so that potential evidence of Scholarly Misconduct may be identified, whether external sponsors are involved, and whether the Allegation falls under the definitions of Scholarly Misconduct contained in this policy. The RIO shall endeavor to complete the Preliminary Assessment within fifteen (15) days of receiving an Allegation. The RIO shall notify the VPRED and the Office of General Counsel of receipt of the Allegation and the determination of the Preliminary Assessment.

6.3 Purpose and Nature of Preliminary Assessment. The Preliminary Assessment is a preliminary process whose purpose is to call out a clearly erroneous, unsubstantiated, or Bad Faith Allegation before the Respondent is subjected to an Inquiry or an Investigation. Hence, in conducting the Preliminary Assessment, the RIO is not obligated to conduct any interviews on the Allegation or to engage in an exhaustive review of all Evidence relevant to such an Allegation.

If the RIO determines that the Allegation does not raise questions of Scholarly Misconduct, does not warrant further action, is frivolous, or is more appropriately resolved by other deliberative procedures, the Complainant will be so notified. If the RIO determines that the matter is more appropriately resolved by other deliberative procedures, the RIO should refer it to the appropriate person or process. If the Allegation is determined to be

non-frivolous or is not more appropriately resolved by other deliberative procedures, an Inquiry shall be initiated. The RIO shall identify clearly and in writing the Allegation and any related issues that should be evaluated in the Inquiry.

6.4 Determination of Preliminary Assessment. The RIO shall determine if the Allegation rises to the level of a potential violation of the policy.

(A) **Standard for Determination.** The RIO shall determine that an Inquiry is warranted if, in their judgment, (1) the Respondent's alleged conduct could constitute Scholarly Misconduct or Unacceptable Research Practices, and (2) there is credible Evidence to support further review of the Allegation.

(B) If the RIO determines that an Inquiry is warranted, the RIO shall prepare a Preliminary Assessment referral, which explains the basis for the determination. The RIO shall transmit copies of the Preliminary Assessment referral to the Respondent and the VPRED, and concurrently in a separate transmittal, a copy of the Preliminary Assessment shall be provided to the Office of General Counsel. The RIO shall also notify the Complainant of the outcome of the Preliminary Assessment and provide the Complainant with a brief summary of the Preliminary Assessment referral.

The RIO shall provide the Respondent with an opportunity to respond to the Allegation in writing. The Respondent shall have fourteen (14) days from receipt of the Preliminary Assessment referral to submit a written response. The RIO will include the written response in the record for review by the Inquiry Committee.

After completing the Preliminary Assessment referral, the RIO shall immediately initiate an Inquiry.

(C) If the RIO determines that an Inquiry is not warranted, the RIO shall prepare a Preliminary Assessment report that states the basis and rationale for their determination. The RIO shall provide a copy of the Preliminary Assessment report to the Respondent, the Complainant, and the VPRED, and concurrently in a separate transmittal, a copy of the Preliminary Assessment shall be provided to the Office of General Counsel.

The RIO's determination that an Inquiry is not warranted shall normally conclude the University's review of that Allegation.

6.5 VPRED Override. If after reviewing the Preliminary Report, the VPRED determines that an Inquiry is warranted, the VPRED may issue a decision to the RIO and the Respondent, with a copy provided to the Office of General Counsel concurrently and in a separate transmittal, overruling the RIO's determination for stated cause and instructing the RIO to initiate an Inquiry immediately. Upon receiving the decision of the VPRED, the RIO shall initiate an Inquiry.

6.6 Bad Faith. If the RIO concludes that the Complainant acted in Bad Faith in making the Allegation, or that the Complainant or any witness acted in Bad Faith during the Preliminary Assessment, the RIO shall refer the matter for administrative review and appropriate action as set forth in Section 13(A)(1) below.

7.0 THE INQUIRY

The Inquiry is a preliminary process with the purpose of determining whether there is sufficient credible evidence of possible Scholarly Misconduct to warrant conducting an Investigation. Although it is expected that the Inquiry will be more comprehensive than the Preliminary Assessment, the Inquiry Committee, like the RIO, is not obligated to conduct any interviews or hearings on the Allegation or to engage in an exhaustive review of all Evidence relevant to the Allegation. When a majority of the members of the Inquiry Committee conclude that an Allegation warrants an Investigation, the Inquiry Committee shall proceed to draft the Inquiry report.

A. Appointment of Inquiry Committee. The Inquiry shall be carried out by a committee of no fewer than 3 (three) persons appointed by the VPRED, with input of the RIO. The VPRED shall promptly and normally within thirty (30) working days of the determination that an Inquiry should be initiated, appoint an Inquiry Committee. Prior to the appointment of the Inquiry Committee, each party shall be given an opportunity to challenge potential members, as outlined in Section 3.6. Members of the Inquiry Committee shall have no Conflicts of Interest with the Respondent or any individuals involved with the Inquiry, shall be unbiased, and shall, together, possess sufficient expertise to enable the Committee to conduct the Inquiry and to evaluate the evidence and issues related to the Allegations. Appointees are expected to notify the RIO of any known Conflicts of Interest or of an inability to render unbiased judgement. While Inquiry Committees will usually be composed of University faculty, they may also include persons other than University faculty when the VPRED determines that such persons have experience or expertise useful to the Inquiry. The Inquiry Committee shall select one of its members to act as its chairperson.

B. Charge to the Inquiry Committee. The RIO shall convene the first meeting of the Inquiry Committee, review the Allegations, and describe appropriate procedures for conducting an Inquiry. The Inquiry Committee may consult with the RIO as necessary during the course of the Inquiry. The RIO shall not participate in the deliberations of the Inquiry Committee or vote on whether an Investigation is warranted, and the Inquiry Committee shall not seek the RIO's opinion on whether an Investigation is warranted.

If issues of Scholarly Misconduct that fall outside of the charge of the Inquiry Committee arise during the course of the Inquiry, the Inquiry Committee shall so inform the RIO, including in its communication the evidence on which its concerns are based. The RIO, in consultation with the Responsible Administrator, will consider the issues raised and, if warranted, amend the Allegations accordingly. The Respondent and Complainant shall receive appropriate notification of any such amendments.

D. Standard for Determination. The Inquiry Committee shall conduct the Inquiry to determine whether an Investigation is warranted. The Inquiry Committee shall determine that an Investigation is warranted if, in its judgment, an Investigation Committee could reasonably conclude that Scholarly Misconduct occurred. To so determine, the Inquiry Committee must find that the Respondent's alleged conduct could constitute Scholarly Misconduct and that there is credible Evidence to support further review of the Allegation, but must also find that there is sufficient credible Evidence and credible Evidence of such merit that an Investigation Committee could reasonably conclude, in accordance with the criteria in Section 8.1(D) below, that Scholarly Misconduct occurred.

E. Provision of Documents and Assistance. The Inquiry Committee shall have the authority to require submission to it of any documents or materials it deems necessary to the conduct of the Inquiry. The RIO shall secure for the Inquiry Committee such special scientific or technical assistance as it requests to evaluate an Allegation.

F. Timing. Every effort shall be made to complete the Inquiry within sixty (60) days of its inception unless circumstances warrant a longer period. Extensions of time must be approved by the VPRED and the reason for the extensions must be documented in the Inquiry report. The Respondent shall be notified of any extensions of time. Commencement of the Inquiry is defined as the first meeting of the Inquiry Committee convened by the

RIO.

G. The Inquiry Report. The Inquiry Committee shall document its findings in a report. Where it finds that an Investigation is not warranted, the report shall be comprehensive and shall include a detailed summary of why the Respondent's alleged conduct would not, under the definitions in this policy, constitute Scholarly Misconduct, or why the available Evidence is insufficient, or lacks sufficient credibility or merit, to warrant an Investigation.

If the report recommends that an Investigation be conducted, the report may be summary in nature, provided the Inquiry Committee sets forth the Evidence that supports its determination in sufficient detail for the Respondent and an Investigation Committee to understand the basis for the Inquiry Committee's decision.

The draft Inquiry report shall be distributed to the Respondent, the RIO, and the VPRED. The RIO may establish reasonable conditions for review to protect the confidentiality of the draft report. The Respondent may submit written comments regarding the facts and findings to the RIO within seven (7) days of receipt of the draft Inquiry report. If the Respondent submits comments on the draft Inquiry report within the timeframe set forth, the Inquiry Committee may consider such comments and make any changes in the Inquiry report it deems appropriate in light of such comments. The Respondent's comments will be attached as an appendix to the final Inquiry report. After making any changes it deems appropriate in the draft Inquiry report in light of the Respondent's comments, the Inquiry Committee shall prepare a final Inquiry Report.

H. Disposition of the Case Following an Inquiry.

(1) **Initiation of Investigation.** If the Inquiry Committee determines that an Allegation warrants an Investigation, the RIO shall initiate an Investigation.

(2) **VPRED Overrule - Initiation of Investigation.** If the Inquiry Committee determines that an Investigation is not warranted, the VPRED may, within fourteen (14) days of receiving the final Inquiry report, issue a decision to the RIO and the Respondent overruling the Inquiry Committee for stated cause and instructing the RIO to initiate an Investigation immediately. Upon receiving the decision of the VPRED, the RIO shall initiate an Investigation.

(3) **No Investigation.** If the Inquiry Committee determines that an Investigation is not warranted and the VPRED does not overrule the determination of the Inquiry Committee, the determination of the Inquiry Committee will conclude the University's review of that Allegation, except as provided in Section 12.0 below.

(4) **Dissent.** Any member of the Inquiry Committee who does not agree with the determination of the majority of the Inquiry Committee may file a dissent to the Inquiry report.

(5) **Bad Faith.** If the Inquiry Committee concludes that the Complainant acted in Bad Faith in making the Allegation, or that the Complainant or any witness acted in Bad Faith during the Inquiry, the Inquiry Committee shall refer the matter for administrative review and appropriate action, as set forth in Section 13(A)(1) below.

I. Notification. Promptly after completion of the Inquiry, the RIO shall notify the Complainant of its outcome and provide the Complainant with a brief summary of the Inquiry report and the opinion of the VPRED, if one was issued.

8.0 THE INVESTIGATION

The purpose of an Investigation is to determine whether the alleged Scholarly Misconduct occurred and, if so, to

recommend appropriate actions.

8.1

A. Appointment of Investigation Committee. The Investigation shall be conducted by an Investigation Committee of no fewer than five (5) persons appointed by the VPRED in consultation with input of the RIO. The VPRED shall make every effort to appoint the Investigation Committee within thirty (30) working days of the Inquiry Committee's determination or the VPRED's decision that an Investigation is warranted. Members of the Investigation Committee shall have no Conflicts of Interest with the Respondent or anyone involved with the Investigation, shall be unbiased, and shall have the necessary expertise to enable them to evaluate authoritatively the relevant evidence of the alleged Scholarly Misconduct and to conduct the Investigation. Investigation Committee members must not have been involved in the prior processes and must have no intimate knowledge of the case. Appointees are expected to notify the VPRED of any known Conflict of Interest or of an inability to render unbiased judgement. Prior to the appointment of the Investigation Committee, each party shall be given an opportunity to challenge potential members, as outlined in Section 3.6. While the Investigation Committee will usually be composed of University faculty, they may also include persons other than University faculty when the VPRED determines that such persons have experience or expertise useful to the Investigation. The Investigation Committee shall select one of its members to act as its chairperson.

B. Notification of Initiation of Investigation. The RIO will notify the VPRED and the Office of General Counsel that an Investigation has been initiated. The RIO also will notify the Respondent and the Complainant in writing that an Investigation will take place and remind them of their obligation to cooperate in the conduct of the Investigation. When the alleged Scholarly Misconduct involves Research or Creative Activities supported by an external (non-University) funding source, the RIO will notify the source of the funding of the Investigation before the start of the Investigation. Such notification shall include the name of the Respondent, the general nature of the Allegation, and the relevant grant application, grant number, or other identification, if applicable. The RIO shall immediately secure any additional pertinent Research Records or materials that were not previously sequestered during the Inquiry.

C. Charge to Investigation Committee. The RIO shall draft a Charge to the Investigation Committee based on the Inquiry report and the opinion of the VPRED, if one was issued. The RIO shall submit a copy of that Charge, the Preliminary Assessment referral, the Inquiry report, and the overruling decision of the VPRED, if one was issued, to the Investigation Committee and the Respondent at the beginning of the Investigation.

D. Standard for Determination. The Investigation Committee shall determine if Scholarly Misconduct occurred, if the Respondent was responsible for it, and the extent, gravity, and actual and potential consequences of the Scholarly Misconduct. To conclude that Scholarly Misconduct occurred, a majority of the members of the Investigation Committee must find:

- (1) that there was a significant departure from accepted practices of the relevant research community; and
- (2) that the Scholarly Misconduct was committed intentionally, knowingly, or recklessly; and
- (3) that the Allegation was proven by a Preponderance of the Evidence.

E. Timing. The Investigation Committee shall use its best efforts to complete the Investigation within one hundred and twenty (120) calendar days of its inception.

- (1) Extensions of time must be approved by the VPRED and the reason for the extensions must be documented in the Investigation report. The Respondent shall be notified of any extensions of time.
- (2) If the Investigation is stayed and the alleged Scholarly Misconduct involves Research or Creative Activities supported by a federal funding source, the RIO shall promptly inform it of the date and expected

duration of the stay, and of the reason for staying the Investigation.

F. Investigation Process. In accordance with Section 5.1(D) of this policy, the Investigation may be conducted through private interviews or, at the option of either the Investigation Committee or the Respondent, at a hearing with the Complainant, Respondent, and other persons, if any, who have material information regarding the Allegation.

If the Investigation Committee decides that it needs special scientific or technical expertise to evaluate an Allegation, it shall so advise the RIO, who shall secure for the Investigation Committee the assistance that it requests.

The RIO shall not participate in the deliberations of the Investigation Committee or vote on whether Scholarly Misconduct occurred. The Investigation Committee may request the assistance of the RIO during its deliberations and in the preparation of the Investigation report, but shall not seek the RIO's opinion as to whether Scholarly Misconduct occurred.

1. Evidence Review. The Investigation Committee shall examine all Evidence that it deems pertinent to the Allegation. At its discretion, the Investigation Committee may also inspect laboratories and examine laboratory specimens, materials, procedures, and methods. The Respondent will be provided copies of, or supervised access to, all Evidence made available to the Investigation Committee.

2. Record of Interviews; Transcripts. The RIO shall arrange for the preparation of a transcript of each witness's interview or hearing testimony, and a copy of each interviewee's transcript shall be provided to the interviewee for his or her review to identify any errors in transcription. The witness shall have seven (7) days after receipt of the transcript to deliver comments on, and corrections of any errors in, the transcript to the RIO. Chair shall be notified by the RIO of any changes within five (5) days. The transcript and changes requested by the interviewee shall be made a part of the Misconduct Proceeding Records. The original record shall be kept on file in the Office of the VPRED.

3. Contents of Notification to Respondent in Case of Hearing. The Investigation Committee chair shall notify the Respondent concerning the following regarding hearings:

- a. The date, time, and place of an Investigation hearing, which shall not be earlier than fifteen (15) working days after the date of notice.
- b. That the hearing will be closed to the public.
- c. That the Respondent may attend the presentation of Evidence at the hearing, but not the Investigation Committee's deliberations.

4. Investigation Committee's Report. The Investigation Committee shall prepare a written Investigation Report. The Investigation Committee's report shall specify the Allegations, summarize the Evidence reviewed and relevant information provided by persons interviewed by the Investigation Committee, and an analysis of each Allegation pursuant to the standards set forth in Section 8.1(D) of this policy, and state the conclusions reached and the evidence on which it reached those conclusions. It should make explicit findings of fact with respect to each Allegation and list the evidence relevant to that finding.

5. Review of Investigation Committee's Report. Upon its completion, the Committee's draft Investigation report shall be forwarded to the Respondent for review and comment. The RIO may establish reasonable conditions for review to protect the confidentiality of the report. The Respondent may submit written comments regarding the facts and findings to the Investigation Committee chair within fifteen (15) working days of receipt of the draft Investigation Report. If the Respondent comments on the draft Investigation report, the Investigation Committee shall consider such comments and make any changes in the Investigation report it deems appropriate in light of such comments. The Respondent's comments shall be included as an

appendix to the final Investigation report.

After making any changes it deems appropriate in the draft Investigation report in light of the Respondent's comments, the Investigation Committee shall prepare a final Inquiry Report.

6. Disposition of the Case Following an Inquiry.

A. Scholarly Misconduct Finding. If the Investigation Committee finds that Scholarly Misconduct occurred, the Investigation report must include:

(1) the Investigation Committee's determination that:

(a) there was a significant departure from accepted practices of the relevant research community; and

(b) the Scholarly Misconduct was committed intentionally, knowingly, or recklessly; and

(c) the Allegation was proven by a Preponderance of the Evidence.

(2) a determination whether any part of the Research Record needs correction or retraction as a result of the finding of Scholarly Misconduct, and, if so, an explanation of that correction or retraction.

B. No Scholarly Misconduct Found. If the Investigation Committee does not find that Scholarly Misconduct occurred, it shall explain the reasons for its decision in the Investigation report, with specific reference to the pertinent criteria set forth in Section 8.1(D) above.

C. Dissent. Any member of the Investigation Committee who does not agree with the determination of the majority of the Investigation Committee may file a dissent to the Investigation report.

D. Bad Faith. If the Investigation Committee concludes that the Complainant acted in Bad Faith in making the Allegation, or that the Complainant or any witness acted in Bad Faith during any Misconduct Proceeding, the Investigation Committee shall refer the matter for administrative review and appropriate action as set forth in Section 13(A)(1) below.

9.0 FINAL REPORT, VPRED OVERRULE

The Investigation Committee shall send the VPRED a copy of the final Investigation report.

9.1 Override; New Investigation. If the VPRED believes the Investigation Committee's determination is incorrect, the VPRED may, within fifteen (15) days of receiving the final Investigation report, issue a written decision to the Investigation Committee and the RIO overruling the Investigation Committee for stated cause and instructing the RIO to impanel another Investigation Committee immediately.

9.2 Second Investigation Committee. If a second Investigation Committee is impaneled, it shall conduct a new Investigation. Subject to the Respondent's right to appeal pursuant to Section 10 below, the second Investigation Committee's determination shall be binding.

9.3 Distribution of Final Report; Comments. The RIO shall send a copy of the final Investigation report to the Respondent after the VPRED has had an opportunity to review and overrule the Final Report as appropriate. The Respondent may deliver comments on the Investigation report to the RIO within fourteen (14) days of the delivery of the final Investigation report to the Respondent. The RIO shall include any such comments in the

9.4 Notifications.

A. Complainant. Promptly after completion of the Investigation, the RIO shall notify the Complainant of its outcome and provide the Complainant with a brief summary of the Investigation report, including those portions of the Investigation report that address the Complainant's role and testimony, if any, in the Investigation.

B. Federal Support. When the alleged Scholarly Misconduct involves Research or Creative Activities supported by a federal funding source, the RIO shall submit the Investigation report to it. It may accept the Investigation report, ask for clarification or additional information, which shall be provided by the RIO, or commence its own independent investigation.

10.0 APPEALS

A. Appeal Rights. All Respondents who are found to have committed Scholarly Misconduct have the right to an internal University appeal. During the appeal, no disciplinary proceeding will be commenced as a consequence of the finding the Scholarly Misconduct. In addition, a Respondent who has applied for or received support from a federal funding source for the Research in relation to which the Scholarly Misconduct occurred has the right under certain circumstances to appeal a finding of Scholarly Misconduct by an Investigation Committee to that federal funding source.

During appeal proceedings, appropriate University administrators may initiate on an interim basis actions they deem necessary to safeguard University personnel, other participants in any Scholarly Misconduct proceeding, public health or safety, experimental subjects, sponsors' funds or equipment, Evidence or the integrity of the research environment. These actions do not indicate that a conclusion has been reached from the University's review process, and such actions may be revised, revoked, or made permanent upon the confirmation of a final outcome once appellate proceedings have concluded.

B. External Appeal Record. If the Respondent appeals a finding of Scholarly Misconduct by an Investigation Committee to a federal funding source, the RIO shall attempt to obtain copies of all documents filed in that appeal.

C. Procedures.

(1) **Internal Appeal.** The Respondent may appeal a finding of Scholarly Misconduct to the VPRED within thirty (30) days of the date of the final Investigation report. The appeal must be in writing and must set forth the substantive or procedural reasons the Respondent believes the finding of Scholarly Misconduct is incorrect. The VPRED will submit the appeal to Provost or the Provost's designee for decision.

(2) **Review and Recommendation.** The Provost may appoint a University faculty member or administrator who does not have a Conflict of Interest and who previously has not been involved in the review of the Allegation under this policy to review the Scholarly Misconduct records and the appeal and to make recommendations to the Provost.

(3) **Subject of Appeals.** Appeals shall be limited to: (i) review of the procedures employed (claims that the process was flawed in a way that creates a significant risk that the outcome was erroneous); or

(ii) grievances of sanctions imposed as a result of a finding of Scholarly Misconduct. The appeal must specify the nature of any claimed procedural error. The factual record established during the Investigation shall constitute the factual record for the purposes of the Appeal.

(4) **Request for Additional Information.** The Provost, or the Provost's designee, may request further information about the Scholarly Misconduct proceedings in writing from the RIO. A copy of such information shall be provided to the Respondent.

(5) **Basis for Decision.** The Provost's or the Provost's designee's decision on the appeal shall be based on the Scholarly Misconduct proceedings records, as clarified or supplemented by the VPRED in response to any request for further information about the Scholarly Misconduct proceedings, the Respondent's appeal, and, if available, the recommendations from Section 10(C)(2) above.

D. New Evidence. If the RIO learns of previously unavailable material Evidence relevant to the finding of Scholarly Misconduct during the appeal, the RIO shall inform the Provost or the Provost's designee and the Respondent of the new Evidence. If the Provost or the Provost's designee concurs that the new Evidence could materially affect the finding of Scholarly Misconduct, the Provost or the Provost's designee, shall remand the finding to the Investigation Committee that made the finding for its consideration of the new Evidence. The Investigation Committee shall notify the Provost or the Provost's designee within fourteen (14) days that it finds the new Evidence immaterial to its prior finding or that it wishes to reopen the matter. The Provost or the Provost's designee may extend this period for good cause by notice to the Respondent and the VPRED.

E. Decision. The Provost or the Provost's designee shall issue a decision and rationale affirming or reversing the finding of Scholarly Misconduct within thirty (30) days after the submission of the appeal to the VPRED. The Provost or the Provost's designee may extend this period for good cause by notice to the Respondent and the VPRED.

11.0 FINAL RESOLUTION AND OUTCOME

A. Scholarly Misconduct Found.

(1) **Actions.** After all appeals have been decided, or the opportunity for an appeal has expired, and there is a final decision that Scholarly Misconduct has occurred:

(a) the Responsible Administrator, after consultation with the VPRED, shall take appropriate actions in response to the finding of Scholarly Misconduct. Such actions may include:

(i) the imposition of sanctions within the authority of the Responsible Administrator and initiating University disciplinary proceedings appropriate to the finding of Scholarly Misconduct pursuant to applicable University policies, procedures, and contracts; or

(ii) referral of the finding of Scholarly Misconduct to another administrator who has authority to impose sanctions and initiate disciplinary proceedings.

(b) the RIO, after consultation with the Office of General Counsel and the VPRED, shall attempt to correct, and/or seek retraction of, any part of the Research Record or other relevant records materially affected by the Scholarly Misconduct. The Respondent will not interfere with the RIO's efforts in these regards. Those affected by the Scholarly Misconduct are permitted to share this information with their colleagues.

(2) **Disciplinary Action.** The University views Scholarly Misconduct as grounds for disciplinary action pursuant to applicable University policies, procedures, and contracts. Disciplinary action may include suspension and/or termination of employment of a faculty or staff member found responsible for Scholarly Misconduct. Disciplinary action may include termination of enrollment and/or degree revocation for a student found responsible for Scholarly Misconduct. Disciplinary action may be challenged or grieved according to relevant University policies.

(3) **Government Sanctions.** In addition to sanctions imposed by the University, certain federal funding sources may impose sanctions of their own, if the Scholarly Misconduct involved Research or Creative Activities which they supported.

(4) **Serious Deviation.** The University may take action, including disciplinary action, in response to a finding of Scholarly Misconduct based on a serious deviation from accepted practices even if another Allegation of Scholarly Misconduct against the same Respondent has not been sustained and the University has an obligation under Section 11(A) above with respect to the unsustained Allegation.

B. New Evidence. After all appeals have been decided, or if the opportunity for appeal has expired, and there is a final decision that Scholarly Misconduct has occurred, if the Respondent learns of previously unavailable material Evidence relevant to the determination of Scholarly Misconduct, within thirty (30) days from the appeal decision or thirty (30) days from the date the opportunity to appeal has expired, the Respondent shall send that Evidence to the RIO with an explanation of its origin and importance. The RIO shall submit the new Evidence to the Investigation Committee that conducted the Investigation of the Scholarly Misconduct. The Investigation Committee shall promptly consider the new Evidence and notify the VPRED of its impact on its finding of Scholarly Misconduct and on its Investigation report. Based on the new Evidence and the information from the Investigation Committee, the VPRED may reverse or affirm the previous finding of Scholarly Misconduct, or remand the matter to the Investigation Committee to conduct a new Investigation in light of the new Evidence. The VPRED shall issue that decision with stated rationale within thirty (30) days of receiving the notice from the Investigation Committee, but may extend this period for good cause by notice to the Respondent and the RIO.

C. Termination. If the VPRED terminates the review of any Allegation under Section 5.4, an explanation for such termination shall be included in the Misconduct Proceeding Records.

12.0 UNACCEPTABLE AND QUESTIONABLE RESEARCH PRACTICES

A. Referral from Proceedings. An Inquiry Committee may find that while a Respondent's conduct does not warrant an Investigation, it nevertheless constitutes an Unacceptable Research Practice or Questionable Research Practice. Similarly, an Investigation Committee may find that while a Respondent's conduct does not constitute Scholarly Misconduct, it nevertheless constitutes an Unacceptable Research Practice or a Questionable Research Practice. Any such finding shall be referred to the appropriate administrator for review.

The administrator may deem further action appropriate, including, in the case of Unacceptable Research Practices, disciplinary action pursuant to applicable University policies, procedures, and contracts. Disciplinary action may be challenged or grieved according to relevant University policies.

B. Discovery and Report. Unacceptable Research Practices or Questionable Research Practices may also be discovered in circumstances other than a review of an Allegation under this policy. When that happens, the alleged Unacceptable Research Practice or Questionable Research Practice should be referred to the appropriate administrator for review and such further action, if any, as the administrator may deem appropriate, including, in the case of Unacceptable Research Practices, disciplinary action pursuant to applicable University policies, procedures, and contracts, including procedures for challenging or grieving disciplinary action.

13.0 BAD FAITH

A. Complainant or Witness.

(1) **Referral for Action.** If the RIO, an Inquiry Committee, or an Investigation Committee concludes that a Complainant or witness who is a University employee or student acted in Bad Faith in a Misconduct Proceeding, the matter shall be referred to the appropriate administrator for review. The administrator may deem further action appropriate, including disciplinary action.

(2) **Discipline.** The University views Bad Faith by a Complainant or witness who is a University employee or student as grounds for disciplinary action pursuant to applicable University policies, procedures, and contracts.

14.0 PROTECTING PARTICIPANTS IN MISCONDUCT PROCEEDINGS

A. Protection of Position and Reputation. The University shall make diligent efforts to protect the position and reputation of each individual who has, in Good Faith, participated in a Misconduct Proceeding as a Complainant, witness, Inquiry Committee member, Investigation Committee member, Counsel, Responsible Administrator, VPRED, or RIO, or who has otherwise cooperated in the review of an Allegation under this policy. These efforts shall be:

(1) reasonable and practical under the circumstances;

(2) proportionate to the risk to the individual's position and reputation; and

(3) consistent with applicable funder expectations, if the Research or Creative Activities, which were the subject of the Allegation, were supported by a federal funding source.

B. Retaliation.

(1) **Prohibition.** University employees and students shall not engage in or threaten Retaliation.

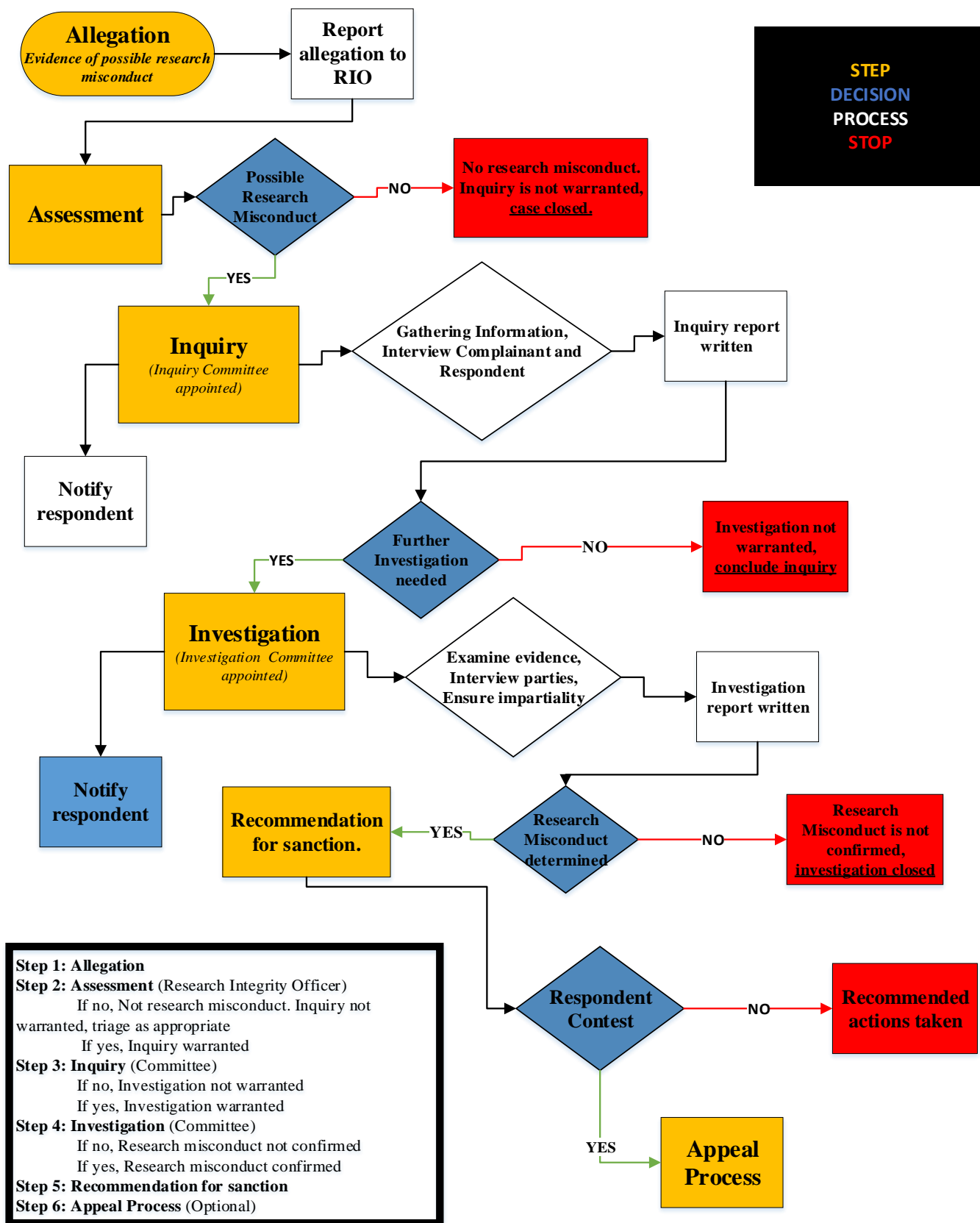
(2) **Referral for Action.** If the RIO receives a complaint or report of Retaliation or threatened Retaliation by a University employee or student, the RIO shall refer the matter to the appropriate administrator for review and such action, if any, as the administrator may deem appropriate, including disciplinary action.

(3) **Discipline.** The University views Retaliation by a University employee or student as grounds for disciplinary action pursuant to applicable University policies, procedures, and contracts.

15.0 DISPOSITION OF FILE

After completion of the case and all ensuing related actions, the RIO shall prepare a complete file, including the original records of all proceedings conducted by the Inquiry Committee and Investigation Committee and copies of all documents and other materials furnished to the RIO or to the Inquiry Committee or Investigation Committee. The RIO shall seal the file and retain it for at least seven (7) years or in accordance with any applicable law or University policy. Access to the materials in the file shall be available only upon authorization of the VPRED for good cause or in accordance with any applicable law.

Research Misconduct Investigation Flowchart



Research Misconduct Policy

Synopsis

What is Research Misconduct

Department of Health and Human Services defines research misconduct as:

- ***Fabrication*** – making up results and recording or reporting them.
- ***Falsification*** – manipulating research materials, equipment or processes or changing or omitting results such that the research is not accurately represented.
- ***Plagiarism*** – appropriating someone else's ideas, processes, results or words without giving proper credit.

Deliberate or repeated non-compliance with the regulations can be considered misconduct.

Criteria for Research Misconduct

- Represents a significant departure from accepted practices
- Has been committed intentionally, or knowingly, or recklessly; and
- Can be proven by a preponderance of evidence

What is NOT Misconduct

1. honest, unintentional error
2. honest differences of opinion

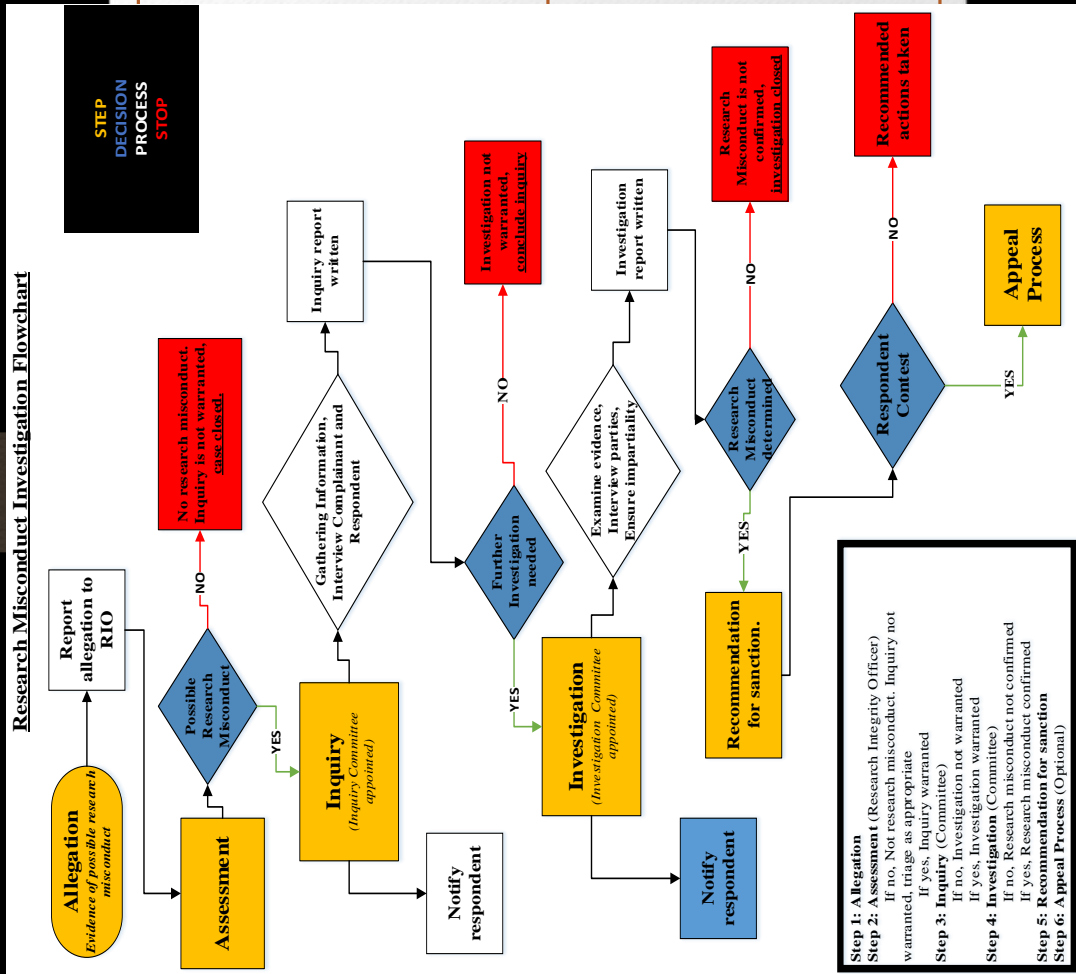
Institutional Requirements

- Establish policies and procedures for investigating and reporting instances of alleged research misconduct
- Provide training and education
- Promote ethical and responsible conduct of research
- Provide support to assist with correcting occurrences of misconduct

Morgan State University Policy

- ☐ Maintain high standards of honesty, accuracy and objectivity in science and other scholarly and creative works, to prevent research misconduct where possible, and to evaluate and to resolve promptly and fairly instances of alleged or apparent Research Misconduct.
- ☐ Take appropriate remedial and disciplinary action in response to findings of Research Misconduct.

Dealing with Misconduct - STEPS



Allegation

Assessment

Inquiry

Investigation

Recommendation for Sanction

Thank You!

**BOARD OF REGENTS
MORGAN STATE UNIVERSITY
SUMMARY OF ITEM FOR ACTION**

Topic: New Intellectual Property Policy

Committee: Academic and Student Affairs Committee

Date of Meeting: November 2019

Brief Explanation: The University's Patent and Copyright Policies are in need of revision, to place the university in step with other research universities. The provisions provided in the proposed IP Policy are up-to-date and comprehensive covering the best practices among U.S. Research Universities, and mirror those of other Maryland public research universities. The proposed IP Policy would replace the existing Patent Policy (1996) and Copyright Policy (1996).

The proposed Intellectual Property Policy (IP Policy) governs the ownership and protection of Intellectual Property created by Personnel, Students and others at the University. The proposed IP Policy covers Traditional Scholarly Works, Administrative Works, Inventions (whether or not patentable - Patents), Software (Copyrights), Research Data, Tangible Research Materials, Trademarks and Service Marks, and associated legal rights to the same.

The President shall have the authority and responsibility for implementation and coordination of this Policy and may delegate the authority to the Vice President for Research and Economic Development to administer the provisions of the policy. The Office of Technology Transfer (OTT) shall have the day-to-day responsibility, on behalf of the University, to make determinations of ownership of Intellectual Property and to manage, protect and commercialize University-owned Intellectual Property and/or otherwise make it available for the benefit of the public.

The proposed policy provides for the sharing of revenue from the commercialization of Morgan IP, with: 1) the Creators of the IP (personal share); 2) the Creator's department/unit (for R&D); and 3) OTT (administrative costs), and are consistent with other state public research universities.

An Intellectual Property Committee shall be formed and be an advisory committee constituted with nine voting members. The President, Vice President for Research & Economic Development and/or Provost and Senior Vice President for Academic Affairs may consult the Committee on Intellectual Property matters, ask it to review and recommend revisions to this policy, and request its advice on the resolution of disputes arising under or regarding matters not addressed by this policy.

PRESIDENT'S RECOMMENDATION: APPROVAL

COMMITTEE ACTION: _____

DATE: _____

BOARD ACTION: _____

DATE: _____

MORGAN STATE UNIVERSITY

INTELLECTUAL PROPERTY POLICY

Approved by the Board of Regents on _____, 2019

MORGAN STATE UNIVERSITY INTELLECTUAL PROPERTY POLICY

I. Introduction

The primary mission of universities is to advance, preserve, and disseminate knowledge. Morgan State University (“Morgan” or “University”) has established this policy on intellectual property to: (1) assure that the benefits of University research and scholarship, which include intellectual property, are fairly and fully disseminated to benefit the public, (2) create an environment that encourages and recognizes the creative efforts of faculty, students and personnel, and (3) generate resources to support the University’s primary mission.

Morgan is the State of Maryland’s Preeminent Public Urban Research University, known for its excellence in teaching, intensive research, effective public service and community engagement. Morgan prepares diverse and competitive graduates for success in a global, interdependent society.

Morgan’s mission is to serve the community, region, state, nation, and world as an intellectual and creative resource by supporting, empowering and preparing high quality, diverse graduates to lead the world. The University offers innovative, inclusive, and distinctive educational experiences to a broad cross section of the population in a comprehensive range of disciplines at the baccalaureate, master’s, doctoral, and professional degree levels. Through collaborative pursuits, scholarly research, creative endeavors, and dedicated public service, the University gives significant priority to addressing societal problems, particularly those prevalent in urban communities.

The following institutional core values guide the promotion of student learning and success, faculty scholarship and research, and community engagement at Morgan: excellence, integrity, respect, diversity, innovation, and leadership. Morgan encourages and supports its faculty, staff, and students in all forms of scholarship including the discovery and application of knowledge in teaching and learning and in developing innovative products and processes. This includes the transfer of knowledge and technological advancement in the form of intellectual property so it inures to the benefit of society.

When knowledge takes the form of Intellectual Property, a university must establish a clear and explicit policy that will protect the interests of both its Creators and the University while ensuring that society benefits from the fair and full dissemination of that knowledge.

II. Scope

This policy governs the ownership and protection of Intellectual Property created by Personnel, Students and others at the University. The policy applies to all University units, Personnel and Students as well as non-University visitors who make use of University facilities and resources. This policy is considered a part of the conditions of employment for all employees and a part of the conditions of enrollment and attendance for all Students.

Applicable laws and regulations will take precedence over any conflicting language in this policy. The terms of authorized University contracts with third parties may take precedence, when applicable, over any conflicting language in the policy subject to compliance with Article IV.

III. Definitions

The terms defined in this Article are given the following special meanings in this policy.

A. Administrative Works: All copyrighted works other than Traditional Scholarly Works that are created by Personnel in the performance of an administrative duty to the University or as a work for hire as defined under U.S. Copyright Law.

B. Author: Someone who contributes original expression to a copyrighted work as determined under U.S. copyright law.

C. Copyrighted Work: An original work of authorship fixed in any tangible medium of expression.

D. Creator: Anyone subject to this policy who is either (1) an Author or (2) an Inventor.

E. Gross Revenue: Consideration paid in cash or equity by a third party in exchange for specific rights in specific University-owned Intellectual Property. Gross Revenue does not include financial or in-kind support for research (e.g., sponsored research agreements, restricted or unrestricted grants and gifts), tuition income or reimbursement for patent costs of University-owned and University-licensed intellectual property.

F. Intellectual Property: Traditional Scholarly Works, Administrative Works, Inventions (whether or not patentable), Software, Research Data, Tangible Research Materials, Trademarks and Service Marks, and associated legal rights to the same.

G. Invention: Any potentially patentable new and useful process, machine, manufacture or composition of matter or any new and useful improvement to the same.

H. Inventor: Someone who makes an inventive contribution to the conception of ideas claimed in a potentially patentable Invention as determined under U.S. patent law.

I. Net Revenue: Gross Revenue in the form of cash, including liquidation of equity, received by the University from the commercialization of University-owned Intellectual Property less unreimbursed expenses incurred in the protection of such Intellectual Property.

J. Personnel: Someone who receives a salary or other consideration from the University for performance of services on a part-time or full time basis. University employees with an appointment of less than a full year (e.g., 9-month) shall be considered Personnel for actions undertaken during their period of appointment. Students who receive wages for working on a University-administered scope of work or project are Personnel when acting within the scope of that employment. Personnel also include University consultants, visitors and others using University resources.

K. Research Data: Recorded information, regardless of the form or medium of recordation, in the nature of (1) form, fit, or function of data; data relating to items, components, or processes that are sufficient to enable physical and functional interchangeability; data identifying source, size, configuration, mating, and attachment characteristics, functional characteristics, and performance requirements, data files, statistical data; (2) computer software data that identifies source, functional characteristics or performance requirements and (3) technical data of a scientific or technical nature that are commonly accepted in the relevant scientific community to validate research findings. Research Data do not include computer software source code, algorithms, processes, formulae, flow charts or financial, administrative costs or pricing, or management information related to contract or project management.

L. Scope of Employment. All activities, related to the field or discipline of the faculty member's appointment, including the general obligation of a faculty member to teach, to do creative work, and to conduct research, or related to the employment responsibilities of non-faculty employees and for which employees receive compensation from the University, where compensation is any consideration, monetary or otherwise.

M. Significant University Resources: Gifts received by the University or an affiliated foundation or corporation, funds received by the University or an affiliated foundation or corporation under a contract or grant, direct or indirect support from other funds administered by the University or an affiliated foundation or corporation, assistance of Personnel or Students from outside one's home department or unit; assistance of Personnel or Students in one's home department or unit or specialists (e.g., graphic designers, instructional designers, multimedia and other specialists) beyond the level of support that is generally provided to Personnel in one's home department or unit. In general, salary, office space, use of University libraries, personal computers and facsimile machines that are customarily provided campus wide or are typically made available to all Personnel in one's home department will not qualify as Significant University Resources.

N. Software: A computer program, including, without limitation, microcode, subroutines, and operating systems, source code, algorithms, processes, formulae, or flow charts, regardless of the form of expression or object in which it is embodied, together with users' manuals and other accompanying explanatory materials.

O. Sponsored Research Agreements: Grants, contracts, cooperative agreements and other agreements under which research and development activities are carried out and that are executed and/or administered by the University or an affiliated University foundation or corporation.

P. Student: Someone enrolled in the University and fulfilling his or her academic and research requirements and responsibilities including, but not limited to, undergraduate, graduate, professional, non-degree, not-for-credit and visiting students.

Q. Tangible Research Materials: Models, machines, devices, designs, cell lines, cultures, solid tissue, apparatus, instrumentation, circuits, antibodies, recombinant materials, laboratory animals, chemical compounds, compositions, formulations, and plant varieties.

R. Traditional Scholarly Works: Original copyrighted works authored by Personnel in connection with their teaching, research, and professional activities or scholarship or by Students

in the performance of their academic requirements and activities, including course work, dissertations, and theses. Traditional Scholarly Works include but are not limited to courses, course syllabi, course materials, whether delivered on-line or in a traditional face-to-face setting, lecture notes, literary works, non-fiction books, textbooks, professional articles and presentations, musical scores and librettos, dramatic and choreographic works; photographic, graphic, sculptural and architectural works; films, other audiovisual works, sound recordings, models, and designs.

S. University: Morgan State University.

IV. Policy Administration

A. Authority. The President shall have the authority and responsibility for implementation and coordination of this Policy. The President may delegate authority to the Vice President for Research and Economic Development to administer the provisions of the policy.

B. Waivers. Subject to any legal or contractual limitations and only after any potential conflicts of interest have been properly managed, the President or his/her designee may waive any requirements of this policy, subject to approval of the Board of Regents, when he /she determines that doing so would be in the best interest of the University. Waivers may be considered on a case-by-case basis upon the written request and approval of the principal investigator, all persons expected to participate in the underlying project, the department chair or unit head and the Dean of the School or College. All waiver requests must be submitted to the Vice President for Research and Economic Development for consideration. Persons who join a project after a waiver has been granted must be advised of the waiver and agree to it as a condition of joining the project.

C. Retained Rights. Any transaction granting rights in University-owned Intellectual Property shall (1) retain for the University, at a minimum, a royalty-free, irrevocable right to use, practice, and reproduce the Intellectual Property in support of University research and educational purposes; (2) be consistent with applicable private use restrictions, including bond covenants; (3) be subject to the right of the United States government to use Intellectual Property created with Government funds; and may (4) reserve other rights, including the right of the University to authorize other not-for-profit educational and research entities to use University Intellectual Property in support of their own non-commercial research and educational activities.

D. Amendments. This policy may be amended from time-to-time as appropriate or as required to comply with changes in applicable laws and regulations in accordance with University policy and practices and subject to prior approval by the Board of Regents.

E. Intellectual Property Committee. The Vice President for Research & Economic Development shall, in consultation with the University Council, appoint a University Intellectual Property Committee. The Committee shall be an advisory committee constituted with nine voting members. The committee shall include a majority of faculty members, a minimum of two Students, and representatives from non-academic University departments that are involved in Intellectual Property issues. A representative from the Office of General Counsel and a representative from the Office of Internal Audits shall serve as *ex-officio* members of the Committee. The President, Vice President for Research & Economic Development and/or

Provost and Senior Vice President for Academic Affairs (“Provost”) may consult the Committee on Intellectual Property matters, ask it to review and recommend revisions to this policy, and request its advice on the resolution of disputes arising under or regarding matters not addressed by this policy. Recommendations by the Committee for revisions to this policy shall be submitted to the President. When the Committee considers this policy’s application in order to provide advice about specific Intellectual Property, the Creator(s) of the Intellectual Property may make a written and/or oral presentation to the Committee.

F. Reporting. The Vice President for Research and Economic Development shall report annually to the President and Provost on Intellectual Property activities at the University. The report shall include, but not be limited to, data for the preceding year on disclosures, any waivers issued, any releases of Intellectual Property to the public domain, patent applications, patent awards, licenses, and start-up companies distinguishing, when appropriate, between Maryland-based companies and those outside the State, as well as revenue and expenditures associated with the University’s technology transfer program, and suggested changes to the policy. In turn, the President shall report annually to the Board of Regents.

V. Ownership of Intellectual Property

A. Traditional Scholarly Works

1. Personnel. Personnel who author Traditional Scholarly Works shall hold copyright in those Copyrighted Works subject to the following conditions and exceptions:

- a) **Reservation of Rights.** The University reserves the right at all times to exercise copyright in Traditional Scholarly Works as authorized under United States Copyright Law.
- b) **Exceptions.** The University holds copyright in Traditional Scholarly Works created by Personnel when:
 - i. the Works are required as deliverables under or created in the performance of any contract to which the University is a party; or
 - ii. not holding copyright would result in a breach by the University of a contractual obligation to a third party or would be contrary to law, regulation or University policy; or
 - iii. the Works are commissioned by the University or created in connection with a duty specifically assigned by the University to the Creator; or
 - iv. the Works are created for University purposes with the support of Significant University Resources; or
 - v. Personnel create the Works for personal purposes using Significant University Resources without prior written approval by the Vice President of the Creator’s department or unit.

2. Students. Students shall hold copyright in Traditional Scholarly Works they author in connection with their University academic and research activities subject to the following conditions and exceptions:

- a) **Reservation of Rights.** The University reserves the right at all times to exercise copyright in Traditional Scholarly Works created by Students as authorized under United States Copyright Law.

- b) **Exceptions.** The University holds copyright in Traditional Scholarly Works created by Students when:
- i. the Works are created by Students in their capacity as Personnel; or
 - ii. the Works are required as deliverables under or created in the performance of any contract to which the University is a party; or
 - iii. not holding copyright would result in a breach of a University contractual obligation to a third party or would be contrary to law, regulation, or any University policy; or
 - iv. the Works are created outside the scope of their academic and research activities using Significant University Resources without the prior written approval of the department or unit that controls the resources.

B. Collaborative and Joint Works. When people collaborate to author a Copyrighted Work, it often results in a “joint work” in which the Creators jointly hold nonexclusive rights to use the Work. Personnel and Students who collaborate with each other or with non-University third-parties (e.g., volunteers, visitors) to create Copyrighted Works are encouraged to agree, in writing, on the disposition and ownership of copyright in the Works prior to commencing their collaboration.

C. Administrative Works

1. The University holds copyright in Administrative Works.
2. The University may allow Personnel and Students access to and use of Administrative Works under appropriate terms.

D. Inventions, Software, Research Data and Tangible Research Materials

1. **University.** The University owns all rights, title and interests, including Intellectual Property rights, in Inventions, Software, Research Data and Tangible Research Materials that are created, conceived or reduced to practice by Personnel or Students:
 - a) when not owning title and rights in the Inventions, Software, Research Data or Tangible Research Materials would result in a breach of a University contract with a third party or would be contrary to law, regulation or University policy; or
 - b) in the performance of Sponsored Research activities and other research or creative activities administered by the University, supported by funds controlled or administered by the University or an affiliated foundation or corporation of the University or under a contract requiring University ownership; or
 - c) for personal purposes using Significant University Resources without prior written approval by the Vice President of the department or unit that controls those Resources; or
 - d) as provided under their Scope of Employment.
2. **Personnel.** Personnel shall own all rights, title and interests, including Intellectual Property rights, in Inventions, Software, Research Data and Tangible Research Materials they create, conceive or reduce to practice that are not owned by the University under Section V.D.1.

3. Students. Students shall own all rights, title and interests, including Intellectual Property rights, in Inventions, Software, Research Data and Tangible Research Materials they create, conceive or reduce to practice in the performance of their academic activities whether or not they use Significant University Resources provided they are not owned by the University under Section V.D.1.

E. Course Research Projects

1. Under certain limited circumstances, Students may be asked as a condition of participating in a course research project to assign or license their rights in Intellectual Property they create in performing the project that they would otherwise own under this policy to the University or a third party that sponsors the course research project. In such circumstances, course instructors must give Students who object to making such an assignment or granting such a license the option to participate in an alternative project, without penalty, that does not require the assignment or licensing of their Intellectual Property rights.

2. When Students are granted access to proprietary data or information of a third party in connection with academic course work, the use and protection of such proprietary information shall be governed by an agreement entered into by and between the third party and the University and not the third party and Students.

F. Trademarks and Service Marks. All trademark and service mark matters are governed by the University's Policy for the Control and Protection of the Various Trademarks, Designs, Colors and Symbols of Morgan State University approved by the Board of Regents.

G. Acquisition of Intellectual Property. The University may acquire title to or rights in Intellectual Property by assignment, license, gift, bequest, and any other legal means. The appropriate administrative offices, often reflecting the purpose of the acquisition, must be consulted and applicable processes must be followed prior to any such acquisition.

VI. Responsibilities

A. Protection of University Interests. Personnel and Students agree to assign and do hereby irrevocably assign to the University all rights, title and interests, including Intellectual Property rights, in Intellectual Property that the University owns under this policy. Personnel engaged in consulting and other activities with third parties must ensure their activities and agreements with such third parties regarding the use of University-owned Intellectual Property do not conflict with this policy or other University commitments and do not undermine or compete with the University's rights in University-owned Intellectual Property.

B. Duty to Disclose and Cooperate. Personnel, Students and other persons who create Intellectual Property that the University owns under this policy have an obligation to complete and submit to the Office of Technology Transfer (OTT) an Intellectual Property disclosure of such Intellectual Property and to cooperate with the OTT's Intellectual Property management efforts.

C. OTT Responsibilities. The OTT has day-to-day responsibility, on behalf of the University, to make determinations of ownership of Intellectual Property and to manage, protect and commercialize University-owned Intellectual Property and/or otherwise make it available for the benefit of the public. The OTT works in consultation with Creators, reports to the Vice President for Research and Economic Development, and is supported by the Office of General Counsel.

D. Retention and Use of Research Data and Tangible Research Materials. The University must maintain possession of all Research Data, Tangible Research Materials and related information the University owns under this policy in order to meet its legal and contractual obligations.

1. The director of the lab or unit or the principal investigator of the project through which such Data and Materials originate will serve as custodian of those Data and Materials on behalf of the University and shall be responsible for complying with all University policies and terms in Sponsored Research Agreements regarding the management and public release of Data and Materials to the relevant scientific community or the public.

2. Students have a right to publish in their dissertations or theses University-owned Research Data and information about University-owned Research Data and Tangible Research Materials that they create or collect individually or jointly with others. The custodian of University-owned Research Data and Tangible Research Materials may, at the request of Students who participate in the creation or collection of University-owned Research Data and Materials, allow them to publish the Data and information about the Data and Materials outside of their dissertations or theses and/or to receive a copy of such University-owned Research Data and Tangible Research Materials under appropriate terms set forth in a written agreement.

VII. Revenue

A. Distribution of Net Revenue. The University will distribute Net Revenue as follows:

1. Fifty percent (50%) to the Creators; and
2. Twenty-five percent (25%) to the Creators' department or unit; and
3. Twenty-five percent (25%) to the OTT or as otherwise designated by the Vice President for Research.

B. Distribution to Multiple Creators. In the case of multiple Creators and/or multiple departments, Net Revenue will be divided and distributed between or among them to reflect their relative intellectual contributions to the creation of the Intellectual Property, as specified in the written Intellectual Property Disclosure submitted to the OTT. When the Intellectual Property Disclosure does not differentiate the level of contribution made by Creators, Net Revenue will be distributed equally between or among Creators and departments.

C. Review. The revenue distribution provisions shall be reviewed at least every five years and may be modified in accordance with this policy.

D. Equity. Consideration for a license may include equity in a business. If equity is liquidated, the proceeds shall be treated and distributed as Net Revenue under Article VII. Equity will be held, liquidated, or directly distributed to Creators (to the extent permitted by law) at the discretion of the University. Neither the OTT nor Creators will control the timing or terms of the liquidation of such equity received by the University. The Office of the Vice President for the Division of Finance and Management, in consultation with the Office of the Vice President for the Division of Research and Economic Development, will hold and manage the disposal of equity held by the University. Equity holding and trading is subject to applicable laws and policies, including those that regulate securities, ethics, and conflicts of interests.

E. Revenue Received from Commercialization of Administrative Works. In those rare circumstances when Administrative Works have commercial potential, the department or unit where the Administrative Works originated will submit an Intellectual Property disclosure to the OTT. The OTT shall determine whether or not to commercialize the Works and how resulting revenue, if any, shall be distributed in consultation with the Vice President of the department or unit.

F. Alternative Distribution. Requests to distribute revenue other than as set forth in this Article VII will be processed as waiver requests under Section IV.B.

VIII. Granting Rights to Creators

A. Assignment

1. The OTT may assign the University's rights in specific University-owned Intellectual Property to all the Creators of that Intellectual Property when the OTT determines, in its sole discretion, assignment is in the best interest of the University, subject to compliance with applicable laws and federal regulations and University policies.
2. Any assignment to Creators of University-owned Intellectual Property shall be conditioned on their reimbursement to the University of all out-of-pocket expenses incurred by the University prior to the date of the assignment and payment of a royalty or other consideration.

B. Licensing University-Owned Intellectual Property to Personnel Start-ups

1. The OTT may with the approval of the Vice President of Research & Economic Development, and at the request of one or more Creators of University-owned Intellectual Property, license that University-owned Intellectual Property to a business entity in which one or more Creators has an ownership or other financial interest. In making a decision, the OTT and the Vice President of Research and Development shall take into account the entity's technical and business acumen to commercialize the Intellectual Property and the demonstrated compliance of Creators with University conflict of interest and facility use policies and State Ethics laws.
2. The OTT will attempt to consult with all Creators before executing any license under this Section, but need not obtain their approval. All Creators, regardless of whether they have an ownership/financial interest in the company, will share in any revenue received by the

University in accordance with Article VII. Creators with an ownership or financial interest in the company shall recuse themselves from directly negotiating the terms of the company's license with the OTT in the light of the conflict of interest that would create.

IX. Effective Date

This policy will be effective upon the approval of the Board of Regents on _____, 2019 ("Effective Date") and will apply to all Intellectual Property disclosed to the University on or after the Effective Date, unless otherwise agreed in writing by the University and all Creators of the Intellectual Property (or the heir or assignee of any Creator's share of Revenue).

Division of Research and Economic Development

Proposed Intellectual Property Policy Summary

November 1, 2019



Intellectual Property Policy Summary

- Replace the existing 1996 Patent Policy and 1996 Copyright Policy (both circa 1980)
- In-step with other research universities
 - Up-to-date and Comprehensive (e.g., Types of IP)
 - Best Practices among U.S. Research Universities
- Governs ownership and protection of Intellectual Property created by Personnel, Students and others
- Provisions mirror those of other Maryland public research universities.

Intellectual Property Policy Summary

- Inventions, Software, Research Data, Traditional Scholarly Works, Adm. Works, Tangible Research Materials, Trademarks, etc.
- President has the authority and responsibility for implementation and may delegate authority to V.P. Research & Economic Development
- Office of Technology Transfer: Day-to-day responsibility to make determinations of ownership of IP, and to manage, protect and commercialize University-owned IP, or make it available for public benefit.

Intellectual Property Policy Summary

- Policy provides for the sharing of revenue from the commercialization of Morgan IP, with:
 - Creators of the IP (personal share);
 - Creator's department/unit (for R&D);
 - OTT (university administrative costs), and
 - Sharing is consistent with other Maryland state public research universities.
- Proposed Policy has been reviewed and, with input, approved by the Office of General Counsel and the University Council; and reviewed, without change, by the Unions.

Intellectual Property Policy Next Steps (if approved)

- New Intellectual Property Committee (IPC)
 - Nine Member IPC reviews and recommends revisions
 - Provide advise on dispute resolution
- Update Current Procedures for IP & Technology Transfer
 - Best practice procedures at U.S. Research Universities
 - Post IP Policy and Procedures/Flow Charts on website
 - Faculty and Staff Informational Briefings
- Reports on Intellectual Property Activities
 - V.P. R&D reports annually to the President and Provost
 - President shall report annually to Board of Regents

**BOARD OF REGENTS
MORGAN STATE UNIVERSITY
SUMMARY OF ITEM FOR ACTION**

Topic: New Academic Program - Bachelor of Science in Cloud Computing

Committee: Academic and Student Affairs Committee

Date of Meeting: November 2019

Brief Explanation:

The proposed Bachelor of Science in Cloud Computing Program is a new instructional program offered in both online and face-to-face formats. It will be the first of such a program in the State of Maryland. Cloud Computing is a new frontier and interdisciplinary area that prepares students with knowledge and skills in cloud services and applications to work in industry, academia, and government as cloud administrators, architects, modelers, engineers, application developers, security specialists, analytics specialists, analysts, and researchers.

Cloud services and the accompanying applications are establishing the demand for new knowledge, skills, and competencies. Increasingly, the demand for data infrastructures that can be stored, secured, and accessed from anywhere and anytime requires a cloud-based solution. It helps businesses to be more agile and cost effective. By providing infrastructure, platforms and software as a service, cloud computing allows users to access and implement business and technology solutions whenever and wherever they need and perform tasks otherwise difficult to carry out with traditional standalone systems.

The Program is consistent with the State of Maryland's goal for maintaining and strengthening a preeminent, statewide array of postsecondary degrees. It responds to the crucial need highlighted in the 2017-2021 Maryland State Plan for Postsecondary Education and by fostering "innovation in all aspects of the Maryland higher education to improve access and student success."¹ Morgan State University has been designated as Maryland's Preeminent Public Urban Research University,² and innovation is one of the institution's core values.³

The BS in Cloud Computing program will offer innovative, inclusive, and distinctive educational experiences to a broad cross-section of the population including adult learners and non-traditional students. The Program supports Morgan's goal in leading the State of Maryland in graduating underrepresented minority students in STEM disciplines by offering challenging, internationally relevant academic curricula. We expect to form a partnership with Amazon Web Services to provide internships

¹ <https://mhec.state.md.us/About/Pages/2017StatePlanforPostsecondaryEducation.aspx>

² <https://news.Morgan.edu/Morgan-is-marylands-preeminent-public-urban-research-university/>.

³ "The Strategic Plan for Morgan State University (2011-2021)," p. 4.
https://issuu.com/Morganstateu/docs/strategicplan2011-21_final?e=2119971/60089621.

across the network of government and industrial partners for our students. MSU has already developed similar “learn and earn” opportunities for our students with other technology and cloud reliant companies including Google, Microsoft, Facebook, JP Morgan Chase, Intel, Apple, etc.

The major educational objectives of the program are:

- Educate students through an integrated interdisciplinary and progressive study in Cloud Computing through both theoretical and practical approaches.
- Provide students with hands-on learning experiences that strengthen the knowledge, skills and abilities in cloud application development and management.
- Apply computational thinking in solving real-world cloud computing problems and exhibit professional, ethical, legal, security, and social issues and responsibilities.
- Cultivate innovation, transformation, and excellence in learning and practicing through interactive labs and internships.

Fiscal Impact:

The proposed BS in Cloud Computing program utilizes online learning technologies, making it cost effective in delivering learning content. The hands-on learning experiences and internships for students close the gap between learning and employment. With the expected articulation agreement with Amazon Web Services, all learning material, laboratory environments, and cloud computing platforms are free to MSU professors and students, thus further reducing the operation cost and increasing the revenue.

| PROGRAM PROFITABILITY | | | | | |
|------------------------------|---------------|---------------|---------------|---------------|---------------|
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Revenue | \$424,160 | \$848,320 | \$1,272,480 | \$1,696,640 | \$2,120,800 |
| Expenditures | \$385,600 | \$550,600 | \$718,900 | \$741,100 | \$765,100 |
| Net University Profit | \$38,560 | \$297,720 | \$553,580 | \$1,116,840 | \$1,355,700 |

PRESIDENT’S RECOMMENDATION: APPROVAL

COMMITTEE ACTION:

DATE:

BOARD ACTION:

DATE:

Center for the Study of Blockchain and Financial Technology (the FinTech Center)

The Ripple grant is managed through the FinTech Center, created in 2018.

- Mission:
 - a) Expand blockchain understanding, adoption, and research at Morgan; To serve as a hub to provide support in blockchain and FinTech areas to over 100 Historically Black Colleges and Universities (HBCUs).
 - b) Build Capacity and have wide-ranging impact



<http://fintech.morgan.edu>

Slide 1



Center for the Study of Blockchain and Financial Technology (the FinTech Center)

Blockchain:

A system in which a record of transactions are maintained across several computers that are linked in a peer-to-peer network.

Fintech:

Integration of technology into offerings by financial services companies in order to improve their use and delivery to consumers.



<http://fintech.morgan.edu>

Slide 1



Activities at Morgan State University

- Organized a student blockchain club in spring 2018.
- Held workshop for 25 faculty from various disciplines on the Fundamentals of Blockchain.
- In the Spring Semester, collected proposals for research, new course development, and course modification. Received 20 proposals and funded 16 of them.

Activities at Morgan State University (cont.)

- In the Fall Semester we are planning a series of workshops for faculty from Morgan and nearby universities.
- Arranging speakers on the Finance, Regulatory (Legal), Technical aspects of Blockchain
- Redesigned the website with information on events and an overview of the FinTech Center's work.

HBCU Outreach

- Organized the Inaugural Annual HBCU Blockchain Summit, 2019 held May 3-4 in Baltimore, MD. Speakers included a Ripple SVP; EVP of the Federal Reserve; Professors from Wharton; Duke, and Georgetown
- Faculty and student awarded Fellowships to participate in the Summit.

HBCU Outreach (cont'd.)

- Separately recruited student ambassadors from each HBCU to accompany the delegates to The May 2019 Blockchain Summit.
- 110 faculty and 20 students from 33 colleges and universities participated in the May 2019 Summit in Baltimore.
- Created a network of Campus Champions. Held regular videoconferences with them. Campus Champions are reaching out to additional faculty on their own campuses.

HBCU Outreach (cont'd.)

New Orleans Blockchain Faculty Institute

- The FinTech Center has organized a first of its kind program, HBCU Curriculum Development Institute for October 31-November 2 in New Orleans.
- We will bring the faculty who have submitted competitive proposals to work with faculty mentors who have taught blockchain and cryptocurrency courses.
- Our goal is for the faculty to walk away with lesson plans and teaching materials that they will need to begin teaching these courses in the Spring 2020.



HBCU Outreach (cont'd.)

New Orleans Blockchain Faculty Institute 46 FACULTY . 30 UNIVERSITIES SPRING 2020

Offer 46 courses with Blockchain content at 30 HBCUs in Spring 2020



<http://fintech.morgan.edu>

Slide 6





Morgan State University Cultural Diversity Report

2019

Submitted to:
Maryland Higher Education Commission

INTRODUCTION

By action of the 2017 Maryland Legislature, Morgan State University has been designated as ***Maryland's Preeminent Public Urban Research University*** with the responsibility of addressing the needs of residents, schools, and organizations within the Baltimore Metropolitan Area. The University is located in a residential area of northeast Baltimore, a city with a population estimated at 602,495.

Demographics for Baltimore City include the following: 62.8% of the residents are African American; 31.8% are White; 5.5% are Hispanic, 2.8% are Asian, 2.1% are two or more races, 0.5% are Native American and 0.1% are Native Hawaiian. For over 150 years, Morgan State University has been an important part of the higher education system in Baltimore City, the State of Maryland, and the nation. Throughout its history, Morgan has served the community with distinction while meeting the educational needs of an increasingly diverse society.

I. Institutional Plan to Improve Cultural Diversity

Morgan's motto, "Growing the Future, Leading the World," underlies the development of the University's 2011-2021 Strategic Plan. The strategic plan focuses on a core set of goals that will build a transformative educational environment enriched by diverse perspectives. Such an environment will ensure a supportive atmosphere that promotes student success, enhances Morgan's status as a doctoral research university, and facilitates the University's contribution to community development. Morgan State University serves as an intellectual and creative resource to the community, state, nation, and world, by supporting, empowering and preparing high quality, diverse graduates to lead the world. A broad diversity of people and ideas are welcomed and supported at Morgan as essential to quality education in a global interdependent society.

Morgan State University embraces cultural diversity in its broadest sense. Morgan's diversity efforts focus attention to underrepresented racial and ethnic groups who have been marginalized. Additionally, diversity at Morgan also encompasses a commitment to enhancing the equity and inclusion of women, those who are economically disadvantaged, and those of different sexual orientations, religions, and abilities. In summary, Morgan's mission is to serve a multi-ethnic and multi-racial student body and to help ensure that a broad segment of the population enjoys the benefits of higher education.

Morgan's ***Strategic Plan for Enhancing Cultural Diversity at Morgan State University*** (Diversity Plan) was developed by the University community and approved by the Board of Regents at its May 3, 2011 meeting. As Maryland's public urban university, Morgan is one of the nation's premiere historically black colleges and universities (HBCUs). As such, achieving and maintaining a diverse student body, faculty, and staff, is a compelling interest and important goal for Morgan. To that end, the Diversity Plan sets forth 33 goals in six core areas: 1) Students (undergraduate, graduate, and non-traditional); 2) Faculty and Staff; 3) Curricular; 4) Socio-economic; 5) Disability; and 6) Community Engagement. (See Table 1).

An assessment plan with goals, objectives, anticipated outcomes, measurements/benchmarks, assessment methods, and responsibility was developed for each core area and goal. Successful implementation of the goals in the Diversity Plan requires the coordinated and sustained efforts of all

members of the University community and the systematic assessment of progress toward the goals. All members of the Morgan community are expected to contribute to the enhancement of cultural diversity on campus, and some members are responsible for monitoring the University's initiatives and outcomes related to the diversity goals. (See Table 1). The Office of Diversity & Equal Employment Opportunity, the Office of Assessment in Academic Affairs, and the Office of Institutional Research will use the timelines in the assessment plan to collect, analyze, and report data on the goals and six core areas of the Diversity Plan.

Table 1: Summary of Strategic Plan to Enhance Cultural Diversity

| Major Areas | Goals | Measure/Benchmark | Responsibility |
|-------------------------|------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Students | Undergraduate (UG): Goals 3-5 Graduate (GD): Goals 14-17 Non-Traditional (NT): Goals 18-21 | Number of UG, GD & NT students (ALL) | Institutional Research Admissions, Registrar's Office, Deans, Office of Student Disability Support Services Dept & Program offices Graduate School |
| Faculty/Staff | Tenure-Track: Goals 1-2 Faculty & Staff: Goals 30-33 | Number of Faculty Number of Staff Climate Survey | Institutional Research Human Resources Dept. & Program offices Academic Affairs, Faculty Affairs and Development Office of Diversity & EEO |
| Curricular | General Education Program (GEP): Goal 29 Exchange Program (EP): Goal 28 Study Abroad: Goals 26-27 | Curricular Initiatives Assessment of GEP Study Abroad data | Academic Affairs College of Liberal Arts Office of Assessment Int'l Student/Faculty Services |
| Socioeconomic | Economic Disadvantaged: Goal 6 | Number of UGs with family income above national mean | Institutional research Financial Aid Office |
| Disability | Students with Disabilities: Goals 9-13 | Professional development initiative, workshops, seminars, Academic Support Lab, Feedback Surveys | Student Disability Support Office of Assessment Facilities Management |
| Community Engagement | Climate: Goals 22-25 | Community Initiatives Feedback Surveys | Center for Global Studies & Int'l Student/ Faculty Services, President, Academic Outreach |

- The total number of undergraduate international students increased by 172% from 219 in AY 2010 to 595 in AY 2019 (Table A-1).

- The total number of graduate international students increased by 43% from 100 in AY 2010 to 143 in AY 2019 (Table A-2).
- The total number of Hispanic students enrolled at the undergraduate level increased more than 269% from 59 in AY 2010 to 218 in AY 2019 (Table A-1).
- The total number of Hispanic students enrolled at the graduate level increased 411% from 9 in AY 2010 to 46 in AY 2019 (Table A-2).
- The total number of White or Caucasian students enrolled at the graduate level increased 3% from 99 in AY 2010 to 102 in AY 2019 (Table A-2).

In an effort to reach new markets, the Office of Undergraduate Admission and Recruitment (OUAR) has expanded its recruitment efforts in out-of-state territories and modified its in-state recruitment philosophy to position the University to continue its enrollment growth. Among the chief strategies employed by Morgan to enhance diversity is offering a comprehensive program of studies, including programs in the STEM fields, leading to the awarding of degrees at the undergraduate, master's, and doctoral levels.

The university awarded 88 STEM bachelor's degrees to women at the undergraduate level in AY 2018-2019, which is a 33% increase from 66 in AY 2010-2011. The university awarded 191 STEM bachelor's degrees to underrepresented minority students in AY 2019, which is a 72% increase from 111 in AY 2011. The total STEM bachelor's degrees awarded at the university increased by 95% in AY 2019 (327) from 168 in AY 2011.

At the state level for AY 2017, the most recent data available, Morgan is 1st in the number of bachelor's degrees awarded to African Americans in civil, electrical and industrial engineering, architecture, multimedia production and strategic communication, family and consumer science, philosophy and religious studies, social work and sociology; 1st among all campuses in the number of master's degrees awarded to African-Americans in architecture; 1st among all campuses in the number of doctorates awarded to African Americans in Community College Leadership, Engineering, Higher Education, History, Psychometrics, Public Health, and Social Work; and 3rd among campuses in the number of bachelor's degrees awarded to African Americans (IPEDS Completions Data 2016-2017 Preliminary).

At the national level, Morgan is ranked 1st in civil and electrical engineering; 2nd in actuarial science and family and consumer science; 3rd in multimedia production and engineering physics; 4th in architecture and nutritional science; and 5th in industrial engineering in bachelor's degrees awarded to African Americans. Morgan is ranked 1st (tied) in landscape architecture; 3rd (tied) in architecture; and 5th in urban transportation in masters degrees awarded to African Americans. At the doctoral level Morgan is ranked 1st in Community College Leadership and Psychometrics; 2nd in Public Health; 2nd (tied) in Engineering and History; and 4th (tied) in Social work in total number of doctoral degrees awarded to African Americans (IPEDS Completions Data 2016-2017 Preliminary).

Morgan State University remains committed to recruiting and retaining a diverse student body and workforce. However, resources (e.g. human and fiscal) continue to be challenges to diversity. There is concern that the University lacks the required resources as compared to other campuses in Maryland with the same Carnegie designation as an R2 Doctoral Research University. Morgan will continue to seek grants and funding sources at the state and national level to support and fulfill the mission and goals of its Diversity Plan.

II. Efforts to Increase the Numerical Representation and Retention of Traditionally Underrepresented Students, Administrative Staff, and Faculty

On an annual and ongoing basis, Morgan State University employs a variety of strategies and initiatives to foster an inclusive community and to recruit diverse and underrepresented students, faculty, and administrative staff.

ADULT AND NON- TRADITIONAL STUDENTS Consistent with its strategic plan goals to diversify its student body, the University has invested heavily in new online degree programs to attract non-traditional students. Currently, Morgan awards ten (10) online degree programs. The degree programs are as follows: 1) Applied Liberal Studies (BS); 2+2 Electrical Engineering (BSEE); 3) Registered Nurse to Bachelor of Nursing to Master of Public Health (RN to BSN to MPH); 4) Business Administration (MBA); 5) Community College Administration, Instruction and Student Development (M.Ed.); 6) Social Work (MSW); 7) Public Health (MPH); 8) Project Management (MSPM); 9) Electrical Engineering (MSEE); and 10) Community College Leadership (Ed.D.). Morgan also offers five (5) post-baccalaureate online certificate (PBC) programs in the following areas: Advanced Study in Project Management; Advanced National Security; Urban Sustainable Communities; Urban Journalism, and Psychometrics.

Quality Matters (QM) and Maryland Online (MOL) In 2016, Morgan executed an annual automatically renewing Quality Matters Higher Education Program Subscription Agreement that provides for services, software, tools, publications, and training materials to faculty for developing and offering online courses. Specifically, faculty who want to create online or hybrid course and teach online courses must take two courses: Quality Matters Designing Your Online/Hybrid Course or Applying the QM Rubric; and MSU Teach Online (which is linked to Morgan's Canvas' Learning Management System, Canvas templates, and other Morgan Online Tools). Faculty course developers receive 5 weeks of training including 2 weeks of QM course development and 3 weeks of MSU Teach Online. Since 2010, a total of 222 faculty have been trained through the QM rubric and quality standard.

The increase in the number of faculty trained to develop online courses and to teach online is largely responsible for the dramatic increase in student enrollment in online and hybrid courses over the past decade. Although faculty were being trained to develop and offer online courses even prior to the academic year 2008 - 2009, Morgan Online was not officially constituted as an office within the Division of Academic Outreach and Engagement until January of 2014. The impact of Morgan Online, Maryland Online, and Quality Matters is reflected in the surge in student enrollment in online courses since the 2013-2014 academic year where enrollment increased from 176 students in hybrid courses and 1,807 students in online courses during the 2013-2014 academic year to 694 students in hybrid courses and 6253 students in online courses during the 2018-2019 academic year.

The ***Center for Continuing and Professional Studies (CCPS)*** is designed to serve the lifelong educational needs of traditional and non-traditional students pursuing undergraduate, graduate, professional and personal growth aspirations. The CCPS coordinates a broad variety of educational activities and community services for learners from culturally diverse populations from Baltimore City, Maryland, nationally, and internationally. Some of the CCPS' programs include the following:

The ***Bernard Osher Scholarship Program*** provides scholarships to promising students, ages 25-50, who have experienced an educational gap of five years or more and are returning to complete a bachelor's

degree on a full-time or part-time basis. Since the initial award in 2008 to the Center for Continuing and Professional Studies, the Bernard Osher Foundation has funded 244 scholarships totaling over \$1,000,000 dollars. Ninety-four (94) students have graduated as Bernard Osher Scholars. The success of the Osher Scholarship Program has resulted in the funding of a new award, the ***Crankstart Reentry Scholarship Program***, begun in November 2016. This scholarship funds an additional 20 adult students, ages 25-50 who have experienced a break in their education of five years or more and are returning to complete undergraduate degrees. Current Crankstart majors include Social Work, Psychology, Engineering, Computer Science, Education, and Sociology. In March 2018, the Crankstart Foundation has provided a 2-year agreement of \$200,000 to fund the Crankstart Reentry Scholarship Program through 2020.

The ***Improved Opportunities for Parents (IOP) Program*** provides funding to help adult individuals, especially student-parents, obtain a bachelor's degree. Twenty (20) student-parents, 13 females and 7 males, received IOP funds during the 2017- 2018 academic year with five graduating from Morgan State University.

TRADITIONALLY UNDERREPRESENTED STUDENTS Goals 3-5, 14-17, and 18-21 of the Diversity Plan are designed to increase the numerical representation of traditionally underrepresented students at Morgan State University. Goals 3-5 and 14-16 are designed to recruit, admit, retain and graduate greater numbers of Caucasian, Hispanic, and Asian undergraduate and graduate students. Goal 17 is designed to increase the percentage of international students enrolled at Morgan. Goals 18-21 are designed to recruit, admit, and retain a greater number of non-traditional students (over the age of 25). Examples of strategies utilized by the University include: 1) hiring a diversity admissions officer; 2) open house in the fall and spring semesters to engage parents, diverse students, and schools in the recruitment process; 3) campus tours to invite diverse students from different geographic areas to experience campus life; 4) overnight programs that target underrepresented and international students; and 5) enhance monitoring and review of applications from underrepresented students. Examples of targeted programs that address underrepresented student recruitment, retention, and graduation are outlined below.

Summer Bridge Programs Morgan offers several summer bridge programs designed to increase student academic success and retention. For example, Morgan State University's *Center for Academic Success and Achievement* (CASA) sponsors CASA Academy, an alternative admissions program for students who do not meet the SAT/ACT requirements for regular admission. CASA accepts up to 300 students each year, and all participants who successfully complete the summer bridge program are guaranteed admission to the University for the fall semester. The six-week program offers a wide range of activities including developmental courses, study skills, mandatory tutoring, peer mentoring, academic advising, career exploration, orientation to the campus and its offices and resources, opportunities for personal/social development, and an avenue for parent involvement. In addition, since 2010, CASA has required students to engage in a common reading experience related to a social issue.

Division of International Affairs The mission of the Division of International Affairs is consistent with the mission, and strategic goals of the University, that of preparing diverse and competitive graduates for success in a global, interdependent society. Morgan State University has established over 40 international relationships with institutions of higher learning in countries that include: Brazil, Botswana, Cameroon, China, Cuba, Ethiopia, Ghana, Haiti, India, Jamaica, Mexico, Nigeria, South Africa, United Arab Emirates and Zambia. Our international student population during Academic Year 2018-2019

accounted for approximately 738 students from over 60 countries, of which 80% hail from Nigeria, Saudi Arabia and Kuwait. As such, the Division of International Affairs is actively seeking to grow our relationships with East and Sub-Saharan Africa, China and Southeast Asian nations throughout 2018-2024.

Among the programs in the Division of International Affairs that support international diversity at Morgan are:

- The Center for Global Studies and International Education
- The Office of Study Abroad & Scholar Exchange
- HBCU-Brazil (Alliance) Program
- The Office of International Student and Faculty Services
- The Fulbright Program

The **Center for Global Studies and International Education (CGSIE)** is the institution's arm for facilitating the university-wide efforts to internationalize the curriculum across disciplines, in a fashion that is consistent with the President's vision of "*Growing the Future and Leading the World!*" To achieve this goal, CGSIE serves as a gateway to the globalization of the local and regional communities and their minority populations. As well, the Center works collaboratively with academic departments to enhance student and faculty development through workshops, study abroad, internships, exchanges and other relevant international education programs. This thought process incorporates into the Morgan rubric a basic tenet of the Center's efforts in assisting the College/Schools with the provision of an international focus to programs that nurture globally perceptive and competent graduates.

Our Commitment to Internationalization. Globalization requires that institutions of higher education graduate globally- competent citizens and professionals. Morgan State is committed to doing this by broadening the scope of student, faculty, and staff awareness of the world in which they live, through travel, experiential and service learning, and collaborative international research at home and abroad. In a post 9/11 world, and for national security reasons, this undertaking becomes even more urgent.

As an integral part of the university's goal of providing a holistic education to its students, the **Office of Study Abroad & Scholar Exchange** is charged with creating an enabling environment on campus for students to successfully engage in international experiential learning. In doing so, students have the opportunity to broaden the scope of their knowledge of other languages in particular and cultures in general. To date, over 560 students have participated in either a study/intern/volunteer and/or teach abroad program through one of our third-party affiliates or a faculty-led program.

Additionally, the Office supports the exchange of visiting scholars who participate in work-and study-based exchange visitor programs. This exchange of visitors promotes interchange, mutual enrichment, and linkages between research and educational institutions in U.S. and foreign countries. Particularly at Morgan, it helps to diversify our research interests and increase mutual understanding between populations of the United States and those of other countries through educational and cultural exchanges.

The **Office of International Student & Faculty Services** is charged with meeting the administrative, advising, and programming needs for nonimmigrant students, staff, and faculty at Morgan State University. Services provided by the Office of International Student & Faculty Services include:

- Immigration information workshops

- Orientation programs for new international students
- Employment workshops to provide information on the various types of employment available to F-1 students; campus employment, CPT, OPT and economic hardship applications
- Assistance with preparing and/or filing initial petitions to include H-1B petitions, program extension, SEVIS school transfer in/out, preparation of depended forms, reinstatement, and other regulatory compliance processes
- Advising services to the International Student Associations and the Morgan State community at large on all immigration-related matters
- SEVIS reporting to safeguard student status by providing the U.S. Department of Homeland Security with timely and accurate updates of enrollment activities.
- Collaboration with other university international stakeholders to facilitate the infusion of global themes throughout the formal and informal curriculum
- Facilitation of intercultural programs and activities with the primary aim of exposing the Morgan community to the importance and advantage of being aware and sensitive to the diversity of cultures in our campus and the wider community.

The Fulbright Program. Morgan State University has long been the Fulbright leader among historically Black colleges and universities. A total of 143 awards for Fulbright-related grants for study, research, and/or teaching in 44 different countries have been offered to 133 Morgan State University students/graduates. As well, 75 awards to 41 countries have been offered to 51 Morgan State professors (47) or administrators (4). These awards are made through the Institute of International Education, the U.S Department of Education, and the Council for International Exchange. Fulbright Scholars from Morgan have often stressed not only the academic advantages of studying in a foreign milieu, but the personal and cultural rewards as well, the enlightenment gained from close contact with new languages and ways of life. The Director of the Fulbright Program is fully committed to ensuring that Morgan students are successful in their international academic pursuits.

English as a Second Language (ESL) Program. The ESL Program is committed to providing intensive language instruction and rich local and regional cultural experiences which will empower our students that are learning English as a second language to become successful students in the mainstream classroom and productive members of our community at home and beyond. The Division of International Affairs administers the ESL Program, which consists of three interrelated components: language instruction, cultural immersion, and educational field experiences.

Intervention and Support Services for Students. Morgan's 2011-2021 Strategic Plan includes indicators designed to focus considerable attention on the "educational attainment gap between the races." Consistent with the Strategic Plan, Morgan State University's *Office of Student Success and Retention* (OSSR) works in collaboration with the various schools, colleges, and academic support programs of the University to provide continuous, quality support for undergraduate students from matriculation to graduation with a focus on academic success and achievement. Through OSRR, the University continues to implement an effective student success model, one that includes a comprehensive early alert system, intrusive advising, ongoing tracking and monitoring of student cohorts, transparent and consistent note-taking and specific programs and initiatives designed and delivered to increase student retention rates and promote degree completion. The work of the OSSR has helped to increase retention and graduation rates, from a 63% (2006 cohort) to a 72% (2017 cohort) retention rate in 2018 and from a 28% (2005 cohort) to a 43% (2013 cohort) graduation rate in 2019. The Office of Student Success and Retention also manages new student and parent orientation, placement testing, Starfish Retention Solutions' Early

Alert and Connect systems, first-year advisement, financial literacy, alumni mentoring, and academic recovery among other programs and services.

The Office of Residence Life & Housing (ORL&H) sponsors the **Academic Enrichment Program (AEP)**. This program offers tutorial/study sessions through workshops, seminars, individualized tutoring, and computer tutorial for students residing in a residence hall. The AEP tracks the grades of resident students and provides support as needed. New and returning students who have a G.P.A. below 2.0 are mandated to receive tutoring services. Additionally, a component of the AEP is the International Student ConneXion, which provides academic and campus engagement support services for Morgan's international student population.

TRADITIONALLY UNDERREPRESENTED FACULTY AND ADMINISTRATIVE STAFF Morgan remains committed to recruiting and retaining a diverse workforce. (See Tables A-3 and A-4). Morgan's faculty is well-credentialed faculty and racially and ethnically diverse. This represents a continuation of a long tradition at the University. Diversity is particularly valued by today's college-age population and Morgan's degree of diversity among members of its faculty differentiates it from most other Maryland campuses. For example, among 705 total faculty (full-time and part-time) at Morgan, 53% (376) are males and 47% (329) are females. African-Americans comprise 48% (337) of the faculty at Morgan. White faculty (100) and International faculty (102) each comprise approximately 14% of the faculty at Morgan.

The **Office of Diversity and Equal Employment Opportunity (EEO)** continues to provide sensitivity/cultural competency training and diversity activities. These activities are designed to: 1) address cultural diversity among students, faculty, and staff; 2) educate the university community about laws governing equal opportunity; 3) reduce discrimination complaints; and 4) create an environment that promotes the recruitment and retention of underrepresented faculty, staff and students. In addition, the EEO office is available to meet with faculty and staff search committees as needed to provide tips on how to recognize and avoid bias and prejudice in the selection process.

The **Office of Faculty Development**, a unit under the auspices of the Division of Academic Affairs, provides opportunities for faculty to explore issues around diversity and cultural competency/sensitivity through faculty institutes, conferences, workshops, seminars, and trainings. These experiences foster dialogue and collaboration among faculty of diverse backgrounds, orientations, and perspectives and serve to promote retention of underrepresented faculty. Additionally, orientation sessions for new faculty integrate attention to diversity issues. The Office of Faculty Development also provides faculty with mini-grant opportunities to: 1) support curricular development in all disciplines, with particular attention given to issues of diversity and cultural competency; 2) develop interdisciplinary and cultural diversity initiatives; and 3) promote faculty development. Additionally, promotion and tenure training is provided to support and retain underrepresented faculty.

Through the **Office of Public Relations and Communications**, the University has expanded its advertisement efforts in order to reach a more diverse applicant pool. Advertisements are regularly placed in various publications such as the Professional Woman's Magazine, Hispanic Network, U.S. Veterans Magazine, Diverseability, and the Black EOE Journal.

III. Efforts to Create Positive Interactions and Cultural Awareness

Morgan State University utilizes ongoing cultural training programs, curricular initiatives, and community partnerships to create positive interactions and cultural competence and awareness within the University community. Examples of the initiatives related to the aforementioned processes are the focus of this section.

CURRICULAR INITIATIVES

Center for Excellence in Teaching and Learning (CETL) at Morgan State University opened in May 2017. It is a unit under the auspices of the Division of Academic Affairs. The overall goal of the Center is to enhance the quality of teaching through the delivery of innovative and socially inclusive, active learning environments that promote greater student retention and success. CETL assists faculty, staff, and graduate teaching assistants (TAs) in creating innovative and active learning environments in their classrooms. Its mission is to promote best practices in teaching that celebrate diversity, equity, and inclusiveness and lead to student success. CETL's work is guided by the scholarship on teaching and learning that is in turn grounded in the research in the field of faculty educational development. During AY2018-19, 43 different workshops/presentations/webinars or classroom observations were conducted that covered 26 topics and included 22 speakers. The 293 Morgan participants in these events were full-time and part-time faculty and staff, as well as doctoral students--three times as many that attended the previous year. Innovative events included a Friday morning 'Podcast and Bagels' discussion session, a virtual online panel discussion featuring eight journal editors from across the country, and Department Chair training.

The **General Education Program** establishes a number of significant goals and high expectations for Morgan students. Students who complete the program are expected to exhibit the following outcomes as it relates to cultural competence and awareness:

- Demonstrate integrated knowledge of the heritage, culture, social structures, and accomplishments of autochthonous African cultures and African-American Civilization;
- Demonstrate a global perspective and integrated knowledge of the heritage, culture, social structures and accomplishments of one Non-Western Civilization; and
- Demonstrate integrated knowledge of the political, social, and economic development of American society in relation to the world, of the history and geography of America and the world, of civic affairs and responsibilities, of personal, interpersonal, intergroup and intra-group relations, and of learning, work habits, and career choices.

The College of Liberal Arts offers a minor in the area of **Women's and Gender Studies**. These courses provide students with the opportunity to explore gender and sexuality, while paying particular attention to how those constructs are affected by race, religion, class, and nationality. The program in Women's and Gender Studies works collaboratively with the University at large, as well as with local and national organizations by engaging in varied academic and advocacy initiatives.

The **Division of Academic Affairs** collaborates with deans, chairs, faculty, and student organizations to ensure curriculum diversity at the undergraduate and graduate levels. Examples of data collected include, but are not limited to, the following:

- Study abroad initiatives
- Diversity or multicultural initiatives
- Diversity of educational experiences available to faculty and students
- General Education Program and curriculum diversity initiatives:

- Undergraduates' knowledge of diversity issues, understanding of pluralistic societies, engagement with peers from diverse backgrounds, and the development of competencies for success in a multicultural world;
 - Interpersonal communication and acquiring the abilities to relate to and work effectively with diverse groups of people; and
 - Social responsibility and tolerance and respect for diverse groups of people and a disposition towards responsible citizenship and building a connection to the community.
- First year experiences related to diversity
 - Service and community-based learning experiences
 - Internship opportunities in diverse settings
 - Capstone experiences and projects

As an accredited academic institution, MSU's **Center for Continuing and Professional Studies (CCPS)** offers **Continuing Education Units, Professional Development Hours (PDHs)**, and **non-credit courses** in order to meet the **workforce development and training** needs of a variety of individuals and organizations from around the country. Through partnerships with organizations such as, American Contract Compliance Association, Blacks in Government, Ministerial Interfaith Group, Women of Color in STEM, Black Engineer of the Year Award (BEYA) STEM Global Competitiveness, and Grandparents and Caregiver training opportunities are provided for individuals seeking professional development. Several options are offered for course delivery, including face to face, blended, and through specialized intensive institutes. Through a partnership with ed2go, anyone may enroll in online non-credit classes focused on workforce readiness, professional development and personal enrichment activities. These training programs prepare individuals, including adults with disabilities, to launch or advance a career by developing new skills and knowledge for today's competitive job market.

Morgan State University is the premier source for individuals seeking academic and personal enrichment courses. A variety of **summer programs** operated on campus this year, offering classes and workshops in science, technology, engineering, mathematics (STEM) fields, history, transportation, wrestling, football, volleyball and art. Many of the programs focus on recruiting students from diverse linguistic, cultural, and economic backgrounds with the goal of encouraging talented individuals from historically underrepresented groups to attend Morgan State.

UNIVERSITY-BASED OUTREACH INITIATIVES The **Office of Diversity & Equal Employment Opportunity (EEO Office)** is charged with the day-to-day implementation of the non-discrimination policies of Morgan State University. One of the major responsibilities of the EEO Office is to educate the University community about affirmative action and equal employment opportunity laws, and to ensure compliance with statutory and regulatory requirements in this regard. The EEO Office also collaborates with all units at the university (e.g. colleges, schools and divisions) to ensure successful implementation of the Diversity Plan, and in turn, create a more diverse community. The Office of Diversity & Equal Employment Opportunity (EEO) will continue to expand educational efforts relative to diversity and incorporate online training program(s) to ensure ongoing educational opportunities are available to the University community.

The **Office of Student Disability Support Services (SDSS)** a unit under the auspices of Academic Affairs is dedicated to assisting all students with disabilities to accomplish their scholastic and career goals by supporting their academic and advocacy skills. The Office is committed to providing all services and

operating programs in accordance with Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, as amended. Students with a disability register with SDSS for reasonable accommodations. The goal of SDSS is to support the academic success of students with disabilities by continuously working to eliminate the physical, technical, and attitudinal barriers that can impede progression to graduation. Reasonable accommodations at the university include, but are not limited to; housing, dining, mobility, classroom and learning support services (i.e. note-takers, interpreters, technology, etc.), testing services for course examinations and quizzes and sign language and transcription services. To ensure access and implementation of reasonable accommodations, SDSS collaborates closely with various departments on campus such as Residence Life and Housing, Design and Construction, Records and Registration and more. Morgan has a large population of international students registered with SDSS, which serves to create collaboration between SDSS and the Office of International Students and Faculty Services. SDSS also provides outreach to local high schools and participates in orientation events on-campus to share information on reasonable accommodations for students with disabilities. In addition, SDSS focuses on faculty and staff training both within individual departments and with The Center for Excellence in Teaching and Learning. Collaboration efforts are made with all departments on campus as well as with faculty to ensure students with disabilities are supported.

Lesbian, Gay, Bisexual, Transgender, Queer, Ally (LGBTQA) Advisory Council. The LGBTQA Advisory Council was established by the University President, Dr. David Wilson, in 2013 to assess and make recommendations for improving the campus climate and resources for LGBTQA students, faculty and staff. In addition, its charge was to promote personal, physical, and emotional safety while identifying ways to create educational and social opportunities and inclusion of issues of sexuality and gender identity and expression in recruitment, accommodations, academic, and social programming at Morgan State University. The LGBTQA Advisory Council continues to work on its Sustained Inclusivity Action Plan focused on facilitating LGBTQA inclusion within nine (9) areas at the University: Institutional Infrastructure and Policy; Academic Affairs; Student Affairs; Recruitment, Retention and Alumni Efforts; Housing and Residence Life; Campus Safety; Counseling and Health; Academic and Community Outreach; and Faculty and Staff Support.

Through these efforts, the LGBTQA Advisory Council continues to make strides to ensure that sexual orientation and gender identity and expression issues are included in the framework of diversity at Morgan State University. The University is fully committed to providing a diverse and inclusive environment by providing trans-inclusive programs and services and assessing University policies and procedures to ensure specific attention to the development of policies that are sensitive to individuals within the LGBTQA community. Further, Morgan State University will be re-introducing its “***Safe Space***” program, which will offer strategies for preparing students, faculty, and staff to be effective allies to the LGBTQ community.

COMMUNITY RELATIONS AND PARTNERSHIPS. Morgan continues to serve as a catalyst for positive change in the community. The University works with local, regional, national, and international governmental and private entities to fulfill its Diversity Plan. Examples of community initiatives include, but are not limited to, the following:

- The ***Morgan Community Mile Initiative*** is a university-community partnership that involves residents, businesses, public agencies, and other stakeholders in making the community a better

place. The five priority areas for the initiative are: 1) health and safety; 2) youth and education; 3) environment; 4) live-work-spend in the community; and 5) strengthening University/community relations.

- Morgan's **Upward Bound Program** provides first-generation, low-income high school students with access to postsecondary education as full participants. The Upward Bound is designed to enhance the academic and personal skills of qualifying Baltimore City Public School Students (BCPS) while preparing them while in high school for college admission, retention and graduation.
- During the third week of November every year, Morgan celebrates International Education Week (IEW). This campus wide celebration is an opportunity to celebrate the benefits of international education and exchange worldwide. Morgan State students, faculty, staff and neighboring communities are encouraged to attend and participate in the week of events. The theme for 2018 was *"Building Our Legacy Together: Expanding Global Engagement at HBCUs"*.
- The International Student Organization led by the Office of International Student and Faculty Services hosts the **FEVER Program**. FEVER is an annual inter-cultural showcase and celebration of the various cultural groups within the Morgan State Community. Expression is done through the art forms of song, dance, and drama. In a broad sense, participants are drawn from America, Africa, Europe, Asia, Latin America and the Caribbean. While FEVER is primarily a student driven event, every effort is made to partner with faculty, staff and community groups.
- The Saudi Student Association and the Office of International Student and Faculty Services hosted the **Saudi Arabian Cultural Mission's Graduation** for 12 schools in the Maryland, DC and Virginia area. Approximately 1,700 Saudi guests visited the campus for this event.

The University's **Office of Community Service** was created to develop and implement dynamic community service programs that boldly address the educational, social, cultural and recreational needs of the under-represented, educationally "at-risk" and the homeless residents in the Baltimore metropolitan area. By organizing multidimensional, holistic programs, which involve university students, faculty, staff, community organizations, government agencies, businesses, school children, and parents, the Office of Community Service positively influences the educational, social, cultural and recreational problems of Baltimore's inner city population. While each of the community service programs vary in size, structure, and focus, they share the same goal of improving the educational challenges of Baltimore's urban population.

IV. Other Central Diversity Initiatives. In January 2018, the University administered its first **Diversity Climate Survey** designed to understand student and staff members' experiences with diverse individuals and viewpoints. Initial analysis of the survey results have occurred. The results will be used to enhance and improve campus diversity efforts.

In recognition of the growing **religious diversity** among the faculty, staff and students within the University community, the University chapel offers chaplain services for various ministries to include: Episcopal-Anglican; Muslim; Lutheran; Baptist; Roman Catholic; Intervarsity; and Apostolic.

V. Hate Crime Reporting. Campus-based hate crime incidents are reported to and investigated by the University's Police and Public Safety Department. In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the University publishes an annual Campus Security and Fire Safety Report. The report includes data on all campus-based hate crime incidents. Copies of the report are made available in hard copy and are posted on the University's website.

| Table A-1: Undergraduate Students Comparison | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----------------------------------------------|------|------|------|---------|------|--------|------|---------|------|--------|------|---------|------|--------|------|---------|------|--------|------|--------|--|--|--|--|--|--|--|
| Baseline: AY-2010 | | | | AY-2016 | | | | AY-2017 | | | | AY-2018 | | | | AY-2019 | | | | | | | | | | | |
| | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | | | | | | | |
| African American/Black | 5761 | 92.9 | 2509 | 3252 | 5236 | 82.9% | 2286 | 2950 | 4891 | 76.9% | 2109 | 2782 | 4955 | 76.9% | 2076 | 2879 | 5121 | 79.8% | 2108 | 3013 | | | | | | | |
| American Indian or Alaska Native | 12 | 0.2 | 4 | 8 | 16 | 0.3% | 6 | 10 | 10 | 0.2% | 4 | 6 | 8 | 0.1% | 3 | 5 | 10 | 0.2% | 6 | 4 | | | | | | | |
| Asian | 46 | 0.7 | 25 | 21 | 40 | 0.6% | 27 | 13 | 58 | 0.9% | 41 | 17 | 56 | 0.9% | 38 | 18 | 48 | 0.7% | 29 | 19 | | | | | | | |
| Hispanic/Latino | 59 | 1 | 20 | 39 | 226 | 3.6% | 91 | 135 | 220 | 3.5% | 89 | 131 | 215 | 3.3% | 87 | 128 | 218 | 3.4% | 87 | 131 | | | | | | | |
| White | 102 | 1.6 | 49 | 53 | 114 | 1.8% | 54 | 60 | 120 | 1.9% | 70 | 50 | 123 | 1.9% | 66 | 57 | 113 | 1.8% | 55 | 58 | | | | | | | |
| Native Hawaiian or other Pacific Islander | 0 | 0 | 0 | 0 | 5 | 0.1% | 3 | 2 | 5 | 0.1% | 4 | 1 | 4 | 0.1% | 4 | 0 | 3 | 0.0% | 3 | 0 | | | | | | | |
| Two or more races | 0 | 0 | 0 | 0 | 215 | 3.4% | 93 | 122 | 190 | 3.0% | 81 | 109 | 203 | 3.2% | 82 | 121 | 223 | 3.5% | 86 | 137 | | | | | | | |
| International | 219 | 3.5 | 122 | 97 | 416 | 6.6% | 338 | 78 | 724 | 11.4% | 622 | 102 | 780 | 12.1% | 656 | 124 | 595 | 9.3% | 506 | 89 | | | | | | | |
| Did not self-identify | 0 | 0 | 0 | 0 | 51 | 0.8% | 28 | 23 | 144 | 2.3% | 69 | 75 | 96 | 1.5% | 41 | 55 | 88 | 0.0% | 38 | 50 | | | | | | | |
| Total | 6199 | 100% | 2729 | 3470 | 6319 | 100.0% | 2926 | 3393 | 6362 | 100.0% | 3089 | 3273 | 6440 | 100.0% | 3053 | 3387 | 6419 | 100.0% | 2915 | 3501 | | | | | | | |

| Table 1-B: Graduate Students Comparison | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------------------------------|------|------|------|--------|------|--------|------|--------|------|--------|------|--------|------|---------|------|--------|------|--------|------|---------|---|---|------|--------|---|---------|------|--------|--|--|--|---------|--|--|--|--|--|
| Baseline: AY-2010 | | | | | | | | | | | | | | AY-2016 | | | | | | AY-2017 | | | | | | AY-2018 | | | | | | AY-2019 | | | | | |
| | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | | | | | | | | | |
| African American/Black | 792 | 77.1 | 294 | 498 | 887 | 63.1% | 318 | 569 | 847 | 63.8% | 307 | 540 | 909 | 69.5% | 319 | 590 | 930 | 71.9% | 328 | 602 | | | | | | | | | | | | | | | | | |
| American Indian or Alaska Native | 2 | 0.2 | 1 | 1 | 1 | 12.5% | 0 | 1 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | | | | | | | | | | | | | | | | | |
| Asian | 24 | 2.3 | 14 | 10 | 25 | 1.8% | 12 | 13 | 27 | 2.0% | 11 | 16 | 29 | 2.2% | 13 | 16 | 24 | 1.9% | 11 | 13 | | | | | | | | | | | | | | | | | |
| Hispanic/Latino | 9 | 0.9 | 7 | 2 | 53 | 3.8% | 22 | 31 | 46 | 3.5% | 14 | 32 | 42 | 3.2% | 16 | 26 | 46 | 3.6% | 19 | 27 | | | | | | | | | | | | | | | | | |
| White | 99 | 9.6 | 45 | 54 | 132 | 9.4% | 61 | 71 | 129 | 9.7% | 58 | 71 | 112 | 8.6% | 52 | 60 | 102 | 7.9% | 45 | 57 | | | | | | | | | | | | | | | | | |
| Native Hawaiian or other Pacific Islander | 0 | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | | | | | | | | | | | | | | | | | |
| Two or more races | 0 | 0 | 0 | 0 | 40 | 2.8% | 13 | 27 | 40 | 3.0% | 13 | 27 | 46 | 3.5% | 18 | 28 | 41 | 3.2% | 16 | 25 | | | | | | | | | | | | | | | | | |
| International | 100 | 9.7 | 51 | 49 | 260 | 18.5% | 141 | 119 | 228 | 17.2% | 116 | 112 | 165 | 12.6% | 67 | 98 | 143 | 11.1% | 66 | 77 | | | | | | | | | | | | | | | | | |
| Did not self-identify | 1 | 0.1 | 0 | 0 | 8 | 0.6% | 3 | 5 | 10 | 0.8% | 3 | 7 | 4 | 0.3% | 1 | 1 | 3 | 0.5% | 2 | 5 | | | | | | | | | | | | | | | | | |
| Total | 1027 | 100% | 412 | 615 | 1406 | 100.0% | 570 | 836 | 1327 | 100.0% | 522 | 805 | 1307 | 100.0% | 486 | 821 | 1293 | 100.0% | 487 | 806 | | | | | | | | | | | | | | | | | |

Table A-3: Faculty Comparison

| | Baseline: AY-2010 | | | | AY-2016 | | | | AY-2017 | | | | AY-2018 | | | | AY-2019 | | | |
|-------------------------------------------|-------------------|------|------|--------|---------|-------|------|--------|---------|-------|------|--------|---------|-------|------|--------|---------|-------|------|--------|
| | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female |
| African American/Black | 324 | 59.3 | 175 | 149 | 301 | 46.5% | 154 | 147 | 339 | 48.6% | 173 | 166 | 329 | 48.5% | 164 | 165 | 337 | 47.8% | 160 | 177 |
| American Indian or Alaska Native | 11 | 2 | 8 | 3 | 2 | 0.3% | 1 | 1 | 3 | 0.4% | 2 | 1 | 3 | 0.4% | 2 | 1 | 3 | 0.4% | 2 | 1 |
| Asian | 28 | 5.1 | 22 | 6 | 34 | 5.2% | 26 | 8 | 35 | 5.0% | 27 | 8 | 35 | 5.2% | 26 | 9 | 33 | 4.7% | 23 | 10 |
| Hispanic/Latino | 5 | 0.9 | 4 | 1 | 9 | 1.4% | 6 | 3 | 10 | 1.4% | 7 | 3 | 9 | 1.3% | 5 | 4 | 11 | 1.6% | 6 | 5 |
| White | 113 | 20.7 | 73 | 40 | 97 | 15.0% | 56 | 41 | 102 | 14.6% | 63 | 39 | 97 | 14.3% | 59 | 38 | 100 | 14.2% | 57 | 43 |
| Native Hawaiian or other Pacific Islander | 1 | 0.2 | 1 | 0 | 1 | 0.2% | 1 | 0 | 1 | 0.1% | 1 | 0 | 1 | 0.1% | 1 | 0 | 1 | 0.1% | 1 | 0 |
| Two or more races | 7 | 1.3 | 3 | 4 | 14 | 2.2% | 7 | 7 | 12 | 1.7% | 6 | 6 | 15 | 2.2% | 4 | 11 | 16 | 2.3% | 6 | 10 |
| International | 57 | 10.4 | 33 | 24 | 77 | 11.9% | 44 | 33 | 92 | 13.2% | 57 | 35 | 97 | 14.3% | 64 | 33 | 102 | 14.5% | 68 | 34 |
| Did not self-identify | 0 | 0 | 0 | 0 | 113 | 17.4% | 59 | 54 | 104 | 14.9% | 52 | 52 | 93 | 13.7% | 51 | 42 | 102 | 14.5% | 53 | 49 |
| Total | 546 | 100% | 319 | 227 | 648 | 100% | 354 | 294 | 698 | 100% | 388 | 310 | 679 | 100% | 376 | 303 | 705 | 100% | 376 | 329 |

Table A-4: Staff Comparison

| | Baseline: AY-2010 | | | | AY-2016 | | | | AY-2017 | | | | AY-2018 | | | | AY-2019 | | | |
|-------------------------------------------|-------------------|------|------|--------|---------|-------|------|--------|---------|-------|------|--------|---------|-------|------|--------|---------|-------|------|--------|
| | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female | # | % | Male | Female |
| African American/Black | 962 | 87.8 | 463 | 499 | 950 | 69.8% | 416 | 534 | 1051 | 70.5% | 469 | 582 | 1060 | 68.8% | 467 | 593 | 1076 | 68.7% | 484 | 592 |
| American Indian or Alaska Native | 3 | 0.3 | 1 | 2 | 6 | 0.4% | 2 | 4 | 4 | 0.3% | 2 | 2 | 4 | 0.3% | 2 | 2 | 6 | 0.4% | 2 | 4 |
| Asian | 16 | 1.5 | 6 | 10 | 24 | 1.8% | 8 | 16 | 24 | 1.6% | 10 | 14 | 28 | 1.8% | 12 | 16 | 27 | 1.7% | 12 | 15 |
| Hispanic/Latino | 10 | 0.9 | 4 | 6 | 40 | 2.9% | 16 | 24 | 43 | 2.9% | 18 | 25 | 40 | 2.6% | 13 | 27 | 44 | 2.8% | 15 | 29 |
| White | 64 | 5.8 | 40 | 24 | 54 | 4.0% | 30 | 24 | 72 | 4.8% | 43 | 29 | 88 | 5.7% | 55 | 33 | 93 | 5.9% | 59 | 34 |
| Native Hawaiian or other Pacific Islander | 2 | 0.2 | 0 | 2 | 1 | 0.1% | 0 | 1 | 1 | 0.1% | 0 | 1 | 1 | 0.1% | 0 | 1 | 1 | 0.1% | 0 | 1 |
| Two or more races | 12 | 1.1 | 5 | 7 | 24 | 1.8% | 7 | 17 | 31 | 2.1% | 12 | 19 | 35 | 2.3% | 17 | 18 | 28 | 1.8% | 13 | 15 |
| International | 25 | 2.3 | 13 | 12 | 124 | 9.1% | 62 | 62 | 133 | 8.9% | 65 | 68 | 151 | 9.8% | 82 | 69 | 163 | 10.4% | 80 | 83 |
| Did not self-identify | 2 | 0.2 | 1 | 1 | 138 | 10.1% | 70 | 68 | 131 | 8.8% | 62 | 69 | 134 | 8.7% | 61 | 73 | 128 | 8.2% | 62 | 66 |
| Total | 1096 | 100% | 533 | 563 | 1361 | 100% | 611 | 750 | 1490 | 100% | 681 | 809 | 1541 | 100% | 709 | 832 | 1566 | 100% | 727 | 839 |

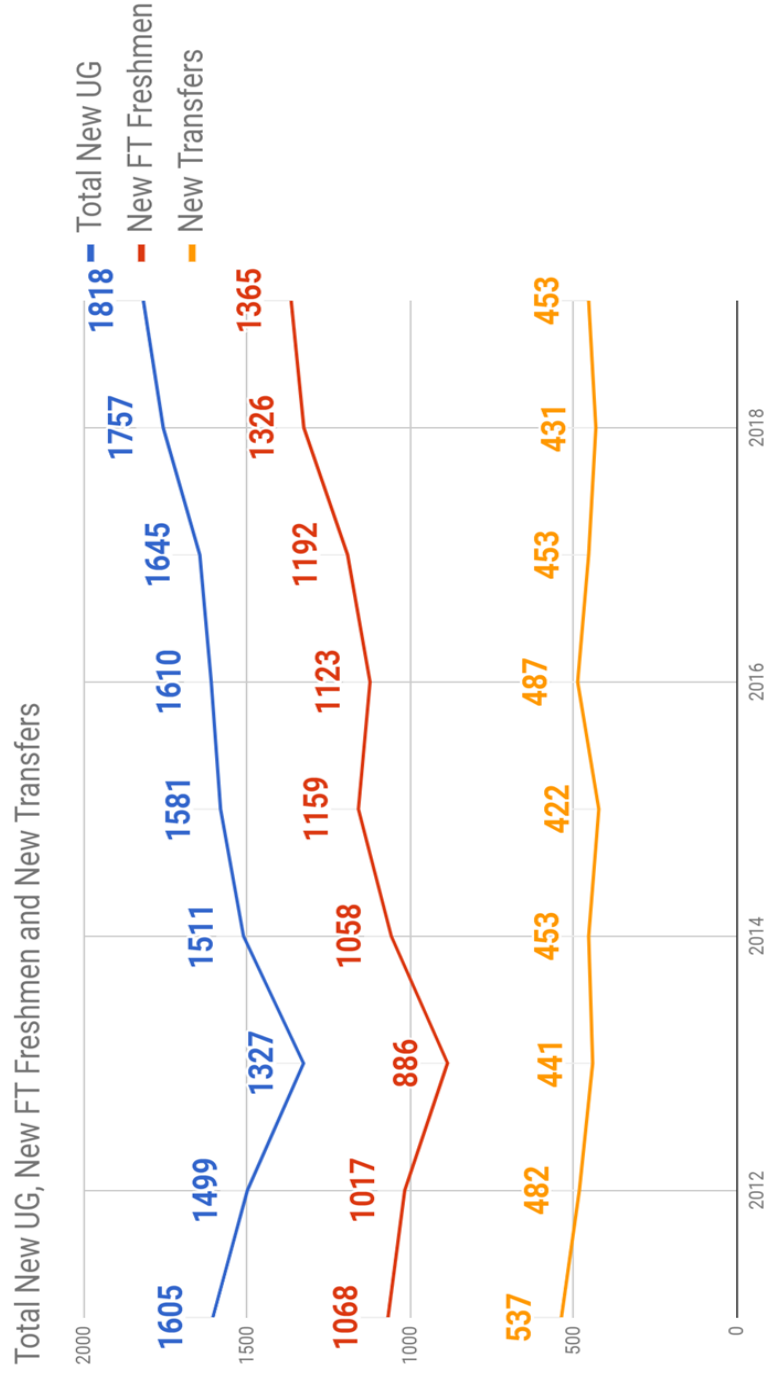
ENROLLMENT MANAGEMENT AND STUDENT SUCCESS UPDATE

BOARD OF REGENTS MEETING

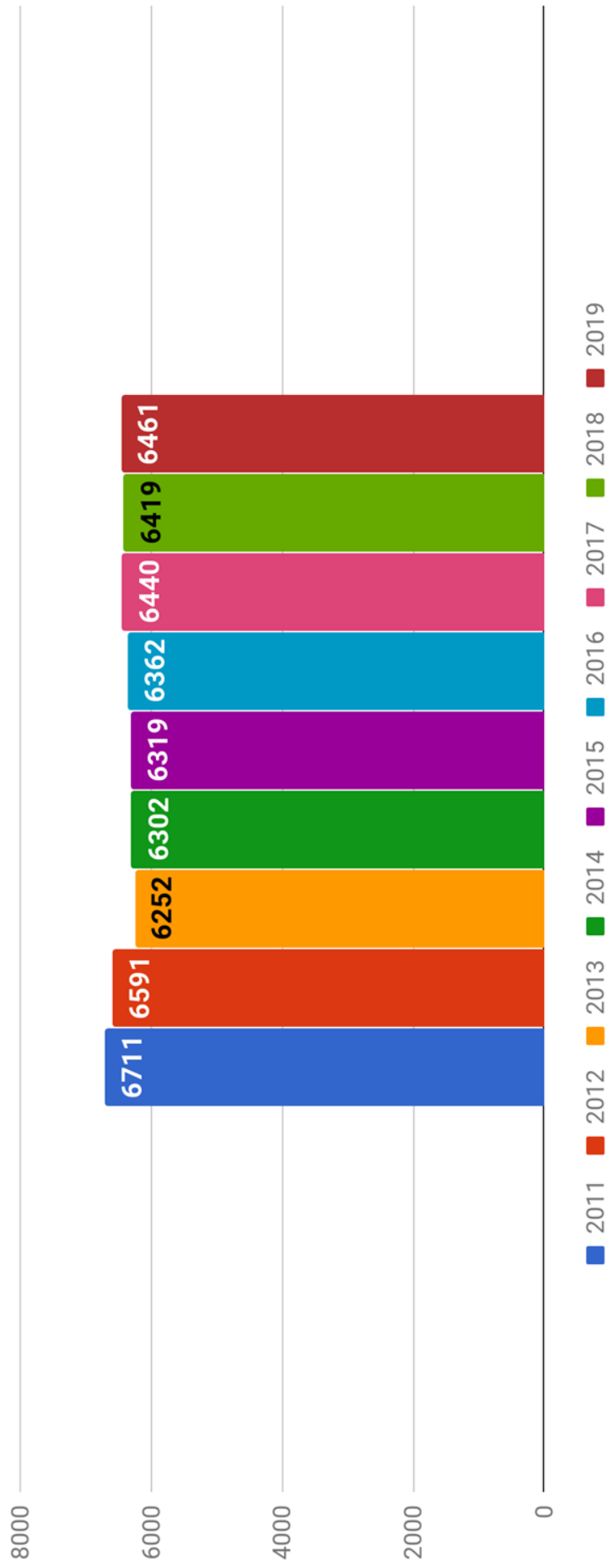
November 5, 2019

New Undergraduate Enrollment 2011 to 2019

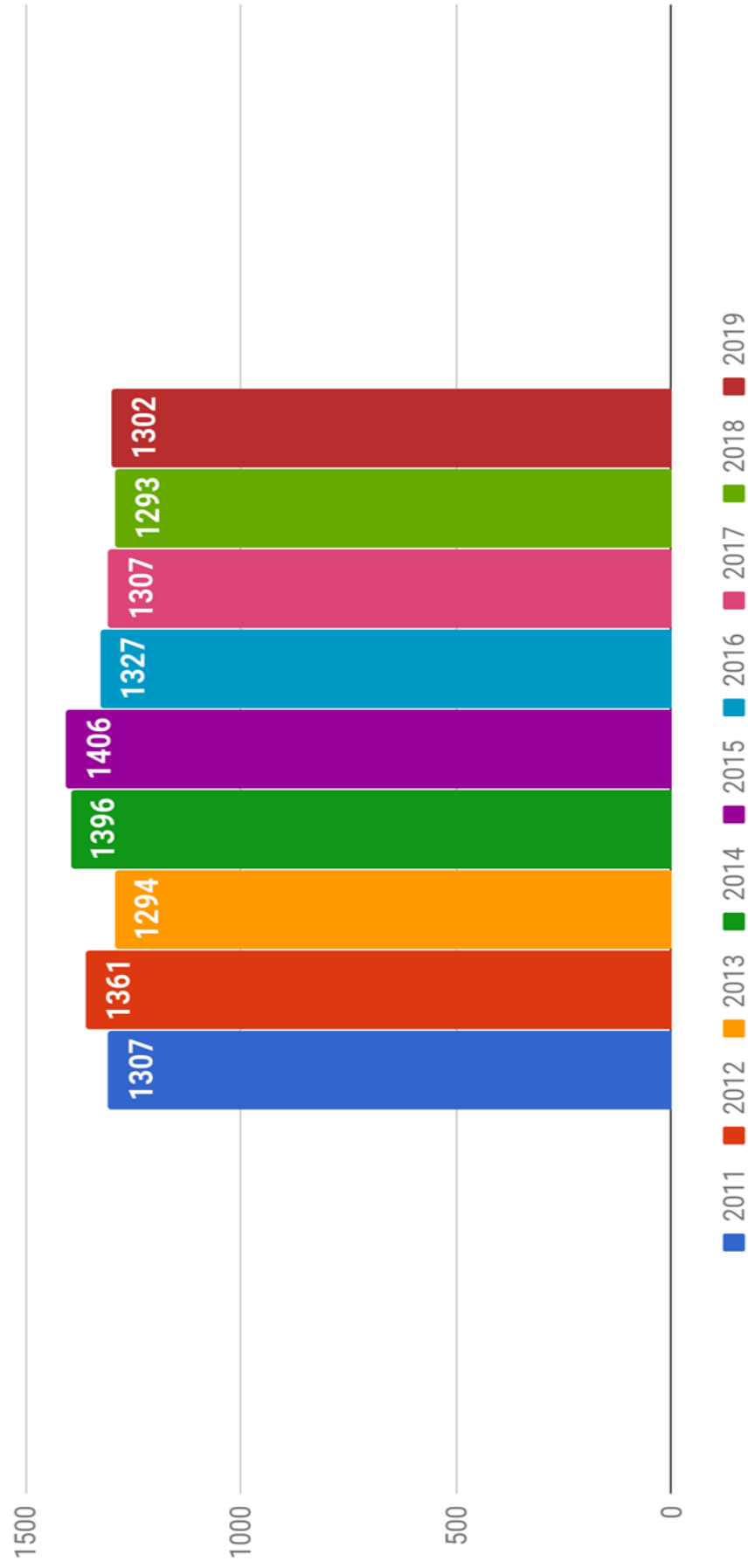
- ★ 3% increase in new freshmen over 2018
- ★ 5% increase in new transfers over 2018
- ★ 3.5% increase in total new undergraduates over 2018
- ★ Highest new full-time freshman enrollment since 2008 (1431)
- ★ Highest total new undergraduate enrollment since 2010 (1850)



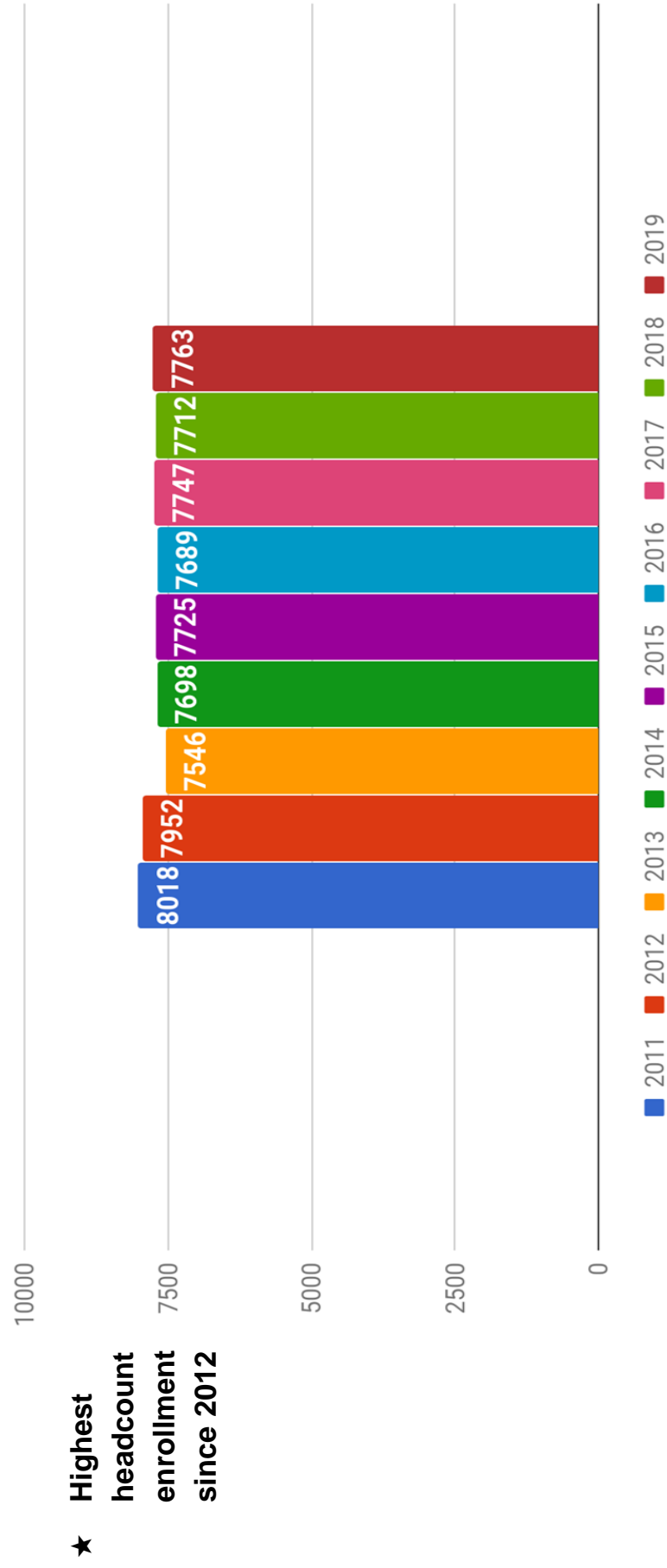
1% INCREASE IN TOTAL UNDERGRADUATE ENROLLMENT



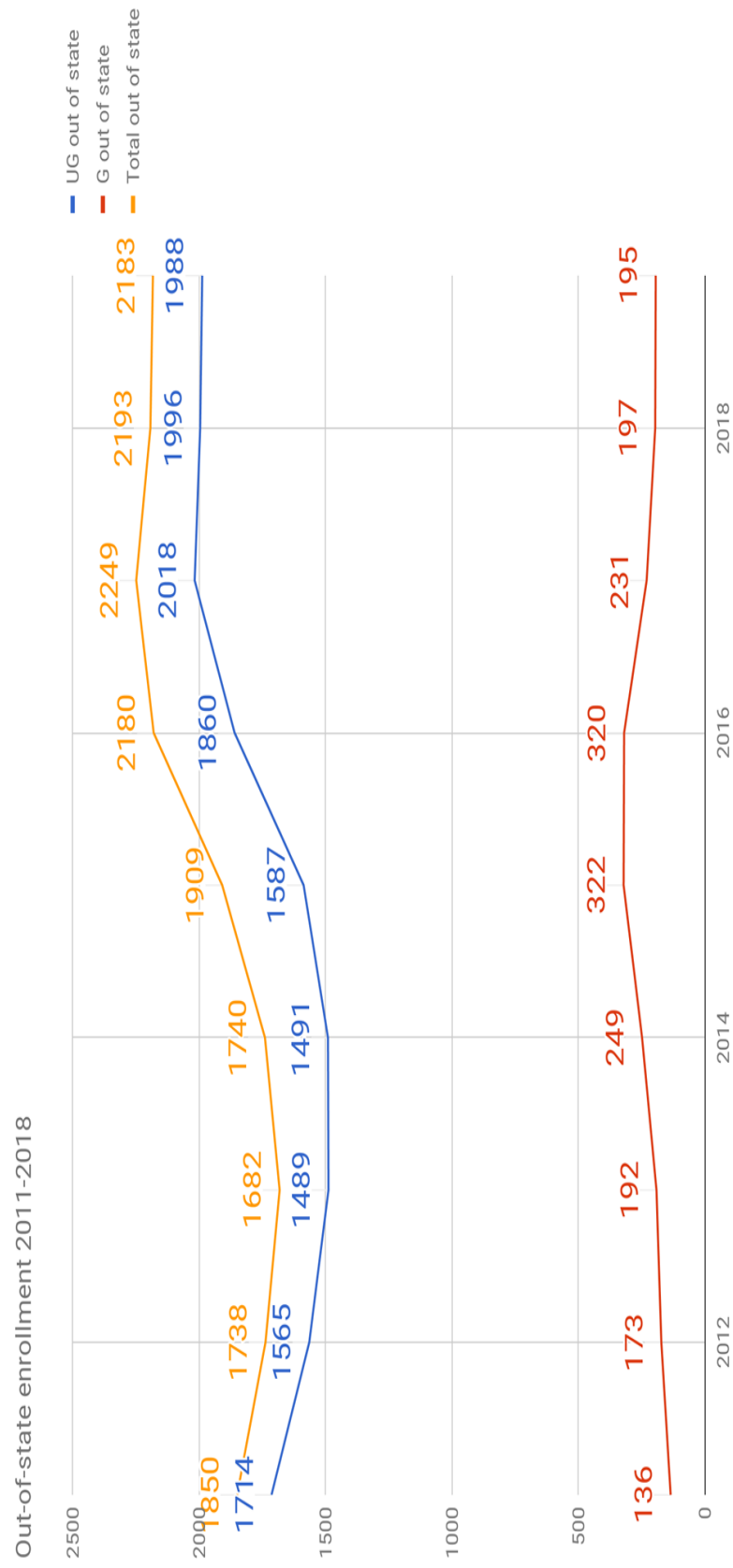
1% INCREASE IN GRADUATE ENROLLMENT



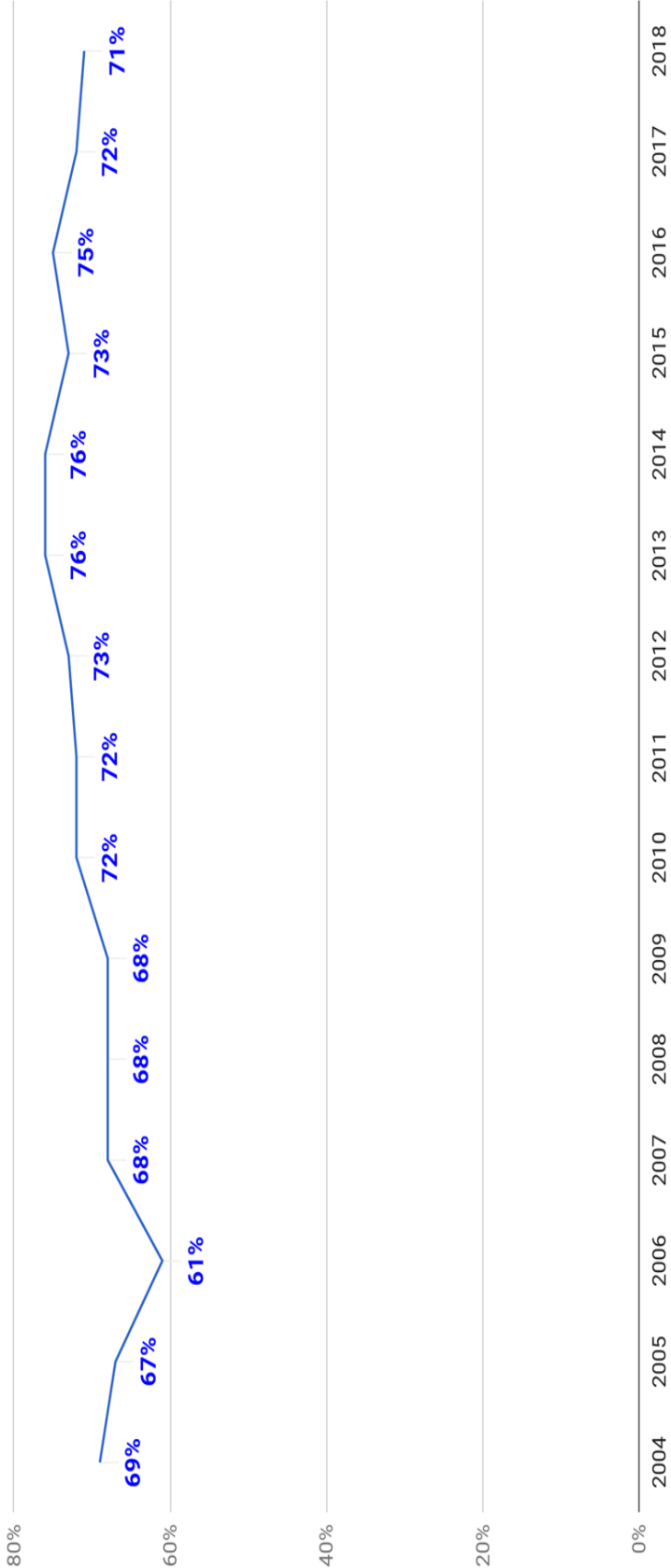
1% INCREASE IN TOTAL HEADCOUNT ENROLLMENT



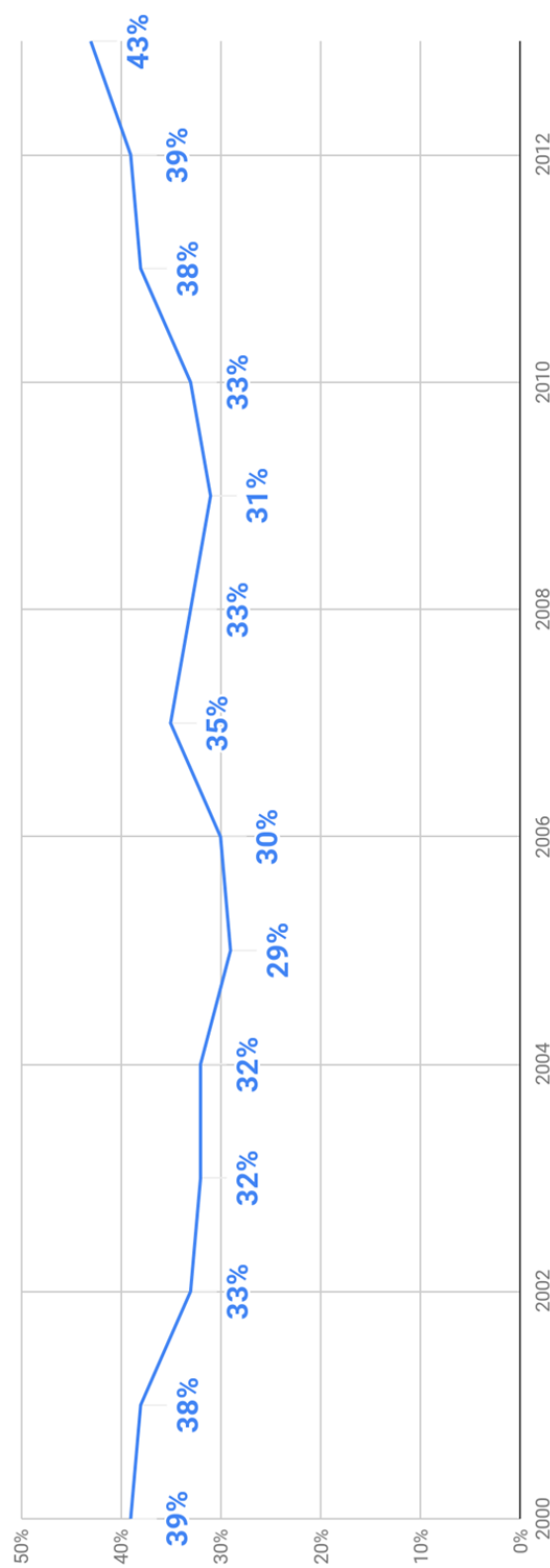
.45% DECREASE IN TOTAL OUT-OF-STATE ENROLLMENT



NINTH STRAIGHT YEAR ABOVE 70% RETENTION



MAY 2019--2ND HIGHEST SIX-YEAR GRADUATION RATE ON RECORD



2013 cohort (2019 graduation rate)--43.3%. Only cohort with a higher rate was 43.8% for the 1999 cohort (2005 graduation rate). (records go back to 1977)

Fall 2019 Open House



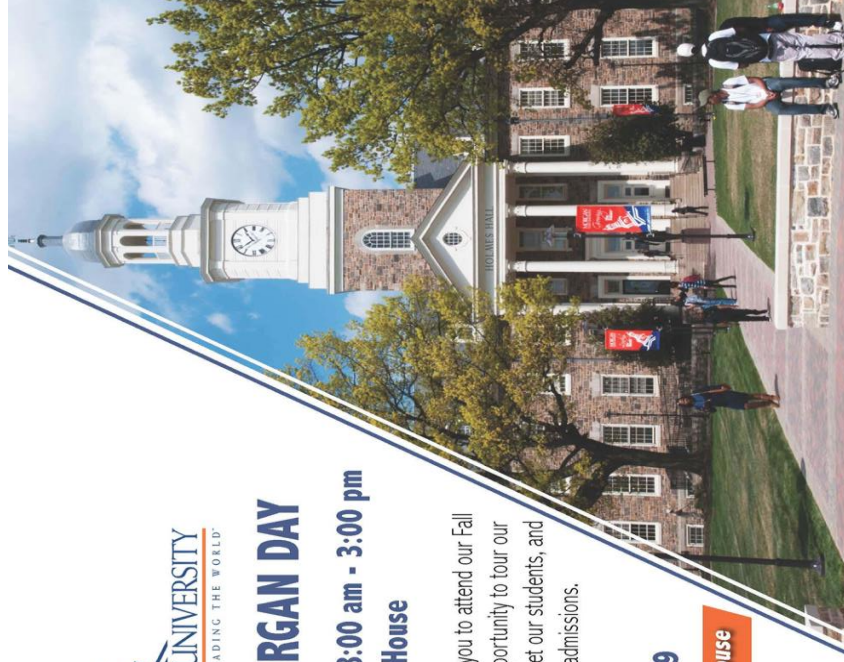
EXPLORE MORGAN DAY

November 1, 2019 | 8:00 am - 3:00 pm
Hill Field House

Morgan State University invites you to attend our Fall Open House. Join us for an opportunity to tour our campus, speak with faculty, meet our students, and participate in on-site admissions.

Register by 10/25/2019

www.morgan.edu/openhouse



| Week by Week RSVP | Fall 2018 | Fall 2019 | Difference |
|-------------------------|--------------|-----------|------------|
| Date | 10/22/18 | 10/23/19 | |
| Individual Students | 670 | 641 | -4.33% |
| Students from Groups | 443 | 1,254 | 183.07% |
| Student Guests | 929 | 961 | 3.44% |
| Total | 2,042 | 2,856 | 39.86% |

- ★ DC Public Schools is bringing 300 students on 11 buses
- ★ Significant increase in group registration prior to DC school registration
- ★ On-site admissions offered to students in attendance

NCAA Division I 2015 - 2016 Academic Progress Rate Institutional Report

Institution: Morgan State University

Date of Report: 10/31/2019

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2012-13, 2013-14, 2014-15 and 2015-16 academic years. Institutions are encouraged to forward this report to appropriate institutional personnel on campus.

[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report for cells made up of three or fewer students without student consent.]

| Sport | APR | | Eligibility/Graduation | | Retention | |
|-----------------------|-------------------------|------------------------------------------|------------------------|----------------|-------------|----------------|
| | Multiyear Rate (N) | Multiyear Rate Upper Confidence Boundary | 2015 - 2016 (N) | Multiyear Rate | 2015 - 2016 | Multiyear Rate |
| Men's Basketball | 847 (51) ⁹⁸ | N/A | 1,000 (13) | 732 | 1,000 | 935 |
| Men's Cross Country | 890 (33) ⁹ | N/A | 854 (11) | 813 | 762 | 952 |
| Football | 854 (295) ⁹⁸ | N/A | 931 (80) | 737 | 862 | 932 |
| Men's Tennis | 969 (30) | N/A | 960 (8) | 940 | 923 | 1,000 |
| Men's Track | 932 (76) | N/A | 926 (25) | 884 | 875 | 979 |
| Women's Basketball | 916 (59) ⁹¹ | N/A | 930 (15) | 868 | 931 | 946 |
| Women's Bowling | 922 (26) ⁵³ | 961 | 1,000 (7) | 846 | 929 | 980 |
| Women's Cross Country | 944 (38) | N/A | 975 (10) | 945 | 1,000 | 944 |
| Women's Softball | 929 (64) ⁹⁸ | N/A | 973 (19) | 868 | 973 | 966 |
| | | | | | | 972 |

* Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students without student consent.
N/A = No APR or not applicable.

N = Number of student-athletes represented.

¹ Denotes APR that does not subject the team to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

² Denotes APR that does not subject the team to ineligibility for postseason competition due to the team's demonstrated academic improvement.

³ Denotes APR that does not subject the team to ineligibility for postseason competition due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to ineligibility for postseason competition. Squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁴ Denotes APR that does not subject the team to penalties due to the team's demonstrated academic improvement.

⁵ Denotes APR that does not subject the team to penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to penalties. The squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁶ Denotes APR based on a one year cohort, not subject to ineligibility for postseason competition and/or any penalties.

⁷ Denotes APR based on a two year cohort, not subject to ineligibility for postseason competition and/or any penalties.

⁸ Denotes that team is not subject to ineligibility for postseason competition and/or penalties based on institutional resources.

⁹ Denotes APR that requires an APP Improvement Plan be created for this sport.

NCAA Division I 2015 - 2016 Academic Progress Rate Institutional Report

Institution: Morgan State University

Date of Report: 10/31/2019

| Sport | APR | | Eligibility/Graduation | | Retention | |
|--------------------|-------------------------|------------------------------------------|------------------------|----------------|-------------|----------------|
| | Multiyear Rate (N) | Multiyear Rate Upper Confidence Boundary | 2015 - 2016 (N) | Multiyear Rate | 2015 - 2016 | Multiyear Rate |
| Women's Tennis | 886 (28) ^{5 3} | 933 | 955 (6) | 774 | 909 | 981 |
| Women's Track | 924 (100) ⁹¹ | N/A | 967 (23) | 901 | 935 | 941 |
| Women's Volleyball | 967 (47) | N/A | 936 (12) | 935 | 875 | 978 |
| | | | | | | 957 |

* Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students without student consent.
N/A = No APR or not applicable.

N = Number of student-athletes represented.

¹ Denotes APR that does not subject the team to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

² Denotes APR that does not subject the team to ineligibility for postseason competition due to the team's demonstrated academic improvement.

³ Denotes APR that does not subject the team to ineligibility for postseason competition due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to ineligibility for postseason competition. Squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁴ Denotes APR that does not subject the team to penalties due to the team's demonstrated academic improvement.

⁵ Denotes APR that does not subject the team to penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to penalties. The squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁶ Denotes APR based on a one year cohort, not subject to ineligibility for postseason competition and/or any penalties.

⁷ Denotes APR based on a two year cohort, not subject to ineligibility for postseason competition and/or any penalties.

⁸ Denotes that team is not subject to ineligibility for postseason competition and/or penalties based on institutional resources.

⁹ Denotes APR that requires an APP Improvement Plan be created for this sport.

NCAA Division I 2018 - 2019 Academic Progress Rate Institutional Report

Institution: Morgan State University

Date of Report: 10/31/2019

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2015-16, 2016-17, 2017-18 and 2018-19 academic years. Institutions are encouraged to forward this report to appropriate institutional personnel on campus.

[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report for cells made up of three or fewer students without student consent.]

| Sport | APR | | Eligibility/Graduation | | Retention | |
|-----------------------|-------------------------|------------------------------------------|------------------------|----------------|-------------|----------------|
| | Multiyear Rate (N) | Multiyear Rate Upper Confidence Boundary | 2018 - 2019 (N) | Multiyear Rate | 2018 - 2019 | Multiyear Rate |
| Men's Basketball | 969 (51) | N/A | 958 (12) | 949 | 958 | 946 |
| Men's Cross Country | 927 (29) ^{5 3} | 962 | 923 (7) | 891 | 923 | 963 |
| Football | 940 (312) | N/A | 970 (78) | 898 | 963 | 956 |
| Men's Tennis | 990 (30) | N/A | 1,000 (7) | 981 | 1,000 | 1,000 |
| Men's Track | 954 (91) | N/A | 965 (24) | 936 | 977 | 965 |
| Women's Basketball | 959 (58) | N/A | 907 (15) | 964 | 926 | 944 |
| Women's Bowling | 972 (28) | 991 | 906 (9) | 963 | 938 | 963 |
| Women's Cross Country | 965 (37) | N/A | 917 (10) | 972 | 944 | 958 |
| Women's Softball | 968 (83) | N/A | 956 (25) | 975 | 978 | 961 |
| Women's Tennis | 980 (27) | 994 | 1,000 (6) | 960 | 1,000 | 1,000 |

* Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students without student consent.

N/A = No APR or not applicable.

N = Number of student-athletes represented.

¹ Denotes APR that does not subject the team to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

² Denotes APR that does not subject the team to ineligibility for postseason competition due to the team's demonstrated academic improvement.

³ Denotes APR that does not subject the team to ineligibility for postseason competition due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to ineligibility for postseason competition. Squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁴ Denotes APR that does not subject the team to penalties due to the team's demonstrated academic improvement.

⁵ Denotes APR that does not subject the team to penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to penalties. The squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁶ Denotes APR based on a one year cohort, not subject to ineligibility for postseason competition and/or any penalties.

⁷ Denotes APR based on a two year cohort, not subject to ineligibility for postseason competition and/or any penalties.

⁸ Denotes that team is not subject to ineligibility for postseason competition and/or penalties based on institutional resources.

⁹ Denotes APR that requires an APP Improvement Plan be created for this sport.

NCAA Division I 2018 - 2019 Academic Progress Rate Institutional Report

Institution: Morgan State University

Date of Report: 10/31/2019

| Sport | APR | | Eligibility/Graduation | | Retention | |
|--------------------|--------------------|------------------------------------------|------------------------|----------------|-------------|----------------|
| | Multiyear Rate (N) | Multiyear Rate Upper Confidence Boundary | 2018 - 2019 (N) | Multiyear Rate | 2018 - 2019 | Multiyear Rate |
| Women's Track | 964 (113) | N/A | 966 (31) | 950 | 966 | 973 |
| Women's Volleyball | 974 (50) | N/A | 982 (14) | 970 | 1,000 | 968 |
| | | | | | | 966 |
| | | | | | | 963 |

* Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students without student consent.
N/A = No APR or not applicable.

N = Number of student-athletes represented.

¹ Denotes APR that does not subject the team to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

² Denotes APR that does not subject the team to ineligibility for postseason competition due to the team's demonstrated academic improvement.

³ Denotes APR that does not subject the team to ineligibility for postseason competition due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to ineligibility for postseason competition. Squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁴ Denotes APR that does not subject the team to penalties due to the team's demonstrated academic improvement.

⁵ Denotes APR that does not subject the team to penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to penalties. The squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁶ Denotes APR based on a one year cohort, not subject to ineligibility for postseason competition and/or any penalties.

⁷ Denotes APR based on a two year cohort, not subject to ineligibility for postseason competition and/or any penalties.

⁸ Denotes that team is not subject to ineligibility for postseason competition and/or penalties based on institutional resources.

⁹ Denotes APR that requires an APP Improvement Plan be created for this sport.

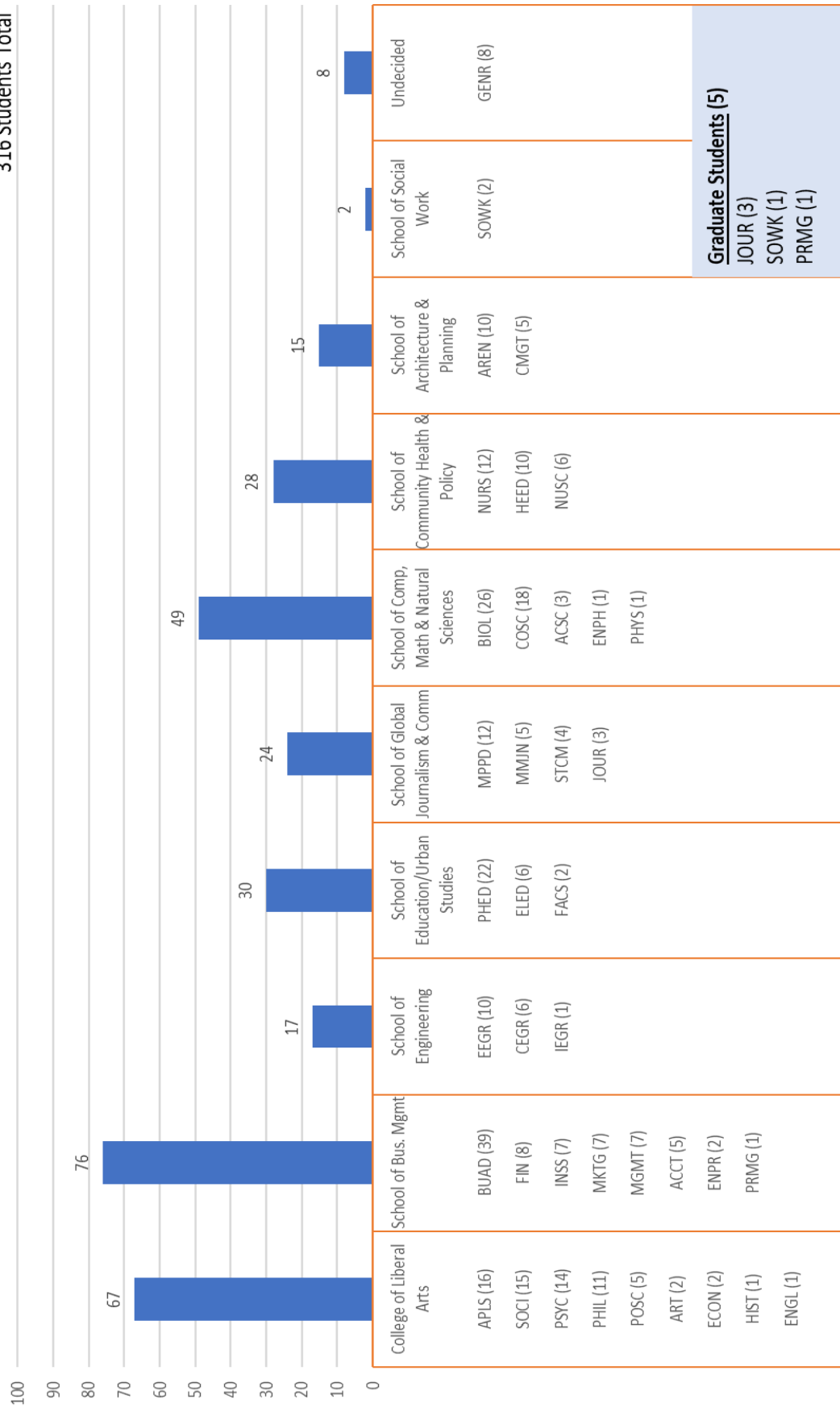
MEAC Academic Progress Report Comparisons 2017/18 Single Year Rates

| | Football | | Men's Basketball | | Women's Basketball |
|-------------|-----------------|-------------|-------------------------|-------------|---------------------------|
| NCAT | 981 | NSU | 1000 | MSU | 1000 |
| NCCU | 946 | MSU | 980 | HU | 1000 |
| MSU | 944 | NCCU | 980 | SCSU | 1000 |
| SCSU | 942 | NCAT | 979 | UMES | 1000 |
| BCU | 933 | FAMU | 962 | DSU | 982 |
| HU | 921 | BCU | 960 | NCCU | 964 |
| NSU | 906 | SCSU | 955 | NSU | 962 |
| DSU | 904 | HU | 935 | NCAT | 962 |
| FAMU | 904 | UMES | 930 | BCU | 960 |
| CSU | N/A | CSU | 913 | CSU | 925 |
| UMES | N/A | DSU | 840 | FAMU | 839 |

Majors Breakdown - Athletic Department (includes CHEER)

Fall 2019

316 Students Total





Finance and Facilities Committee
Earl S. Richardson Library – Room 120C
Tuesday, November 5, 2019
10 a.m. – 12 p.m.

- | | |
|------------------------------------|------------------------|
| A. Remarks by the Vice Chair | Regent Shelonda Stokes |
| B. Remarks by the President | Dr. David Wilson |

ITEMS FOR INFORMATION

- | | |
|----------------------------------------------------------------------|-----------------------|
| • Facilities, Design and Construction Management Update | Ms. Kim McCalla |
| • Division of Research and Economic Development Update | Dr. Ofosu/Mr. Swann |
| • Division of Institutional Advancement Update | Ms. Donna Howard |
| • Division of Enrollment Management and Student Success Update | Mrs. Shonda Gray-Cain |

ITEMS FOR ACTION

- | | |
|--------------------------------------------------------------------|------------------------|
| • Finance and Facilities Committee Minutes of August 6, 2019 | Regent Shelonda Stokes |
|--------------------------------------------------------------------|------------------------|

ITEMS FOR INFORMATION

- | | |
|------------------------------------------------------------|------------------|
| • Student Housing Update (Oral Report) | Mr. Sidney Evans |
| • Food Service RFP Update (Oral Report) | Mr. Sidney Evans |
| • Budget Updates | |
| ○ FY 2019 Audited Financial Statements (Oral Report) | Mr. Sidney Evans |
| ○ FY 2020 Financial Status Update | Mr. Sidney Evans |
| ○ FY 2021 Operating Budget Request Update | Mr. Sidney Evans |
| • Institutional Student Financial Aid Report | Mr. Sidney Evans |

ITEMS FOR INFORMATION



CAPITAL PROJECTS UPDATE

August – October 2019

Planning, Physical Plant and Design & Construction Management (DCM)

A. PRELUDE

HBCU CAP FIN Loan: The Cap FIN expenditures, to date, total \$6 million out of \$7.8 million for deferred maintenance. This includes costs for non-related residence life projects.

Physical Plant (“PPD”): The department provided assistance in completing lab renovations in time for the School of Engineering accreditation review. We continue to work closely with residence life regarding daily work as well as plans for the winter break and next summer. We anticipate taking one dorm offline so that it may be given a face lift. Work continues on deferred maintenance for both capital and CAP FIN funded projects. During this first quarter, 1,441 work orders were completed costing \$275,650.

Planning: Per the request of the Department of Budget and Management (DBM), we are looking for ways to reduce the cost of the New Science facility – working not to negatively impact the program. Programming continues for the renovation of Carter Grant Wilson and the demolition of the Washington Service Center.

Design and Construction Management: Tyler Hall continues to take shape and becomes more exciting at each phase. In addition, DCM is working on several other projects to include: new student housing, Health and Human Services, West Campus parking/roadway, deferred maintenance, surge space, athletic fields, public safety, regulatory requirements and the acquisition of additional land.

The cleanup of chemicals and labs continue and is approximately 80% complete. The first set of safety protocols have been issued for comments with regard to personal protection and respiratory equipment and silica exposure. Fire drills were conducted with residence life and monitoring continues.

MBE Goals for Capital Projects: We continually monitor the contractors’ MBE payments. As of September 2019, many of our projects in progress are exceeding the University MBE goal of 30% with an average of 32.79%. Out of \$212.68 million paid out in contracts, payments to date to MBEs equates to \$69.7 million.

B. PLANNING

NEW SCIENCE BUILDING

Met with DBM to respond to their recommended program cuts. The program is within guideline; however, we were asked to reduce the scope in an effort to decrease the estimated cost to below \$200 million. We have agreed to eliminate the proposed bridge and have researched other areas for possible reductions which will not compromise the functionality of the building. The current cost is approximately \$221 million.

CARTER GRANT WILSON RENOVATION

Programming to renovate Carter Grant Wilson to house the School of Graduate Studies and Institute of Urban Research is ongoing. These programs are housed in facilities that are severely deteriorated and lack the quality and quantity of space necessary to properly accommodate their programs. The Institute of Urban Research is currently located in Montebello which will eventually be demolished, and the School of Graduate Studies is in McKeldin which will also be demolished. We expect to vacate this facility over the summer of 2024.

WASHINGTON SERVICE CENTER

The Building Condition Survey has been completed and a program has been submitted to DBM. The Washington Service Center and associated facilities will be demolished to make way for the new Science Building.

SPACE INVENTORY GUIDELINES AND APPLICATION PROGRAM (SGAP)

Workgroups have been established and meetings are underway to address the data issues that have challenged our ability to accurately develop the annual SGAP report. Three separate workgroups have been formed: Human Resources; Credit/Contact Hour and Projections with representation from Academic Affairs, Enrollment Management (Registrar's Office) and Human Resources; and the Graduate School. The overall goals are to:

- Identify and clarify issues related to all dimensions of SGAP reporting
- Resolve issues, including changes to University operating systems and/or reporting
- Define steps in the annual SGAP reporting process including contributing offices and individuals
- Assign overall management responsibility for overseeing the total SGAP reporting process

C. PHYSICAL PLANT

The Physical Plant continues to work on numerous and varied projects such as: upgrading lighting throughout campus and the stadium, installed a new domestic hot water heater in engineering, replaced a water main in the stadium, installed new grease traps, replaced camera, created new offices in Banneker, inspected the emergency generators, repaired ADA doors, performed repairs in all residential life building are just a few projects and activities. Currently the team is turning on the heat and started winterizing the buildings and systems. Other work performed in addition to regular maintenance and repairs include: continued to convert lights to LED, upgraded the lighting in the stadium, repaired fire alarms and sprinklers campus-wide, elevator upgrade at Portage Avenue, commenced lighting upgrades at Murphy Fine Arts, to name a few projects that have been completed or are in progress.

To date, nearly \$6 million of deferred work has been completed out of the \$7.8 million funded by the CAP FIN loan. The CAP FIN loan money is primarily being utilized for capital repairs related to student housing since these projects are not funded by the State. The various CAP FIN projects continue.

In preparation for an accreditation review, last minute renovations to Engineering labs were completed. Work in several areas continues.

Electric is continuing to trend down in part as a result of the continued replacement of high wattage bulbs with LED fixtures, replacement of inefficient chillers and other equipment. Gas is trending up in part as a result of keeping the steam on during the summer to curtail humidity in buildings and leaky steam traps, which we are in the process of being replaced. It should be noted that heating oil is only used when BGE requires the curtailment of gas usage during the winter. Energy graphs and project photos can be found in Section H.

D. DESIGN AND CONSTRUCTION - ACTIVE PROJECTS

CALVIN AND TINA TYLER STUDENT SERVICES BUILDING

The Student Services Building (Tyler Hall) is being constructed on the southeast corner of Hillen Road and Cold Spring Lane; at the location of the old Soper Library.

Work has surpassed 75% completion and working to substantially complete the project on time. All major mechanical, electrical and plumbing (MEP) systems are installed. Wall close-ins have been completed on levels 1-4, ceilings are being installed on levels 1 and 2, the terrazzo flooring has begun on level 1, wall tiles are being installed in restrooms, all stairs and elevators are operational with audio visual rough in taking place. The exterior site work is in progress: installation of the service driveway,

and the Morgan walls and landscaping have begun. Sidewalks will begin in a few weeks.

SSB (Student Services Building)

| | Appropriation | Obligations | Balance |
|--------------------------|----------------------|---------------------|--------------------|
| Design | 7,257,000 | 7,275,503 | -18,503 |
| Construction | 69,107,000 | 70,484,084 | -1,377,084 |
| Capital Equipment | 6,910,000 | | 6,910,000 |
| Operating Capital | | | |
| Total | \$83,274,000 | \$77,759,587 | \$5,514,413 |

Architect: GWWO/Teeple Architects

Construction Manager: Barton Malow/JLN

LEED Commissioning: Setty & Associates International, PLLC

STUDENT HOUSING (THRUGOOD MARSHALL REPLACEMENT)

The design team has been selected (HCM with Moody Nolan). MEDCO is procuring the construction management team. Initial planning meetings have begun in setting the programming and design schedule. The team is working on setting up visioning meetings with various campus parties. The plan is to have the building open for the fall semester of 2022. The building will be located along Argonne Drive in the open field adjacent to the Northeast District Police Department building. MEDCO will be managing the project.

Design: HCM / Moody Nolan

CM: TBD

CAMPUS WIDE UTILITIES, PHASE IV, PART 2 (Chillers and Steam)

SPENCER CHILLERS: The base contract work has been substantially completed. The contractor continues to close-out the base contract and is working on owner requested changes. Through the approval of DBM, we are working on requested program modifications that will allow for the replacement AHU 14 and to connect Academic Quad buildings to the chilled water loop.

Campus Wide Utilities Phase IV (CWU P4):

| | Appropriation | Obligations | Balance |
|--------------------------|----------------------|---------------------|------------------|
| Design | 755,000 | 1,109,497 | -354,497 |
| Construction | 10,628,258 | 9,288,393 | 1,339,865 |
| Capital Equipment | | | 0 |
| Total | \$11,383,258 | \$10,397,890 | \$985,368 |

Design: Chillers / Steam: Kibart Engineers

Construction Manager: Barton Malow

HEALTH AND HUMAN SERVICES ("HHS") PART 1 - DEMOLITION ARMORY / MOTOR POOL ("TAMPP")

The demolition and renovation project will go out to bid by early November. The Armory and Motor Pool will be demolished after the completion of the renovations in McMechen for ROTC (December 2019), and the renovation of the Portage Avenue warehouse (2020) for the relocation of the Motor Pool.

Penza Bailly - Demolition Design \$433,645

Contractor: Out to Bid

HEALTH AND HUMAN SERVICES (“HHS”) PART II – NEW BUILDING

The architectural team of HOK with KDA (a female African American architectural firm) was selected; they have 30 percent MBE participation on the design side. The CM selection is in progress.

In October, the design team held a visioning session which included faculty, staff and students.

Health and Human Services

| | Appropriation | Obligations | Balance |
|-------------------|--------------------|--------------------|--------------------|
| Design | 4,403,000 | 2,872,251 | 1,530,749 |
| Construction | | | 0 |
| Reverted Funds | | | 0 |
| Capital Equipment | | | 0 |
| Total | \$4,403,000 | \$2,872,251 | \$1,530,749 |

Design: HOK

CM: TBD

NEW SCIENCE COMPLEX PROJECT

The information is being collected from the various science departments (chemistry and biology) for the Part II Program. Per DBM’s request, we are looking for ways to cut costs of the project without negatively impacting the program.

CAPITAL DEFERRED MAINTENANCE

The bidding documents were submitted to Procurement last week to be advertised by the end of the month for steam trap replacement, design of the West Campus parking lot replacement, new road and wall replacement. Two other projects will be submitted to Procurement before the end November.

E. MISCELLANEOUS PROJECTS

HBCU CAP FIN LOAN / DEFERRED MAINTENANCE PROJECTS

As of the writing of this update, nearly \$6 million of deferred maintenance has been completed out of the \$7.8 million.

McMECHEN SURGE

McMechen Surge is comprised of two projects: (1) renovating levels 1-3 for ROTC and (2) renovating levels 4 and 5 for the Cyber Security Center and offices for math and computer sciences. Work will be wrapping up in early December. ROTC will relocate over winter break. This will be the last report for this project.

ATHLETICS: HUGHES STADIUM TRACK AND FIELD REPLACEMENT

Track and field are substantially completed with the contractor working on punch list and last minute change orders for new goal posts and the addition of rubber and turf floor in the multi-purpose room. This will be the last report for this project.

NORTHWOOD POLICE (PUBLIC SAFETY)

The 50% construction document level of the project has been completed and is currently being reviewed and estimated.

NORTHWOOD SHOPPING CENTER

Demolition is anticipated to start prior to the end of 2019. Both projects are now requiring closer coordination.

SAFETY

We are studying the campus to determine the best approach/locations of the perimeter walls/fencing. We recently had a session with a class from the School of Architecture and Planning to study West Campus. The West Campus perimeter will be included as part of the West Campus parking lot, road and wall improvements.

WORK ORDER SYSTEM

The work order system is installed, and the test side is open for people to start familiarizing themselves with the system.

STORM WATER MS4 PERMIT

Preparing to make the submission at the end of October. Once the documentation has been submitted, we will need to start putting together a program to get us in compliance, including determining the cost impacts to implement the requirements of the program.

PROPERTY

The right of entry process is moving along well for the Lake Clifton property. We will be submitting our unsolicited proposal to the City by the end of October. This should keep things on schedule for the land transfer in March 2020.

INTERIORS

Working with several departments regarding furniture and other modification requests.

F. FIRE LIFE SAFETY

The radioactive chemicals have been removed and the room is in the process of being decommissioned by a health physicist. The room will be ready for reuse after the decommissioning process has been completed.

The bulk chemical storage and lab pack cleanup will continue until satellite accumulation can be established. The cleanup approximately 80% complete. Chemical inventory software will be established over the next several months to track our safety data sheets.

The first set of safety protocols have been issued to PPD for comment to include: personal protection/respiratory equipment and silica exposure. The protocols will then be sent to deans, university council and others for comment prior to being posted on the web at the conclusion of the comment phase. There are approximately 27 protocols that will need to be created. The list is included in this report. We are working to release new protocols every 3-4 months.

DCM assisted residence life with their fall fire drills (October/November).

Indoor air quality monitoring and surface/mold sampling in buildings continue throughout the campus as required. When a presence is evident, it is dealt with accordingly.

List of Safety Protocols Being Prepared

| Program | Main Group | Progress | Sent for Comments (date) | Finalized (date) |
|---------------------------------------------|---------------------|-----------------|--------------------------|------------------|
| Asbestos Management Program (State) | Physical Plant | Drafted | | |
| Asbestos Safety (For employees) | Physical Plant | Internal review | | |
| Academic Student Safety Program | Students | | | |
| Biosafety | Labs | | | |
| Chemical Hygiene Plan | Labs | In progress | | |
| Confined Space Entry | Physical Plant | | | |
| Electrical Safety | Physical Plant | | | |
| Ergonomics | Campus-Wide | | | |
| Fall Protection | Physical Plant | | | |
| Fire Safety | Campus-Wide | In progress | | |
| Hand and Portable Power Tools | Physical Plant/Labs | | | |
| Hazard Communication and Chemical Inventory | Campus-Wide | Drafted | | |
| Hearing Conservation | Physical Plant/Labs | | | |
| IAQ/Mold Management | Campus-Wide | In progress | | |
| Job Hazard Analysis | Physical Plant/Labs | | | |
| Ladder Safety | Physical Plant | | | |
| Lockout Tagout | Physical Plant/Labs | | | |
| Machine Guarding | Physical Plant/Labs | | | |
| Medical Consultation and Examination | Physical Plant/Labs | | | |
| Personal Protective Equipment | Physical Plant/Labs | Drafted | | |
| Powered Industrial Trucks | Physical Plant | | | |
| Reporting and Recording | Campus-Wide | | | |
| Respiratory Protection | Physical Plant/Labs | Drafted | | |
| Silica Management | Physical Plant/Labs | Drafted | | |
| Drinking Water Monitoring Program | Campus-Wide | | | |
| Fleet Safety | Physical Plant | | | |
| Contractor Management Safety Procedures | Physical Plant | | | |

G. POST - CONSTRUCTION AND EXISTING BUILDING RENOVATIONS

HUB: No change on this item.

H. ATTACHMENTS

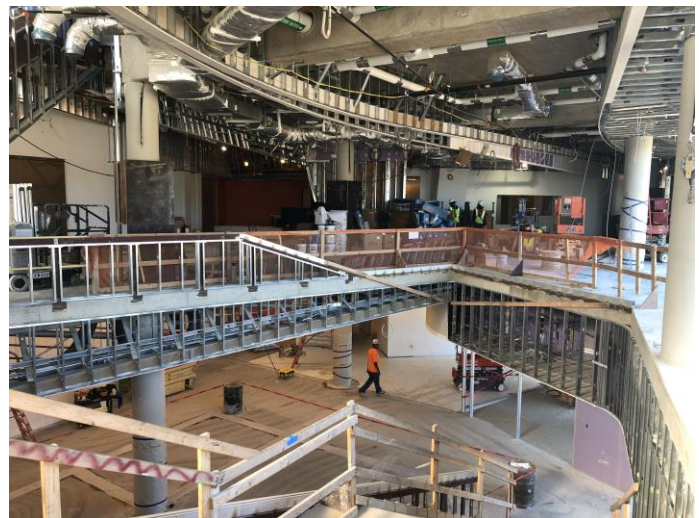
1. Project Photos

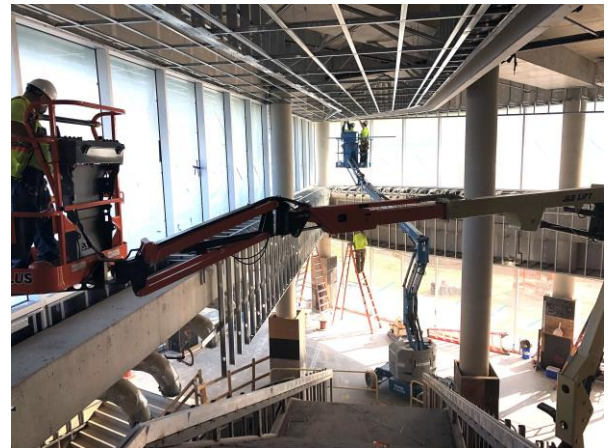
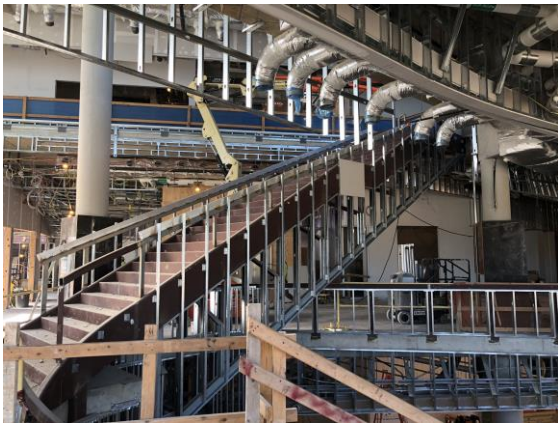
STUDENT SERVICES BUILDING



1st level lobby looking to
Recruitment

2nd level lobby
looking down
to 1st floor
atrium





Rain Gardens Between
Building and Library



HUGHES STADIUM TRACK AND FIELD REPLACEMENT



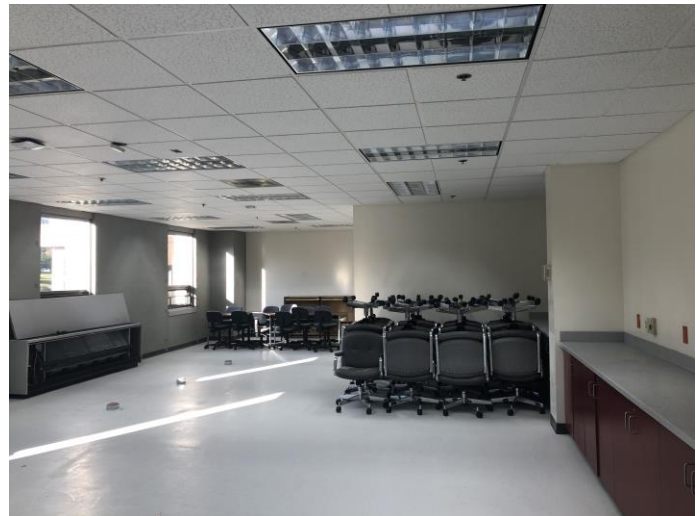
HEALTH AND HUMAN SERVICES



Focus Group Session with Design team,
Deans, Faculty, Students and Community



McMECHEN SURGE – ROTC:

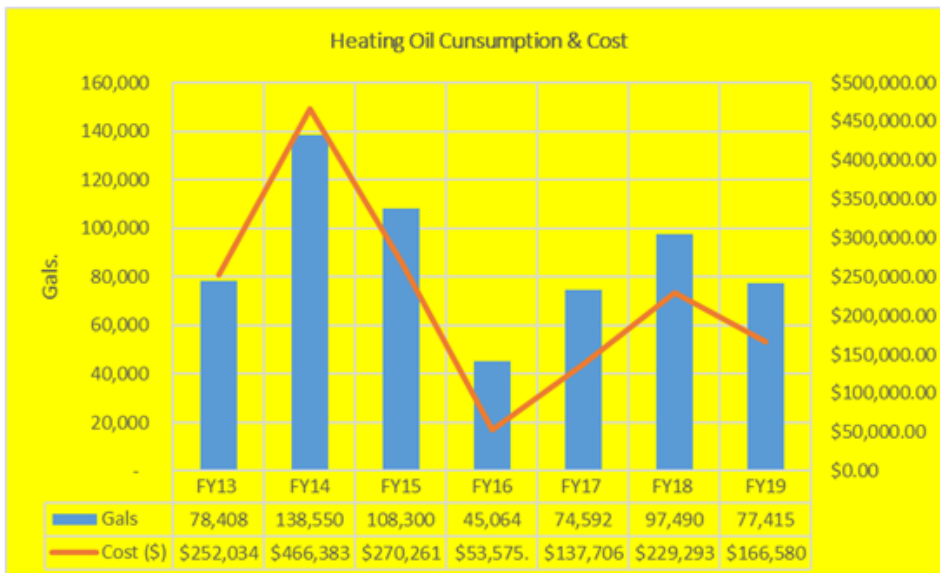
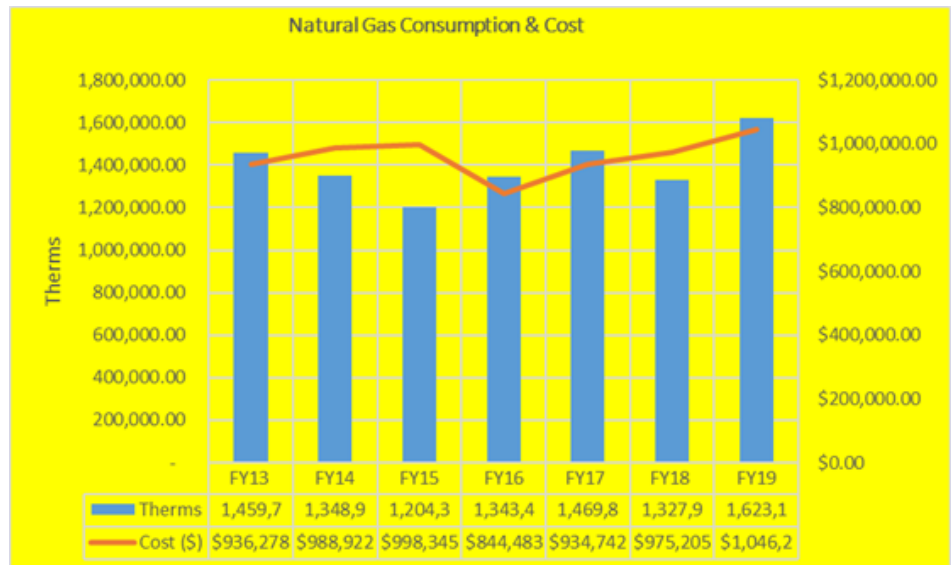
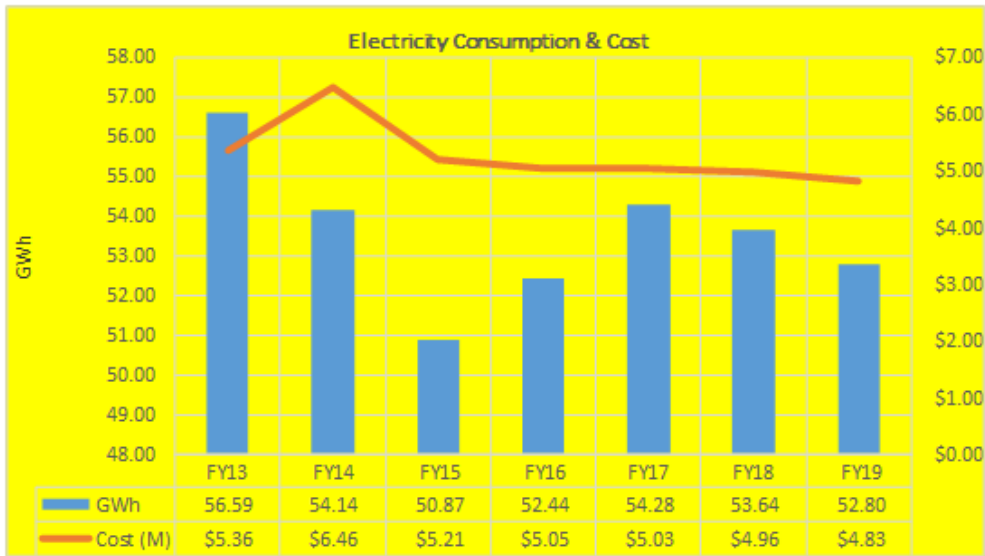


PUBLIC SAFTEY AT NORTHWOOD



PHYSICAL PLANT PROJECTS

Energy Consumption/Costs



**DEFERRED MAINTENANCE PROJECTS
SUBMITTED TO THE STATE**

| | |
|---------------------------------------------------------------------------------------|---------------------|
| FY 2020 PROJECTS | \$10,000,000 |
| • West Campus - South Parking Lot/Road and North/East Walls (Infrastructure) (design) | \$ 2,000,000 |
| • Fire Alarm Upgrades – Campus Wide | \$ 3,000,000 |
| • Direct Digital Control Automation – Campus Wide | \$ 3,000,000 |
| • Key Hall – Air Handling Unit #14 Replacement | \$ 1,400,000 |
| • Emergency Management Systems – Campus Wide | \$ 150,000 |
| • Fume Hood Maintenance / Replacement | \$ 1,000,000 |
| • Steam Line Repairs | \$ 500,000 |
| • ADA | \$ 500,000 |
| • <u>University Chapel - Matching Funds (project delayed – grant not received)</u> | <u>\$ 300,000</u> |
| TOTAL | \$11,850,000 |

| | |
|--------------------------------------------------------------------------------------------------------------|---------------------|
| FY2021 PROJECTS | \$10,000,000 |
| • West Campus - South Parking Lot/Road and North/East Walls (Infrastructure) (construction road / south lot) | \$ 4,000,000 |
| • Truth Hall Water Infiltration | \$ 2,000,000 |
| • Sprinkler and Similar Fire Safety System Upgrades | \$ 1,500,000 |
| • Security System Upgrades | \$ 1,500,000 |
| • Central Heating Power Plant – Condensate Polishers | \$ 250,000 |
| • Pool Repairs | \$ 1,500,000 |
| • ADA Work Continues | \$ 1,500,000 |
| • University Chapel - Matching Funds (project delayed – assumes grant received) | \$ 300,000 |
| • <u>PEARL – Attic Insulation</u> | <u>\$ 50,000</u> |
| TOTAL | \$12,450,000 |

**CAP FIN HBCU
DEFERRED MAINTENANCE PROJECTS**

| | |
|----------------------------------------------------------------------------------------------------|--------------------|
| | \$7,850,000 |
| • Dixon Lab Renovations | \$3,107,275 |
| • Roof Replacements (Portage Ave, Harper Tubman, Baldwin Hall, Cummings Hall, Rawlings, Blount) | \$1,697,793 |
| • Baldwin Sewer Repairs | \$ 59,675 |
| • McMechen Cooling Tower | \$ 81,685 |
| • Murphy – Electrical/Lighting Controls | \$ 383,299 |
| • Blount / Rawlings HVAC Units | \$ 650,000 |
| • Carter Grant Wilson (HVAC/Pipe Replace, Pipe Insulation) | \$ 257,505 |
| • Portage Ave – Elevator Upgrade | \$ 167,250 |
| • Murphy Fine Arts Chiller | \$ 114,000 |
| • Truth Hall - TBD | |



Division of Research and Economic Development

**Report to the Morgan State University Board of Regents – November 5, 2019
Reporting Period: July 1, 2019 – September 30, 2019**

**Dr. Willie E. May
Vice President for Research & Economic Development**



Contents

| | |
|-------------------------------------------------------|----|
| I. INTRODUCTION | 2 |
| II. BUSINESS DEVELOPMENT | 3 |
| III. TECHNOLOGY TRANSFER & ECONOMIC DEVELOPMENT | 5 |
| IV. RESEARCH INNOVATION & ADVOCACY | 7 |
| V. D-RED RESEARCH PROGRAM HIGHLIGHTS..... | 9 |
| PEARL Program Summary | 9 |
| GESTAR Program Summary | 10 |
| ASCEND Program Summary | 11 |
| CAP Center Program Summary | 12 |
| Industrial Hemp Program Summary..... | 12 |
| Rocketry Challenge Program Summary | 13 |

I. INTRODUCTION

The Division of Research and Economic Development (D-RED) focuses on promoting excellence in research activities and scholarship such as facilitating creative and collaborative research opportunities by:

- Enhancing Technical Capacity to increase External Funding from major public and private funding sources,
- Ensuring Compliance with all applicable laws and regulations related to the responsible conduct of research, and
- Facilitating the Commercialization of Faculty Generated Intellectual Property and Community Engagement

D-RED serves as the initial point of contact for Companies, Federal and State Agencies, interested in connecting or exploring collaborations with the Morgan State University (MSU) research enterprise.

- Immediate Goal: A sustainable \$50 million in sponsored research income
- Increased faculty and student research activities
- Increased intellectual property development and technology transfer

We have achieved R2 status – a key milestone articulated in the President's 2011 - 2021 Strategic Plan for Morgan. D-RED's focus now is to improve our systems and processes to support the continuous growth of Morgan's stature within the nation's higher education research community.

II. BUSINESS DEVELOPMENT

OFFICE of SPONSORED PROGRAM & RESEARCH ADMINISTRATION

Overview

In the Division of Research and Economic Development (D-RED), the Office of Sponsored Programs and Research (OSPR) has responsibility for pre-award and some financial post-award administration. As a service unit, OSPR's primary mission is to provide the following core services to faculty and the research administration community at Morgan: receive and review awards; prepare and issue outgoing subaward agreements under MSU sponsored project awards and other related agreements; serve as liaisons with sponsors for non-financial award management matters, such as approval requests, continuation, renewals, no-cost extension and changes in PI; and provide subrecipient monitoring oversight.

OSPR is also responsible for research compliance and regulatory matters related to sponsored research, including Institutional Review Board (IRB) for the protection of Human Subjects, and Research Integrity and Export Controls. Additionally, OSPR conducts a variety of training for the MSU research community and generates specific management reports regarding sponsored projects.

Activities & Accomplishments

Morgan received **\$15,294,951M** in awards, subawards, contracts and grants during the first quarter of FY20.

Awards Received by Operating Unit

| | | (\$) Awarded |
|--------------|-----------------------------------------------------|------------------------|
| D-RED | Division of Research and Economic Development | 4,958,645* |
| SCMNS | School of Computer, Mathematical & Natural Sciences | 4,719,020 |
| D-AA | Division of Academic Affairs | 3,127,606 |
| SOE | School of Engineering | 1,266,369 |
| SCHP | School of Community Health & Policy | 490,059 |
| SOSW | School of Social Work | 444,810 |
| CLA | College of Liberal Arts | 288,442 |
| Total | | \$15,294,951 |

* A significant portion of the funding is for interdisciplinary research involving multiple schools.

Awards Received by Sponsor/Agency

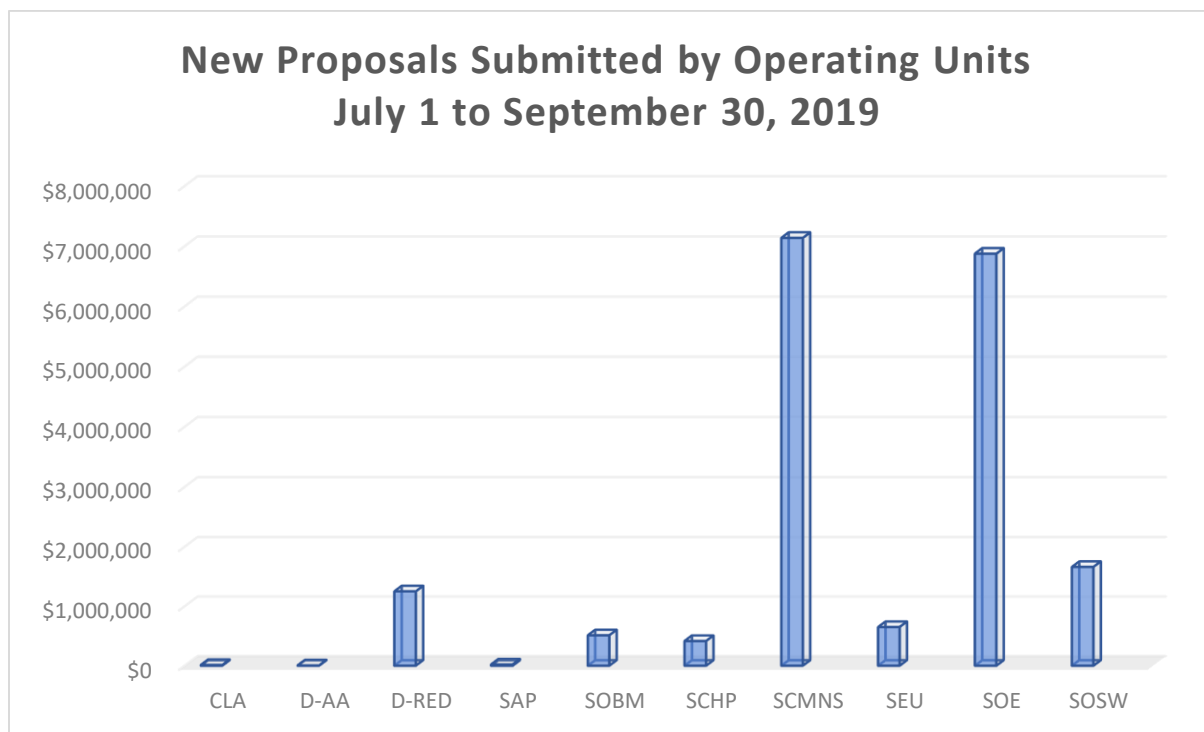
| | | # | (\$) Awarded |
|--------------|---------------------------------------------|-----------|---------------------|
| NIH | National Institutes of Health | 9 | 8,338,191 |
| DoEd | Department of Education | 2 | 3,127,606 |
| NSF | National Science Foundation | 4 | 1,691,217 |
| SoM | State of Maryland | 9 | 1,080,562 |
| DoD | Department of Defense | 2 | 275,000 |
| NASA | National Aeronautics & Space Administration | 4 | 267,117 |
| NSA | National Science Foundation | 2 | 185,334 |
| DoT | Department of Transportation | 2 | 172,796 |
| Other | Other Sponsors | 3 | 122,128 |
| DoC | Department of Commerce | 1 | 35,000 |
| Total | | 38 | \$15,294,951 |

So far, in FY20, Morgan OSPR has processed **43 proposals, contracts and awards** requesting \$18,536,560 from 10 Morgan State University Operating Units.

New Proposals Submitted by Operating Unit

| | | # Proposals | (\$) Requested |
|--------------|------------------------------------------------------|-------------|---------------------|
| CLA | College of Liberal Arts | 1 | 11,576 |
| D-AA | Division of Academic Affairs | 1 | 5,000 |
| D-RED | Division of Research & Economic Development | 6 | 1,250,045 |
| SAP | School of Architecture & Planning | 1 | 20,951 |
| SBM | School of Business & Management | 1 | 511,615 |
| SCHP | School of Public Health & Policy | 1 | 415,250 |
| SCMNS | School of Computer, Mathematical, & Natural Sciences | 15 | 7,137,596 |
| SEUS | School of Education & Urban Studies | 3 | 649,558 |
| SoE | School of Engineering | 11 | 6,874,971 |
| SoSW | School of Social Work | 3 | 1,659,998 |
| Total | | 43 | \$18,536,560 |

New Proposals Submitted to Sponsor/Agency



Restricted Funds Accounting Report

EXPENDITURES: For FY20, Morgan State University accrued **\$ 6,150,000** in expenditures from external grants, contracts and cooperative agreements.

III. TECHNOLOGY TRANSFER & ECONOMIC DEVELOPMENT

Overview

The Office of Technology Transfer (OTT) assists faculty, staff members, administrators, and students with intellectual property issues resulting from their research discoveries, and other scholarly and creative activities. It exists to foster the creation of innovative technologies and to manage those technologies and other intellectual property for the benefit of the University and the public.

The OTT provides assistance to MSU faculty on such issues as patent applications, trademarks and copyrights, and other forms of intellectual property. There are many commercialization options, and the OTT has experience in managing the complexities of technology transfer. The goal is to make the processes of invention disclosure, patent application, marketing and eventual commercialization as seamless as possible.

Innovation Works

Through its Innovation Works Programs, OTT cultivates and advances innovations towards commercialization, to foster public benefit and economic development. The table below provides a summary of the I-Works Awards for FY 2019. Twenty-one I-Works Program Awards were provided to ten different departments/units and six schools/divisions.

| Innovation Works: FY 2019 Program Awards | | | | |
|------------------------------------------|---------------------------|-----------------------|------------------------------------------------|------------------------------------|
| | Grant Type | Awardee | Short Title of Project | Dept. (School/Division) |
| 1 | Prototype Grant | James Hunter | Storm Water Utility Management System | Civil Engineering (SOE) |
| 2 | Prototype Grant | Md Rahman | Melanoma Detection | Computer Science (SCMNS) |
| 3 | Small Tech Transfer Grant | K.Aslan; G. McLemore | Treatment of Gout: Uric Acid Decrystallization | Civil Eng. (SOE); Biology (SCMNS) |
| 4 | Prototype Grant | Ramesh Budhani | Sensors for Macromolecules | Physics (SCMNS) |
| 5 | Prototype Grant | Kadir Aslan | Improved Seed Germination Speed & Viability | Civil Engineering (SOE) |
| 6 | Prototype Grant | LaPortia Davis | Improved Diabetic Footwear | Family & Consumer Sci. (SEUS) |
| 7 | Small Tech Transfer Grant | Ming Liu | Chesapeake PEARL Oysters: Shell Traits | PEARL (Research) |
| 8 | Prototype Grant | Seong Lee | Biomass System Feedback Control | Industrial & Systems Eng. (SOE) |
| 9 | Prototype Grant | Viji Sither | Cyanobacterium Bioproducts/Nutraceuticals | Biology (SCMNS) |
| 10 | I-Works Community | Amber DeMarr | Aquaculture Community Technology Transfer | Pearl (Research) |
| 11 | Small Tech Transfer Grant | Simon Nyaga | Pancreatic Cancer Diagnostic | Biology (SCMNS) |
| 12 | Prototype Grant | S. Lee; A. Willoughby | Torodial Combustion Chamber for SVE | Industrial & Systems Eng. (SOE) |
| 13 | I-Start Center | Lorece Edwards | Social Risk Assessment - CHARM Center | Behavioral Health Sciences (SCHP) |
| 14 | Small Tech Transfer Grant | Kofi Nyarko | LightTrax: LED Networking System | Electrical and Computer Eng. (SOE) |
| 15 | Small Tech Transfer Grant | Tim Akers | Rapid Prevention On-Demand Services | SCHP/Research; SOE; SBM |
| 16 | Prototype Grant | Thomas Idhe | Shoreline Oyster Seeding Appartus | PEARL (Research) |
| 17 | Prototype Grant | Yucheng Lan | Nano-Cone Biosensor Arrays | Physics (SCMNS) |
| 18 | Opportunity Grant | LaPorchia Davis | Footwear Commercialization Pathway | Family & Consumer Sci. (SEUS) |
| 19 | Prototype Grant | Seong Lee | Refrigeration, Holding & Transport System | Industrial & Systems Eng. (SOE) |
| 20 | I-Works Community | Marvin Perry | Morgan Community Mile Tech./Innovation | MCM (Research) |
| 21 | Small Tech Transfer Grant | Tim Akers | Pulmonary Vest for Electro-Sonic Treatment | SCHP/Research; SOE; SBM; SEUS |

External Funding for Innovation Development: Since its establishment, the OTT has assisted faculty in the development of proposals based on Morgan innovations. In these instances, I-GAP funding has provided critical seed funding to support early-stage proof-of-concept projects and prototype development. So far, OTT efforts have assisted faculty in securing over \$1 million in total awards for technology development from entities such as: TEDCO/MII (Storm Water Management, LED Lighting); MIPS (Heating System, SV Engine); NSF/SBIR (CykloBurn Scale-up); and NOAA and Maryland Sea Grant (Maryland Oyster Development).

Intellectual Property Policy and Procedures Update

The OTT has completed its work in development of a new comprehensive Intellectual Property Policy. With guidance, review and approval from the Office of General Counsel, as well as review, input and approval from the University Council and unions, the policy is being submitted to the Board of Regents for approval. Once approved, and in accordance with the new policy, the OTT will update Morgan's Procedures for Intellectual Property and Technology Transfer.

Conflict of Interest Committee Update

The Conflict of Interest Committee (CoIC) was established in October 2018 in accordance with the University's Conflict of Interest Policy. The OTT provides leadership and administrative support of the committee's work. In the past year, the CoIC has:

- Web-Posted: the Conflict of Interest in R&D Policy; Procedures for CoI in R&D; and the CoI Disclosure Form
- Briefed the University Council
- Briefed the President's Extended Cabinet
- Developed/Web-Posted: a One-Page CoI Process Description; a CoI Flow Chart Diagram
- Processed Morgan's First CoI in R&D Exemption Request (reviewed and approved within 60 days of submission to the Dept. Chair)
- Developed/Web-Posted Guidelines & Informational Materials for Faculty & Staff
 - Guidelines on Private Company Contracts and Grants
 - Guidelines on Appropriate Involvement in Start-ups
 - CoI Management Plan (Example Guidelines)
- Program for Employee Education and Training
 - CoI Educational Slide Deck (Web-posted)
 - Web-based Training Module (Under Development with CITI)
 - New Faculty Orientation Module (Under Development)
- Web-Posted: CoIC Meeting Summary Minutes; Upcoming Meeting Schedule

IV. RESEARCH INNOVATION & ADVOCACY

Overview

The Office of Research Innovation and Advocacy's primary function is to assist faculty in generating innovative research ideas and studies that can be developed into proposals for sponsored research outcomes. This year the office has focused significant attention on increasing Morgan's involvement with Maryland State Agencies.

Activities

During the first quarter of FY20, efforts have been focused on maximizing Morgan's benefits from State of Maryland Interagency Agreements. There is new legislation that obligates all State Agencies to direct 5% of their procurement services to the four (4) HBCUs in Maryland. Since January 2019, Morgan State University has been awarded three interagency agreements with the State of Maryland totaling more than \$2 million. These new agreements were between Maryland Department of Health and (1) the School of Social Work, (2) the Department of Psychology, and (3) Division of Research and Economic Development. The latter was negotiated and executed during the first quarter of FY20

- Maryland Medical Cannabis Commission (MMCC) – State of Maryland. The D-RED team, along with 33 faculty, staff, and administrators conducted the Commission's comprehensive evaluation of Growers and Processor applications. Over 200 applications were reviewed. Each application received three (3) independent reviews and was individually scored. Upon completing the application review, the MMCC publicly voted, and unanimously accepted, the evaluation results conducted by Morgan State University. The Commission was extremely

pleased with the results MSU reported and they publically hailed MSU's process in reviewing the applications as "*exceeding all expectations*" multiple times.

- In September 2019, the D-RED team organized and hosted the university first Quantum Computing Workshop in which IBM engineers introduced to over 60 faculty and students the evolution of IBM Q – the early stages for Quantum Computing. This early stage research positions MSU for building an infrastructure in the area of *Quantum Literacy*. To date, no HBCU in the nation, or mainstream academic institutions, have grounded a body of research focusing on Quantum Literacy. Our students and faculty will also be hosting the nation's first STEM EXPO entitled "*Quantum Literacy in the Quantum Age*" on November 9, 2019.
- Currently, the Research Innovation and Advocacy team is working with U.S. Department of Treasury representatives, and HUB Zone and Opportunity Zone private sector businesses, to introduce to HBCUs a strategy to integrate the various Executive Orders to help ensure HBCUs receive sponsored consideration.
- The Research Innovation and Advocacy team is continuing to work with significant numbers of faculty (staff and students) in need of capacity building for their research and university projects. These faculty members include, but are not limited to, biology, chemistry, physics, engineering, information science and security, social work, public health, global journalism, architecture and planning, education, and liberal arts, among others. In addition, our Division/team provides consultation and advice to businesses, federal and state agencies, philanthropic organizations, and community residents. Our services also extend to students who seek input.
- The team has worked with faculty across the University as well as stakeholders from the external community to develop a concept paper regarding the potential establishment of a new "Center for Urban Violence Prevention". If funded MSU will develop and disseminate solid scientific- and practice-based evidence to local communities, police and public health agencies and practitioners, social workers, schools, businesses, and mental health counselors by introducing core competencies, technologies, theory- and practice-based models, and data for violence intervention prevention programs and strategies to Maryland and the nation.

V. D-RED RESEARCH PROGRAM HIGHLIGHTS

PEARL Program Summary



Overview

The PEARL is an environmental and aquatic research laboratory that generates scientific knowledge through innovative, interdisciplinary environmental research. Embraces the public university's role in translating this knowledge to stakeholders for the benefit of the public; and inspires the next generation of scientists and environmentally-aware citizens through experiential learning opportunities, mentored research experiences, and environmental education. PEARL focuses its efforts on three major areas: Research, Education, and Public Service/Outreach.

Research Highlights

- **Oyster Genetics:** Dr. Ming Liu, PEARL Shellfish Genetics Researcher, has received funding for two projects to move forward his oyster genomics research program. One project is funded by Maryland Sea Grant (\$140,000 over two years) – this project is focused on developing a Maryland-specific oyster. The other project is a multi-institutional research project supported by the Atlantic States Marine Fisheries Commission (funds source: NOAA Fisheries) at \$4.4 million over five years to 12 institutions. MSU's share of this project is \$104,000 and involves developing superior oyster lines for Maryland using genomics approaches.



Dr. Ming Liu, PEARL Shellfish Genetics Researcher explaining research findings.

- **Environmental Economics:** Dr. Scott Knoche, PEARL Director has received funding for two projects to move Pearl's environmental economics research program forward. One project is funded by the Maryland Department of Natural Resources Chesapeake and Coastal Service (funds source: U.S. Fish and Wildlife Service) at \$130,000 over two years – this project involves performing a recreational boater needs assessment. The second project is a multi-institutional project supported by NOAA Sea Grant at \$1.6 million over three years. MSU's share of this project involves developing an economic impact analysis of salmon aquaculture.

Education Highlights

- **2019 Summer Intern Symposium:** The 2019 summer internship program concluded on August 8, 2019 with presentations by eight interns. Over 40 people, including friends of the PEARL and friends/families of the student interns, attended the event.

D-RED Interdisciplinary Research Program Summary

- **2019 PEARL Open House:** PEARL's best ever Open House was held on October 4, 2019 and attended by ~160 faculty, staff, alumni and friends. Attendees had the opportunity to: visit PEARL laboratories, interact with PEARL researchers, take part in an oyster-dredging expedition, view the PEARL oyster hatchery, and learn more about the important research and educational work being done at the PEARL. The keynote speech was given by the National Oceanic and Atmospheric Administration (NOAA) Chief Scientist Craig Mclean. His talk was very well received and plans are being made to initiate an annual NOAA Day at Morgan. Additionally plans are being made to invite Baltimore City Schools to attend next year's Pearl Day.



Vice President Willie E. May, President David E. Wilson, Richard Lacouture and Dr. Scott Knoche at PEARL Day celebration. Mr. Lacouture is retiring after 35 years of service.



GESTAR Program Summary

Overview

The GESTAR Cooperative Agreement is a NASA award to the University Space Research Association (USRA), Morgan State University (MSU) and other partners. GESTAR primarily supports NASA's Earth Science Division within the Science Mission Directorate. The GESTAR MSU program is comprised of 15 Goddard-based scientists and a 2-person program office. The program in the ninth year of funding continues to receive top marks from NASA for research. The combined value of GESTAR MSU tasks and grants held by GESTAR MSU researchers is \$24,960,305. This is an increase of \$3.1M over the starting value at the renewal in May 2016. NASA will be issuing a solicitation to award the next round of the program in 2021. Morgan and USRA plan to submit a proposal for continuance.

Awards, Publications and Presentations

- Dr. Xiaowen Li was recognized in September for Outstanding Performance in Science by the Goddard Earth Science Division's Atmosphere's award ceremony in September. She was cited for outstanding scientific research using sophisticated microphysical process to improve the understanding of interactive processes between clouds, precipitation and rain.
- Dr. Richard Lawford participated in the NASA Water Applied Science Program meeting in Portland in July. Dr. Lawford presented NASA's GEO Global Water Sustainability (GEOGLOWS) effort, which he leads for the space agency. GEOGLOWS is a multi-agency initiative combining efforts from NASA, NOAA, USGS and USAID under the United Nations' Sustainable Development Goals.

Future Plans

The GESTAR MSU Program team is continuing to improve its program management processes. We are also beginning to work with our USRA partner in preparation for the upcoming program rebid.



ASCEND Program Summary

Overview

ASCEND, a Student-Centered Entrepreneurship Development Training Model to Increase Diversity in the Biomedical Research Workforce," is cooperative agreement, funded by the National Institutes of Health (NIH). Its primary mission is to develop and evaluate new methods of health-related research training for undergraduate students, to further diversify the biomedical research workforce. The ASCEND program has started its 2nd phase and is in its 6th year.

To increase Morgan State's research capacity, ASCEND also implements faculty and institutional development interventions, such as offering pilot research grants, community-based participatory research mini-grants, and course redesign grants, to name a few.

Highlights

- **Student Presentations:** Twenty-eight (28) ASCEND Scholars and Student Research Center members will be presenting the results of their research at various forums in late October and mid-November, 2019. Of these, 25 will be presenting at the Annual Biomedical Research Conference for Minority Students (ABRCMS) in Anaheim, California, and 3 will present their research findings at the Society for Neuroscience (SfN) Conference in Chicago, Illinois.
- **Mentoring Workshops:** ASCEND regularly organizes mentoring workshops for those who mentor undergraduate students in their research. The most recent university-wide workshop was held in August 2019 and was attended by 54 mentors across career stages, of which 35 completed the evaluation. All 35 respondents (100%) agreed that attending the mentor training was a valuable use of their time, and their comments reflected their high opinion of the training.
- **Faculty Research Grants:** In the Academic Year 2018 -2019, faculty at the School of Computer, Mathematical, and Natural Sciences submitted over 65 grant applications, of which nearly 35 has been selected or recommended for funding. A substantial amount of this success is attributable to ASCEND's interventions.
- **Renewal:** ASCEND was renewed for another five years. The total amount of funding for this program over its two phases will be about \$40 million.

Replication of ASCEND: Other universities are interested in learning more about the ASCEND Training Model and replicating its methods. Dr. Payam Sheikhattari (Co-PI) and Ms. Gillian Silver (Program Manager) of ASCEND recently traveled to Hawaii to assist the Hawaii Pacific University to submit a grant to the NIH to replicate ASCEND's methods. Dr. Sheikhattari recently gave a talk about ASCEND's methods at the University of Michigan and they are also very interested in replicating ASCEND's methods.



ASCEND Scholars at the 2018 Annual Biomedical Research Conference for Minority Students (ABRCMS) in Indianapolis, Indiana.

CAP Center Program Summary



Overview

The Center for Cybersecurity Assurance and Policy (CAP) is the home for the CREAM Lab (Center for Reverse Engineering and Assured Microelectronics of the School of Engineering) and involves additional contributions from the School of Computer, Mathematical and Natural Sciences and the School of Business.

Acknowledging the convergence of disciplines and industries driven by the Fourth Industrial Age, the CAP Center will broaden its focus to address the grand challenges facing the United States as this digital-physical environment continues to grow. To meet these challenges, reverse engineering of IoT related threats would be the primary technology research area for insight, solutions and commercialization. Broader thought leadership in the legal, policy, and economic, social and

psychological issues impacting the future of the Fourth Industrial Age will be part of the CAP Center's journey.

Program Update

- In the late Spring 2019 semester, we received two new DoD Cybersecurity Scholarships and one new National GEM Fellowship. We are in year three of our NSA Summer Research Program, where several students, spent 8 weeks conducting research at the Laboratory of Telecommunication Sciences. Their internship culminated with a presentation given to an audience that included NSA leadership.
- On September 9, 2019 seven CAP/CREAM Doctoral Scholars gave technical presentations to NSA research staff at the Fort Meade location. According to Dr. Eric Clemons, NSA Senior Executive Academic Liaison for Morgan State University, the presentations were very well received. Later in the afternoon, one of our students, **Khair Henderson** interviewed with two advanced cybersecurity research groups and will be receiving conditional offers from both groups. Further, NSA will be requesting interviews with four of our other scholars. Future employment with the sponsor is a condition of the DoD Cybersecurity Scholarship, and as such, **Asia Mason** will be joining a capabilities group at NSA immediately after graduation.
- Our National Institute of Standards and Technology partners are providing funding to support several of our permanent resident scholars. They are in the process of vetting NIST research staff to serve both as mentors and on the student's dissertation committee.
- A pipeline of students from Freshmen-to-Doctorate that leverages Dr. Carl White's Pre-Accelerated Curriculum in Engineering (PACE) program has been created. This Fall semester, nine of the top entering ECE Freshmen from the PACE program will participate in a cybersecurity training and mentoring program to acclimate them to the type of research conducted in the CAP Center.

Industrial Hemp Program Summary

Overview

Morgan State University (MSU) has established an industrial hemp program that integrates educational, laboratory-based research, collaborative research with Maryland Growers, and measurement services components. During the summer we collaborated with 13-Growers in the State's first ever Pilot Program. Results from that collaboration will be provided in next quarter's report.

Rocketry Challenge Program Summary

Overview

According to a report by Bank of America Merrill Lynch, the commercial space industry is expected to become a \$2.7 trillion economic sector by 2050. This growing new industry sector faces significant challenges in recruiting a diverse workforce. Base-11, a STEM workforce and entrepreneur acceleration company on a mission to build a sustainable middle class in America, has partnered with Sigma Pi Phi Fraternity to launch a competition intended to equip at least one HBCU with a robust, long-term student rocketry program that will enable that HBCU to work with industry to provide in-demand aerospace talent and launch new innovations that will harness space as the new frontier.

In addition to our launch commitments, we also have a long- term commitment to build an Aeronautical Engineering Program that will memorialize and amplify Base 11’s initial \$1.6M investment. To this end, Morgan has already established a four article Memorandum of Cooperation with Purdue University’s School of Aeronautics and Astronautics to support us in accomplishing our launch commitments as well as assisting us in the establishment of an Aerospace Engineering Program at Morgan. Specifically, we have agreed to the following:

- A. Collaborative Learning, Teaching and Research activities themed around Base11 Space Challenge and Rocketry program. This activity will be aimed towards developing capabilities at Morgan State University to build liquid-fueled rockets that can reach 150,000 feet by 2022. Morgan State University will provide support for Purdue University’s efforts within a specific activity agreement to be developed.
- B. Collaborative activities aimed at developing a dual BS degree program between Morgan State and Purdue University’s School of Aeronautics and Astronautics.
- C. Collaborative activities aimed at developing a combined BS/MS program between Morgan State and Purdue University.
- D. Other mutually agreed educational or research programs, which may include but not be limited to Undergraduate and Graduate Student Exchange and Faculty Exchange.

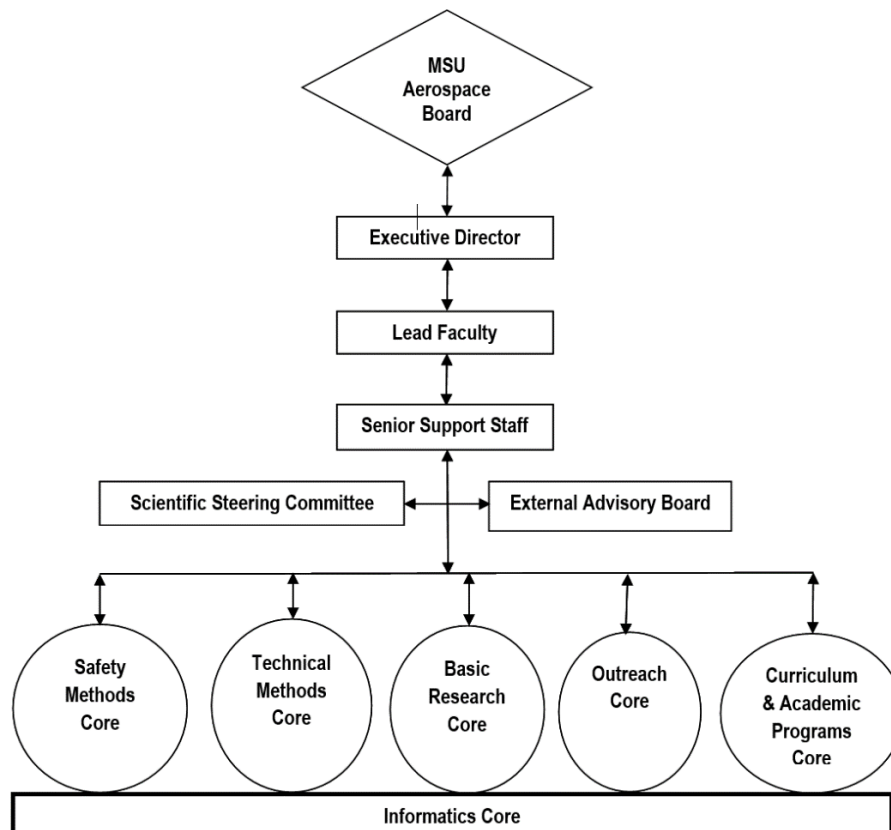


- Initiated by \$1.6 M grant from Base 11 Foundation
- Goal to launch liquid fuel rocket to 150,000 feet by 2022; assist Purdue University in launching to ~330,000 feet (the edge of space) by 2022
- New undergraduate and graduate degree programs in Aerospace Engineering being initiated in partnership with Purdue University.

We also have a commitment for a collaboration with the Johns Hopkins University Fuel Energetics Group (one student interned there during summer 2019) and talks have begun as well with several other aerospace companies for support of our Rocketry Program.

The Program Structure shown below centered around a term-appointed Executive Director was initially proposed for Leading Morgan’s new Rocketry Program and executing the Terms of our Agreement with Base11.

Fig. 1: Proposed Organogram of Morgan State University Aerospace Leadership and Workforce Development Program



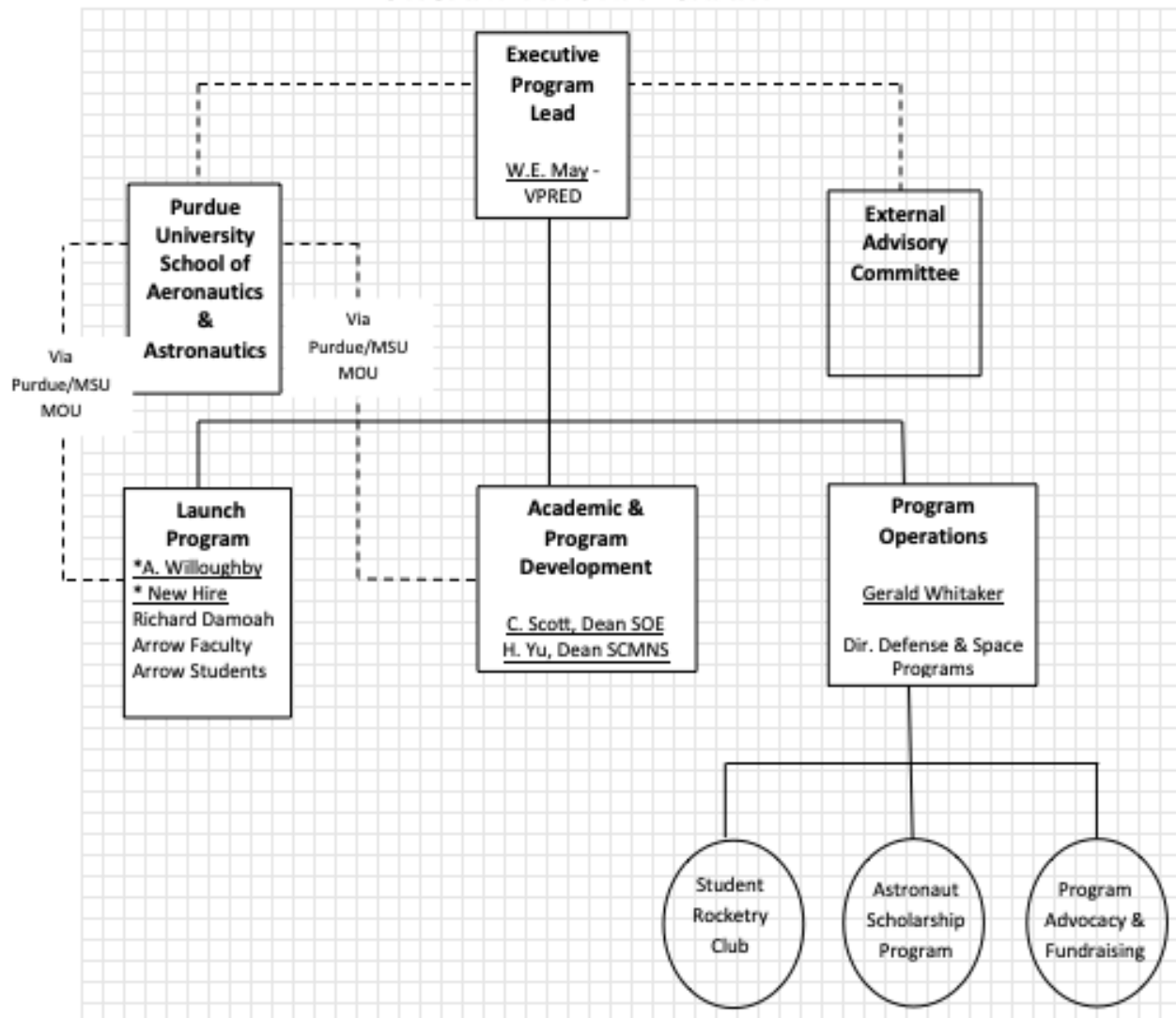
We moved forward with the search for an Executive Program Director and identified an excellent Candidate for that function. However, the candidate, after some thought decided to not to move forward.

After 6-months of deep thought, we are convinced that a program that incorporates the Rocketry Program within the existing administrative infrastructure of the University will be more efficient, effective and sustainable. We present that structure and an explanation of the roles and responsibilities of the key players below.

New Organizational Structure

The Vice President of Research and Economic Development at Morgan oversees all research efforts that span two or more Schools. Hence the Rocketry Program was placed there along with Morgan’s Cyber Security Center, ASCEND Biomedical Research Center, and Industrial HEMP Program. The Incumbent in this position came to Morgan after leading research efforts at the National Institute of Standards and Technology (NIST) for more than three decades.

PROPOSED MORGAN ROCKETRY PROGRAM ORGANIZATIONAL CHART



External Advisory Committee

The VP for Research for Research and Economic Development would be counseled by an External Advisory Committee that would meet twice a year to monitor progress and make suggestions on the current state of the program and concur/make comments on the immediate way forward.

Purdue University School of Aeronautics and Astronautics

A Memorandum of Cooperation has been established between Morgan State University and Purdue University for collaborative support for the School's mutual Base11 launch commitments and for implementation of two joint Morgan/Purdue degree programs.

Launch Program

The effort to accomplish Base11 launch commitments would be led by a current Morgan Faculty Member with prior expertise in rocket propulsion. His 4-course teaching load Professor will be reduced to two courses to allow more attention to this project. One of the two courses will be on Rocket Propulsion. A new Ph.D. graduate from a tier-1 University Rocketry Program will be recruited to work with the Morgan lead Professor, Chris Nilsen and Dr. Scott Meyer from the Purdue's Zucrow Laboratories, in leading the launch efforts. The new hire will also contribute to the academic program in the school of Engineering as well. Morgan "Arrow Team Students" and will be involved in launch activities.

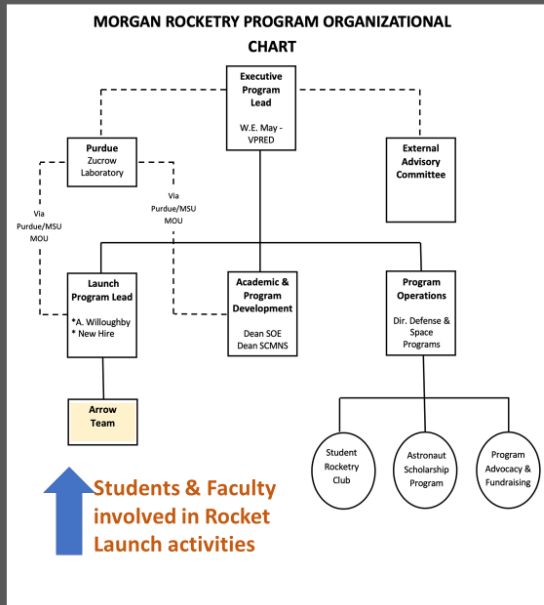
Program Operations

Mr. Gerald Whitaker, Morgan's Director for Defense and Space Programs will assist Dr. May with overall Program Leadership and be responsible for Programs Operations that would include supervision of

- Morgan's Student Rocketry Club (MSRC) – Membership will be relatively open and extended to any Morgan or Baltimore area high school Students who express a grass roots interest in Rocketry. We plan to establish a local chapter of SEDS (Students for the Exploration and Development of Space) to influence the direction of this student club.
- Morgan has gained membership in the Astronaut Scholarship Program. The Foundation that administers that program has as its mission "to aid the United States in retaining its world leadership in technology and innovation by supporting the very best and brightest scholars in science, technology, engineering and mathematics while commemorating the legacy of America's pioneering astronauts". Mr. Whitaker will oversee the process for selecting two Junior/Senior Arrow Students to compete in a national competition that offers scholarships of up to \$10,000 annually. Morgan is currently the only HBCU participating in the Program.
- Program Advocacy and Fundraising efforts. Mr. Whitaker will work with Dr. May to promote Morgan's new Rocketry and Aerospace Research efforts and seek sponsorship to support the program over the longer-term.

New Academic Programs

- In collaboration with Purdue, Morgan will develop a 2+2 BS program and 4+1 MS program in Aerospace Engineering. Deans Craig Scott of the Morgan's School of Engineering and Hongtao Yu of Morgan's School of Computer, Mathematical and Natural Sciences, will oversee this new academic program development in collaboration with Dr. Alina Alexeenko, Associate Dean for Undergraduate Education, Professor of Aeronautics and Astronautics, College of Engineering, Purdue University.



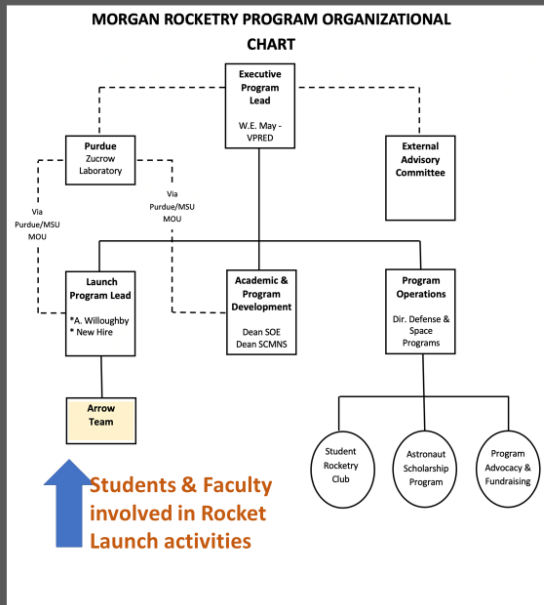
ARROW Team

Aerospace Rocket Research for Opportunities in the Workforce

Selection Criteria

General

- Commitment to consistently rise to the extraordinary challenge
- Willingness to work as part of a team
- Commitment to Morgan State University values of excellence, integrity, respect, diversity, innovation, and leadership



ARROW Team

Aerospace Rocket Research for Opportunities in the Workforce

Selection Criteria

Undergraduate Students

- Minimum of 15 course hours completed
- Minimum of 2.60 GPA for entry w/ 3.0 GPA expectation
- Demonstrated familiarity with or a genuine interest in rocketry, manufacturing, logistics & systems engineering, aerospace, propulsion, business, media or other relevant skills

Graduate Students

- Current Student in good standing
- Documented background in rocketry, manufacturing, logistics and systems engineering, aerospace, propulsion, business, media or other relevant skills for a rocketry team

MORGAN IS DESIGNATED AS MARYLAND'S PREEMINENT PUBLIC URBAN RESEARCH UNIVERSITY

D-RED makes this real by facilitating and encouraging increased:

- **Faculty engagement** in cutting-edge Research
- **Student participation** in faculty research and innovation activities
- **Involvement with the community** - having their needs drive a reasonable portion of our research - **Market Pull**
- **Technology transfer and creation of new businesses** in the community – **Lab to Market**

**MORGAN STATE UNIVERSITY
BOARD OF REGENTS
Finance and Facilities Committee
November 5, 2019**

INSTITUTIONAL ADVANCEMENT UPDATE

DEVELOPMENT

First quarter FY'20 outright and deferred gifts and income from sponsorships total \$1,955,584. The largest corporate was \$993,172; the largest foundation gift was \$75,000 and the largest individual gift was \$50,000.

Major and Planned Gifts

The Office of Development continues to plan, coordinate, and implement major donor and corporation-foundation giving programs to meet Morgan's fundraising goals and to cultivate, solicit, and steward individual and institutional donors at the \$10K-plus giving level. Recent awards of note include \$99,000 from Lockheed Martin providing funding to the School of Engineering for student scholarships and programs; and combined grants from Travelers for \$993,172 for the Travelers EDGE program in the School of Business & Management's Graves Honors Program and the School of Computer, Mathematical & Natural Sciences' Actuarial Sciences program.

The following FY'20 gifts, pledges, and planned gifts at the \$10K-plus giving level have been received since the last report:

| <u>Donor</u> | <u>Fund</u> | <u>Gift Amount</u> |
|------------------------------------------------------------------|-------------------------------------------------------|--------------------|
| The Travelers Companies, Inc. | GSBM Honors & SCMNS Actuarial Sciences, SAMS; Gala | \$993,172.00 |
| IBM | Entrepreneur Development and Assistance Center (EDAC) | 111,343.00 |
| Lockheed Martin Corporation | Engineering Scholarships and Student Support | 99,000.00 |
| CACI, Inc. | Small Business Development Inst. / EDAC | 89,235.00 |
| SunTrust Mid-Atlantic Foundation | Small Business Institute | 75,000.00 |
| Stephanie D. Nellons | Center for Transportation Studies | 50,000.00 |
| Family League of Baltimore City | Community Health Needs Assessment, SCHP | 49,500.00 |
| BWE Regional Advertising Assoc. | Athletics Excellence Fund | 25,000.00 |
| Dominion Energy Charitable Foundation | George Abbe Fund / PEARL - Estuarine Research | 25,000.00 |
| Natl. Action Council for Minorities in Engineering, Inc. (NACME) | School of Engineering Scholarships | 18,500.00 |
| Baltimore Gas and Electric (BGE) | SGJC Communication Studies | 15,000.00 |
| National Consortium for Graduate Degrees | Stipends & Tuition | 15,000.00 |
| The PNC Financial Services Group | WEAA | 15,000.00 |
| Advancing Minorities Interest in Engineering (AMIE) | HBCU Braintrust Scholars | 13,500.00 |
| Larry R. Ellis | General Larry R. Ellis Scholarship Fund | 13,400.00 |
| Lawrence J. Hinline | MSU Softball – Athletics | 12,000.00 |
| Class of 1973 | Change Makers Endowed Scholarship | 10,647.00 |
| Lawrence Anderson | Class of 1965 Endowed Scholarship Fund | 10,000.00 |

Proposals Submitted/Awarded – FY’20

| Operating Units | Submitted | Amount | Awarded | Amount | Pending | Amount | Declined | Amount |
|-------------------------------------|------------------|------------------------|----------------|------------------------|----------------|----------------------|-----------------|----------------------|
| Academic Affairs | 1 | \$ 12,000.00 | 1 | \$ 12,000.00 | | | | |
| Academic Outreach and Engagement | 1 | \$ 300,000.00 | | | | | 1 | \$ 300,000.00 |
| Architecture & Planning | | | | | | | | |
| Athletics | | | | | | | | |
| Business and Management | 11 | \$ 476,478.00 | 7 | \$ 597,742.00 | 3 | \$ 104,000.00 | 1 | \$ 25,000.00 |
| Community Health and Policy | 1 | \$ 49,500.00 | 1 | \$ 49,500.00 | | | | |
| Computer, Math and Science | 1 | \$ 243,172.00 | 1 | \$ 668,172.00 | | | | |
| Continuing and Professional Studies | | | | | | | | |
| Education and Urban Studies | 9 | \$ 405,000.00 | | | 7 | \$ 273,000.00 | 2 | \$ 132,000.00 |
| Engineering | 6 | \$ 229,500.00 | 6 | \$ 229,500.00 | | | | |
| Global Journalism and Communication | 1 | \$ 15,000.00 | 1 | \$ 15,000.00 | | | | |
| Graduate School | | | | | | | | |
| Information Technology | | | | | | | | |
| Interdisciplinary | | | | | | | | |
| Institute of Urban Research | 2 | \$ 60,000.00 | | | 2 | \$ 60,000.00 | | |
| Liberal Arts | | | | | | | | |
| Morgan Community Mile | | | | | | | | |
| Research and Economic Development | 1 | \$ 25,000.00 | 1 | \$ 25,000.00 | | | | |
| Social Work | | | | | | | | |
| Student Affairs / Academic Affairs | | | | | | | | |
| Scholarships | | | | | | | | |
| Total | 34 | \$ 1,815,650.00 | 18 | \$ 1,596,914.00 | 12 | \$ 437,000.00 | 4 | \$ 457,000.00 |

Annual and Planned Giving Program

The Annual Fund solicits some 30,000 individuals, including alumni, faculty, staff, board members, and friends via phone, face-to-face, mail, and email programs. Through this effort, Morgan ended FY’19 with a 15% alumni giving rate. Morgan’s alumni giving rate continues to be the highest in the state and the highest amongst HBCUs reporting to the CAE VSE (Council for Aid to Education Voluntary Support for Education) survey. The FY’20 solicitation program kicked off in October and will continue throughout the end of the fiscal year. Alumni giving totals will be calculated through the end of FY’20.

The Office of Development continues to market a planned giving program to a portfolio of 5,000-plus mature alumni. Since the inception of Morgan’s Planned Giving Program in FY 2011, some \$3 million has been raised in deferred gift commitments from Morgan alumni and friends who have notified us that they have made provisions for Morgan in their estate plans.

Upcoming Events

November 28, 2019

Morgan Takes Manhattan

Anticipated Attendance: 100

April 2, 2020
Annual Scholarship Luncheon
University Student Center
Anticipated Attendance: 250

May 1, 2020
Annual Golf Tournament
Anticipated Attendance: 175

May 7, 2020
Annual Legacy Society Dinner
Anticipated Attendance: 25

ALUMNI RELATIONS

Class Agents Meeting

We held our fall Class Agents meeting on Saturday, September 21, 2019 at 10:00 a.m. There were twenty-eight (28) Class Agents in attendance and eight (8) who participated by conference call. The focus of the meeting was to discuss ways of getting their classmates involved, provide the Alumni Relations office with updated address information for their classmates, prepare for their various reunions, and to encourage their classmates to become a member of the MSU Alumni Association. We also encourage them to give a gift every year to the Foundation in an effort to support the University and assist with increasing our alumni participation rate.

Morgan on the Vineyard

Morgan on the Vineyard is an annual gathering of Morgan Alumni, Friends and Family on Martha's Vineyard in August to reconnect old relationships, build new relationships, and support our beloved Morgan State University and experience the Vineyard.

The inaugural Morgan on the Vineyard event was held in August 2018 and featured a reception attended by David Wilson, President of Morgan. Dr. Wilson provided attendees with a State of the University, extolling the success and growth of Morgan. The reception was hosted by Greg Jones '79 and Lauren Jones.

The 2019 Morgan on the Vineyard Week was another success, raising \$100,000 for Dear Morgan. See link to story: <https://news.morgan.edu/vineyard/>.

Morgan on the Vineyard 2020 will take place during the week of August 1–8, 2020. As in prior years, the week will include numerous activities for Morganites and friends to re-connect and meet new ones, experiencing the Vineyard and supporting our Dear Morgan State. The reception with Dr. Wilson will take place on Thursday, August 6, 2020.

Additional information and updates on activities during the week of August 1–8 will be forthcoming and shared with registered attendees. There is no cost to register, attend or participate in Morgan on the Vineyard. We trust you will come prepared to help us exceed the \$100,000 we raised in 2019.

In addition to the reception with Dr. Wilson on August 6, 2020, a list of activities will be shared weeks prior to the Morgan on the Vineyard Week.

If we have your updated email address, you should have received the necessary information to register for the event. If not, to register and for more information, please visit www.morganonmv.com.

2019 Homecoming Activities

Welcome to Our Alumni

This year, at the Sheraton Baltimore North, our 2019 Homecoming host hotel, we welcomed each of our alumni with two (2) Welcome Stand-Up Banners, welcome packets, decoration for the front desk, and the lobby. We also gave each guest a special gift.

Alumni Business Meeting

On Friday, October 11, 2019, the MSU Alumni Association held its Annual Homecoming Business Meeting. During that meeting, we chartered one (1) new Alumni Chapter, The South Hampton Roads Alumni Chapter. In addition, Dr. Wilson attended and presented to the group his “State of the University” address. He also took questions from the audience.

Chapters and Class Recruitment Tent

The MSU Alumni Association, along with the chapters and one class, had tables under the Alumni Chapters and Class tent in the rear of Hurt Gymnasium during Homecoming to recruit new members, collect address updates, and dues. Those who participated included the Howard County Alumni Chapter, Pi Chapter, Pre-Alumni Council, ROTC Alumni Chapter, and the Class of 1979.

Undergraduate Admissions and Recruitment Chapter Recognition Ceremony

During the reception, following the Alumni Business Meeting, the Office of Undergraduate Admissions and Recruitment presented Admissions Appreciation Awards to some of the Alumni Chapters who have consistently assisted them with their new student recruitment efforts.

Life Members Reception

The MSU Alumni Association held a reception for all of its Life Members on the morning of Homecoming, October 12, 2019, from 9:00 a.m. to 12:30 p.m. in the University Student Center, Ballroom B.

Classes and Alumni Group Brunches – Saturday, October 12th

The following classes and alumni groups held brunches during Homecoming:

Class of 1966 33rd Annual Homecoming Brunch –

University Student Center, Ballroom AD; 8:00 a.m.–1:00 p.m., Cost: \$25

Class of 1969 Annual Homecoming Brunch Celebration –

University Student Center, Room 212; 10:00 a.m.–1:00 p.m., Cost: \$30.00

Class of 1970 Homecoming Brunch –

University Student Center, Room 210A; 9:00 a.m.–1:30 p.m.

Class of 1999 Homecoming Hospitality Suite, Celebrating 20 Years –

University Student Center, Room 210; 2:30 p.m.–6:30 p.m.

Alpha Kappa Alpha Delta Chapter Annual Homecoming Reception –

University Student Center, Room 315; 1:30 p.m.–7:00 p.m.

Alpha Kappa Alpha Sorority, Inc. Homecoming Suite –

University Student Center, Room 316; 1:00 p.m.– 4:00 p.m.

School of Global Journalism and Communication Studies –
University Student Center, Ballroom C; 9:00 a.m.–1:00 p.m.

Morgan Memories –
Calvin and Tina Tyler Ballroom; 10:00 p.m. – 3:00 a.m., Tickets - \$35.00 Per Person

Dr. Wilson and Chairman Mfume stopped by to greet those various classes and alumni groups.

Memorial Service

We had 173 deceased alumni, faculty, staff and students listed for recognition during our Annual Memorial Service. However, we only called the names of the deceased whose family members were present to light the candle for their loved ones. Those who did not have family members present, we lit one large candle in their memory.

Following the Service, there was a repast for those who attended the Memorial Service in the University Student Center, Ballroom A&B.

MEAC 2020

The MEAC Tournament will take place during the week of March 10–14, 2020 in Norfolk, VA. Our host hotel is the Norfolk Waterside Marriott.

We will be recognizing one of our distinguished alumni during the MEAC Conference. In addition, we will not be hosting an alumni reception during the Conference because, unfortunately, all of the Marriott's banquet rooms will be under construction.

OFFICE OF PUBLIC RELATIONS & STRATEGIC COMMUNICATIONS (OPRSC)

Media Relations

During the period spanning July 2019 to the first week of October 2019, OPRSC continued in its dissemination of information to internal and external audiences and pitched a number of positive Morgan-related stories to local, national and trade media. Chief among the positive media coverage and/or media opportunities generated during this time was an editorial board meeting with the *Baltimore Sun* newspaper and the subsequent articles that resulted from the meeting, including a front page article in the Sun about diversity and enrollment (see: [Trend Helps HBCU Grow](#)) and a positive opinion piece from the Sun's editorial board regarding Morgan's strategy for the future and plans to protect students (see: [Let Morgan Expand Its Police Force](#)). The Sun's diversity and enrollment article was also picked up by the *Washington Post*, as well as other major newspapers around the country.

Other prominent coverage included *The Chronicle of Higher Education*'s roundtable interview with Dean Anna McPhatter regarding budget management for her school; a submitted piece to *HBCU Times Magazine* regarding HBCUs as national treasures; radio interviews for President Wilson on two different SiriusXM UrbanView programs regarding the topic of 'Morgan on the Vineyard' and University momentum; *Hispanic Engineering Magazine*'s coverage of Morgan diversity and inclusion; Hughes Stadium upgrades which was covered in the *Baltimore Sun*, WBAL-TV 11, *Baltimore Business Journal* and HBCU Buzz; \$35-million in NIH funding which was picked up by *Baltimore Business Journal* and *Black Engineering Magazine*; and President David Wilson's op-ed which ran in the *Baltimore Sun* (see: [UB should merge with Morgan State University, not Coppin](#)). OPRSC also brought WJZ-TV 13 and WBAL-TV 11 film crews

onto campus to cover the first day of classes and to interview key administrators and student leaders about the positive steps being taken to enhance student safety on and off-campus.

OPRSC facilitated a unique media opportunity to showcase the National Treasure and our VP for Enrollment Management and Student Success (EMASS), Dr. Kara M. Turner. Maryland Public Television (MPT) broadcast live from Morgan's Academic Quad during its annual "Ways to Pay for College" special telecast (see: [Ways to Pay For College](#)). The one-hour show is affiliated with MHEC and provides students and their families with much-needed information on paying for college. OPRSC coordinated the full onsite production partnering with IT, Physical Plant and Property Control.

In the area of crisis communications, OPRSC had to respond to media requests focused on the unfortunate death of Morgan student Manuel Luis. OPRSC fielded numerous media requests from print and broadcast outlets from the Baltimore and DC markets and responded with a University statement. We are able to mitigate any on-campus reporting, redirecting all inquiries to the previously distributed statement. We were successfully able to shift the focus of the story through the strategic release of timely proactive communications highlighting Morgan's recognition of the issue and steps taken to enhance on and off-campus student safety. Included among these proactive communication measures were a series of email and social media communications to key university constituencies (students, faculty, staff, alumni, parents, and the surrounding community); communication urging City leaders to mobilize a strategy to collaboratively address safety beyond the campus (see: [Violence Around The Morgan Campus: A Request for a Summit](#)); and the production and release of three video messages. Two of the video messages featured a communication from President Wilson, while the third video featured safety tips from the chief of MSU Police and the vice president of Student Affairs. OPRSC crafted the messaging for all of the videos as well as oversaw the production, working in collaboration with the University's Digital Media Center. We also assisted the President with safety/security talking points and deck slides for the presentation presented at the annual Fall Town Meeting.

The following represents a sample of the positive original content created by OPRSC during this quarter:

News Releases

- Morgan State's PEARL Nets Nearly \$500,000 in Grants Furthering Aquatic Research to Support Chesapeake Bay Vitality
- National Science Foundation Continues Its Support of Morgan State University STEM Research With Nearly \$500K Grant Award
- Morgan State University Board of Regents Approves Plan to Build New On-Campus Student Housing
- Three New Fulbright Scholarships Awarded to Morgan State University Graduates, Raising the Total to 149, Foremost Among All HBCUs
- National Science Foundation Awards Morgan State University \$1.25 Million Grant to Increase Graduates with STEM Degrees
- National Institutes of Health Awards Morgan State University a Total of \$35 Million in New Grant Funding for Research
- Morgan MBA Students Selected for Inaugural Hennessy Fellows Program

Articles/Announcements

- Morgan State Athletic Director Joins CBCF Annual Legislative Conference Panel on the State of the Black Student-Athlete in America
- Second Annual 'Morgan on the Vineyard' Raises \$100,000 for Student Success and Retention

- Morgan's 'Voice of the Community' WEAA 88.9 Recognized by the Associated Press Broadcasters Association
- FACS Fashion Merchandising Students Benefit from Immersive Experience in Tokyo
- Morgan SA+P Students Touching History and Preserving
- National Association of Social Workers Recognizes Morgan Professor and Graduate
- Morgan Scholar Gives Ivy League M.B.A. Program a Trial Run

Marketing and Advertising Support

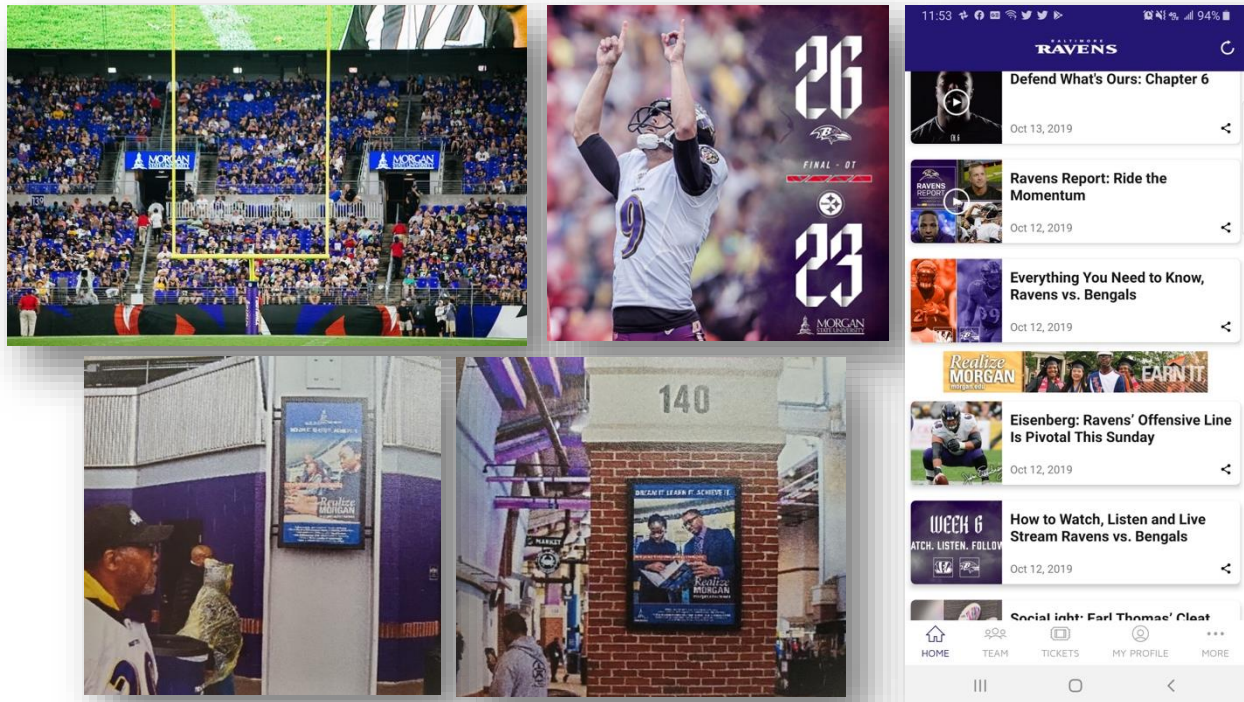
Expanding Morgan's brand footprint through advertising, sponsorships and marketing efforts remains a key function of OPRSC and our full complement of external communications strategies. During the span between July and September 30, OPRSC has executed a number of campaigns reinforcing the Morgan brand among key audiences and across multiple media platforms. Included in the mix of marketing activities implemented are executions of high-profile sponsorships with Baltimore Artscape, Baltimore Orioles and Baltimore Ravens. This effort involved the creation, production and placement of Morgan print, broadcast and digital advertisements; development of on campus banners and flags; and providing *The Presidential Distinguished Speakers Series* with promotional marketing support.

Beginning this past summer through the early fall, Morgan's sponsorship of the Baltimore Orioles continued and eventually concluded at the close of the 2019 season. The multiplatform sponsorship delivered print ad placement in each score card at every home game, the *Orioles Magazine & Orioles Yearbook* (more than 10,000 copies distributed seasonally), ballpark signage visible by attending fans but more importantly on TV broadcasts of games (in and out of market), on-air radio tags and social media exposure on Orioles digital platforms. As part of the University's sponsorship with the Orioles, OPRSC coordinated "Morgan Day" at Camden Yards, which included sole sponsorship of the widely popular state flag logo jersey giveaway, throwing out of the first pitch and the presentation of the Heavy Hitter Award to a top Morgan contributor/supporter.



Kicking off in August and reaching critical mass by the end of September is Morgan's comprehensive media sponsorship of the Baltimore Ravens. Morgan State is the lone higher education brand aligned with the Ravens and our exposure crosses numerous touch points and media vehicles, including M&T Bank stadium's LED electronic boards and banner signage; digital integration with ad placement on the Raven's website, e-newsletter and social media; and radio tag sponsorship mentions throughout preseason broadcasts. The highpoint of the 2019 sponsorship with the Ravens includes strategically placed in-stadium signage directly behind the goal post delivering unobstructed, highly visible Morgan branded signage during televised games upon each extra point and field goal attempts. Morgan will also be the title sponsor

during the nationally televised Sunday Night Football game against the New England Patriots. For the game, there will be a significant brand activation for the University yielding high visibility. The activation will also include a special performance by the University's Magnificent Marching Machine.

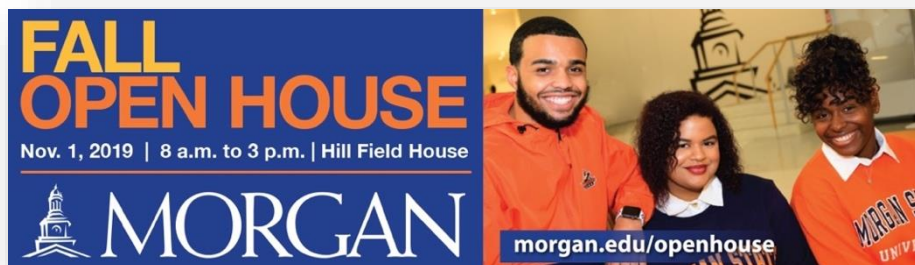


Other noteworthy ad placements during this time period included our “Realize Morgan” advertising on display at Mondawmin Mall and near-saturation of the Southwest Terminal at BWI Thurgood Marshall Airport, as well as full-page ads in the *Washington Monthly* (the second of two insertions), *Diversity in STEAM Magazine* (Summer/Fall), and *Black College Today* (July/August and September/October).



OPRSC initiated two new initiatives that are either in production or have begun rolling out at the close of September which include the creation of:

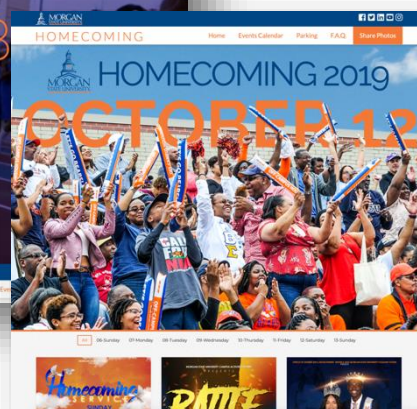
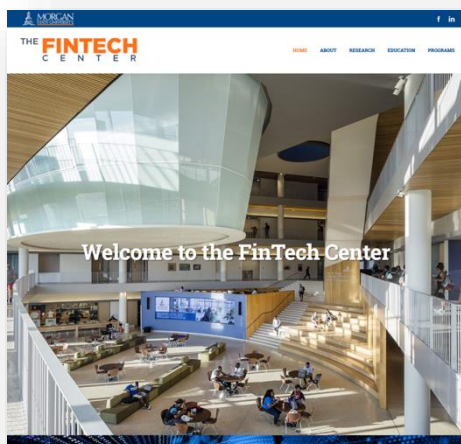
- New campus flags and banners designed to tout and elevate Morgan’s Core Values across the campus
- New :30 TV ad promoting the Morgan State and another :30 spot promoting Fall Open House to accompany Morgan’s sponsorship of WJZ-TV “It’s Academic” program
- Outdoor Billboard and bus shelter creative advertising Fall Open House “Explore Morgan Day”



Website, Mobile App, and Social Media

After a series of preliminary discussions and an in-depth evaluation, OPRSC officially began the process of a complete, from the ground-up, redesign of the University’s website. Discussions with our redesign vendor, Ingeniux, is ongoing as we evaluate site structure and homepage design. The next step is the layout phase. The approach and goal of this redesign is to make Morgan’s website appear more modern, more search and user-friendly, as well as easier to navigate and locate content. With this project, there will be an emphasis on mobile experience and web accessibility, with a top goal of producing a best-in-market online destination befitting an innovative and rising top urban research university.

OPRSC also launched two engaging and visually appealing university-related microsites; one for the Earl G. Graves School of Business and Management’s FinTech Center (fintech.morgan.edu), and one for the University’s Homecoming Week (homecoming.morgan.edu). OPRSC’s next related project will involve developing microsites for the University’s next branding campaign and a dedicated one for *Morgan Magazine*.



On the web governance side, we are cleaning up and consolidating how campus units are set up on the website, so that individuals who have access can maintain their respective pages. Moving forward, they will begin receiving reports that outline any misspellings, broken links, and overall quality assurance issues that they should pay attention to. This effort will be extremely beneficial in the preparation for the new website redesign.

As a part of OPRSC's support for the 2019 Faculty Institute, the web team created and activated a new feature through the University's official mobile app to provide a unique conference-like experience for those attending and participating in the Faculty Institute. Included among the features were: programs and schedules, speaker bios, surveys and push notifications.

[SEARCH: MSU Website Custom Search](#)

Popular Website Queries (Top 10 Search terms)

July 2019

1. housing
2. financial aid
3. websis
4. human resources
5. institutional aid
6. bursar
7. transcript
8. calendar
9. tuition
10. health insurance waiver

August 2019

1. housing
2. financial aid
3. websis
4. canvas
5. bookstore
6. calendar
7. meal plan
8. institutional aid
9. bursar
10. map

September 2019

1. canvas
2. library
3. financial aid
4. calendar
5. homecoming
6. bookstore
7. transcript
8. academic calendar
9. bursar
10. institutional aid

[MOBILE APP:](#)

Downloads (July 2019 – September 2019):

- iOS – **710** devices
- Android – **439** devices

[EVENTS CALENDAR:](#)

Total Users signed up in the system: **194 new users** (MSU accounts only).

New user visits (internal & external): **7,468 new users** engaging with the online events calendar.

[SOCIAL MEDIA: Facebook, Twitter, Instagram, LinkedIn](#)

Facebook followers (page likes) increased by **1,068**, totaling **56,592**.

The below represents the top 3 Facebook posts from July to September:

1. **492,233** People Reached
16,388 Reactions, Comments & Shares
38,086 Post Clicks



2. **17,682** People Reached
412 Reactions, Comments & Shares
733 Post Clicks

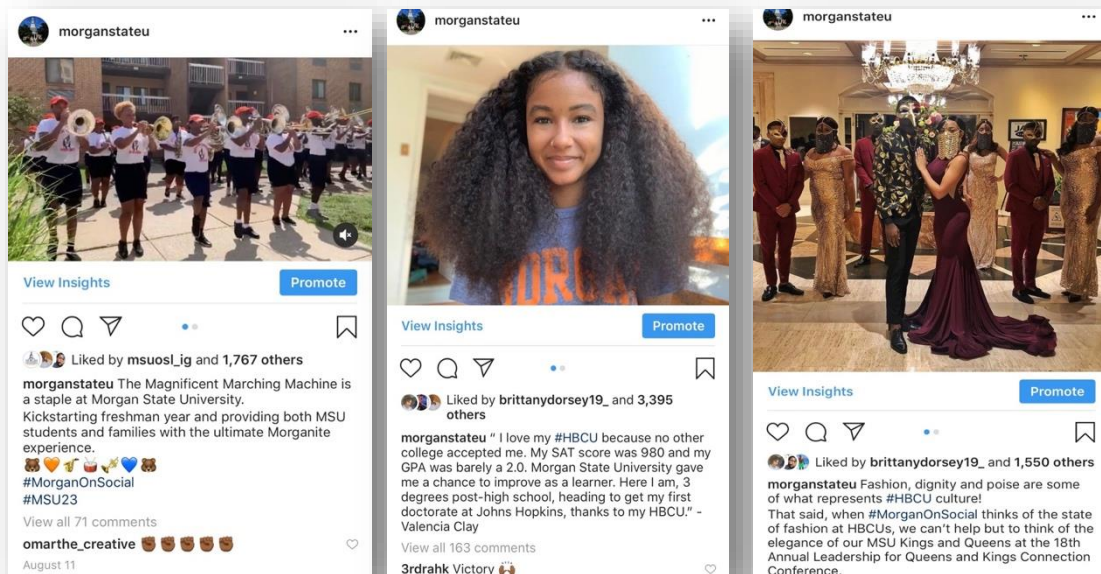


3. **6,404** People Reached
111 Reactions, Comments and Shares
379 Post Clicks



Instagram followers increased by **1,394**, bringing the current total to **13,694**.

The below represents the top 3 posts from July – September:






Twitter followers increased by **548** bringing the current total to **18,100**.

- Twitter Profile Visits: **51,506**
- Tweet Impressions: **811,000**

The content posted below represents the top tweets from July – September:

| Tweets | | top tweets | Tweets and replies | Promoted | Impressions | Engagements | Engagement rate |
|--------|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|----------|-------------|-------------|-----------------|
| | Morgan State University @MorganStateU · Jul 19 | "They do anything for clout!" But, first, do you know your status? 🤔 Bears, did you know health officials are tracking record-breaking rates of #STDs ? 📊 With STDs on the rise, amid cuts to public health, #MorganOnSocial urges you to educate yourselves and get tested. pic.twitter.com/3QtHyiB4s4 | | | 49,937 | 9,905 | 19.8% |
| | | What's more important: your career/future or likes on social media? Imagine aiming for an opportunity of a lifetime, & your abhorrent post resurfaces from years ago; hindering your chances of securing the bag. In all, be mindful of what you post, you never know who's watching. pic.twitter.com/2eJzrasxgv | | | 42,448 | 13,039 | 30.7% |

| | | | | |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|---------|
|  | Morgan State University @MorganStateU · Jul 19 Core values are often tossed around by so many nowadays that they're often meaningless. | 28,843 | 11,741 | 40.7% |
| | However, Excellence, Integrity, Respect, Diversity, Innovation & Leadership makeup the DNA of Morgan State University! | | | |
| | That said, as Morganites, #MorganOnSocial challenges you to LIVE them. pic.twitter.com/CdB1xseBvP | | | |
| | View Tweet activity | | | Promote |
|  | Morgan State University @MorganStateU · Jul 19 While April is #STDawarenessMonth – a time to raise awareness & take action to prevent, test for & treat STDs, July can be too. | 23,946 | 2,545 | 10.6% |
| | A recent report from the CDC revealed that certain curable STIs, are on the rise among young adults ages 15 to 24. | | | |
| | Bears, be SAFE, be SMART & RAP-IT-UP pic.twitter.com/OpdVJLhZdn | | | |
| | View Tweet activity | | | Promote |
|  | Morgan State University @MorganStateU · Aug 10 The Magnificent Marching Machine is a staple at Morgan State University. | 22,332 | 2,500 | 11.2% |
| | Kickstarting freshman year and providing both MSU students and families with the ultimate Morganite experience. | | | |
| | 🐻🐻🐻🐻🐻🐻🐻🐻 #MorganOnSocial #MSU23 pic.twitter.com/ssRjXyW49t | | | |
| | View Tweet activity | | | Promote |

LinkedIn followers increased by **1,054** bringing the current total to **42,365**.

The below represents the top 3 LinkedIn posts from July – September:

This summer, as many Morgan scholars are engaged in interesting internships or recharging their mental batteries while eagerly anticipating the start of the fall semester, others are using the time to further their education in other ways. One such student is Evan Robertson, a finance major from the Earl G. Graves School of Business and Management. Robertson followed-up the conclusion of a challenging spring semester by traveling to Boston, Massachusetts, to participate in the Harvard Business School's 37th Annual Summer Venture in Management Program.

[#MorganOnSocial](#)
 Read more <http://bit.ly/300RWCo>



19,433 Impressions, 599 Likes, 592 Clicks, 22 Comments and 12 Shares

In response to continuous enrollment growth and high retention rates, Morgan State University's Board of Regents approved a plan for the University to enter into an agreement with the [Maryland Economic Development Corporation](#) (MEDCO) as part of an effort to add new student housing on-campus.

[#MorganStateUniversity](#) [#NewConstruction](#)



Morgan State University Board of Regents Approves Plan to Build New On-Campus Student Housing

[news.morgan.edu](#)

620 Likes, 283 Clicks, 23 Comments and 38 Shares

Morgan State University President David Wilson has accepted an invitation to speak at the Harvard University Graduate School of Education's Institute for Education Management (IEM), marking the fifth consecutive year he will deliver a lecture before the audience of higher education senior leaders. This year's address will take place on Wednesday, July 24, from 2-3:30 p.m. in Larsen Hall. Read more <http://bit.ly/30isXuP>



Morgan State University President David Wilson to Speak at Harvard

[news.morgan.edu](#)

16,809 Impressions, 721 Likes, 443 clicks, 18 comments and 36 shares

WEBSITE VISITOR DATA: (MSU Website & Newsroom)

During this most recent quarter (Jul. 2019 – Sept. 2019), the following represents the top 3 viewed news articles in the Newsroom (news.morgan.edu), (excluding the newsroom home page at #3):

1. **Morgan State University Board of Regents Approves Plan to Build New On-Campus Student Housing**
<https://news.morgan.edu/new-housing/>
2. **Three New Fulbright Scholarships Awarded to Morgan State University Graduates, Raising the Total to 149, Foremost Among All HBCUs**
<https://news.morgan.edu/fulbright-abroad/>
4. **National Institutes of Health Awards Morgan State University a Total of \$35 Million in New Grant Funding for Research**
<https://news.morgan.edu/nih-research-grant-scmns/>

During this most recent quarter (Jul. 2019 – Sept. 2019), the following represents the top 10 visited pages on morgan.edu (excluding the newsroom home page at #1):

1. Academic Programs (*landing page*)
2. Admissions (*landing page*)
3. Residence Life
4. Student Life (*landing page*)
5. Financial Aid
6. Academics (*landing page*)
7. Undergraduate Admissions
8. Directories (*landing page*)
9. 2019-2020 Academic Calendar
10. How To Apply (*located on Undergrad Admissions site*)

Morgan.edu Stats:

Pageviews: **2,642,570**

- Up 11.72% (compared to Apr. 2019 – Jun. 2019: 2,365,376)

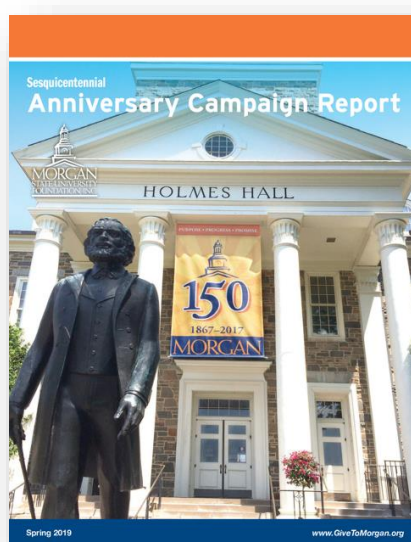
Unique Pageviews: **2,087,266**

- Up 12.92% (compared to Apr. 2019 – Jun. 2019: 1,848,496)

Campus Support

Publications

OPRSC published and distributed the Fall 2019 issue of *Alumni News* and completed the *Anniversary Campaign Report*. The office also finalized the concept/design of the December 2019 Commencement Book cover, distinguishing it from the look of the Spring Commencement Book. Production for the next issue of *Morgan Magazine* is currently underway with production of the 2019/2020 *Bear Facts* next in the queue.



The past quarter was also a standout one for University publications and creative design as a number of stellar honors and awards were earned.

The following represents the awards received for publications and creative produced during 2018–19:

- *Morgan Magazine* Volume 1 2018: 2019 APEX Award of Excellence
- *Morgan Magazine* Volume 1 2018: 2019 Hermes Creative Gold Award
- *Morgan Magazine* Volume 1 2018: 2019 Communicator Awards, Award of Distinction
- *Morgan Magazine* Volume 1 2019: 2019 Eddie Award Finalist (Full Issue, Association/Nonprofit, Alumni/University)
- *Morgan Magazine* Volume 1 2019: 2019 Ozzie Award Finalist (Overall Design - Single Magazine Issue, Association/Nonprofit, Alumni/University)
- *Morgan Magazine* Volume 1 2019: 2019 Hermes Creative Gold Award
- Morgan State University 2019 Desk Calendar: 2019 Hermes Creative Honorable Mention

Graphic Design Support

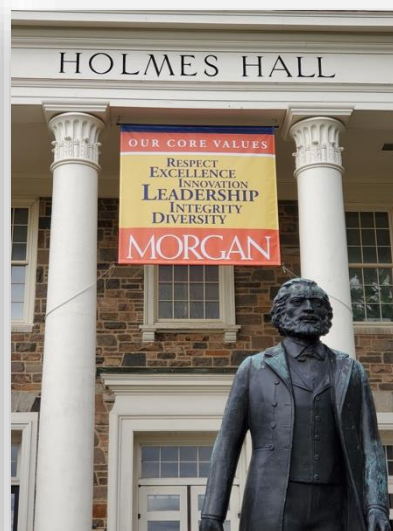
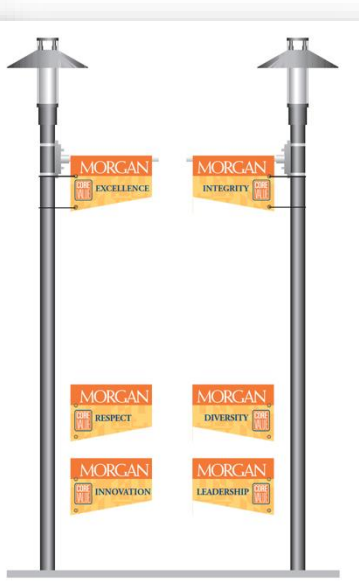
Installation of new campus signage focused on the University's Core Values and National Treasure designation is currently underway. Designed in the weeks prior to September 30, the new banners will replace the 150th anniversary designs familiar on the quad and throughout the campus and should be completely installed before the end of October 2019. As a continued component of University-related services provided, OPRSC provided photography services and advertising support for a number of special events and projects impacting the campus community. Among the photographic services rendered during this period include the following events and/or shoots: Presidential Distinguished Speakers Series ([Stedman Graham](#) and [Peter Neufeld](#)), special Presidential meetings with foreign and domestic dignitaries ([President and Vice Chancellor of Adeleke University](#), [African University College of Communication](#), Nepalese Ambassador), Morgan on the Vineyard, Yoga on the Yard, NSA Day, PEARL Open House, SGJC Master Series Class (with [Michael Steele and Nina Smith](#), and U.S. Senator Ben Cardin), *Morgan Magazine* stories, and the Fall Faculty & Staff Institutes.

In support of the 35th Annual Morgan State University Foundation Gala, OPRSC created posters naming Gold, Silver and Bronze donors and created table tents with the same acknowledgments, thanking our donors for their continued support.

And lastly, in keeping with upholding Morgan brand standards that govern legitimate use of logos and marks, the department updated the MSU Graphics Manual, a guidebook for campus-wide use.



Rendering of new light post flags to be erected on Academic Quad and Morgan Commons.



Newly installed banner on Holmes Hall.

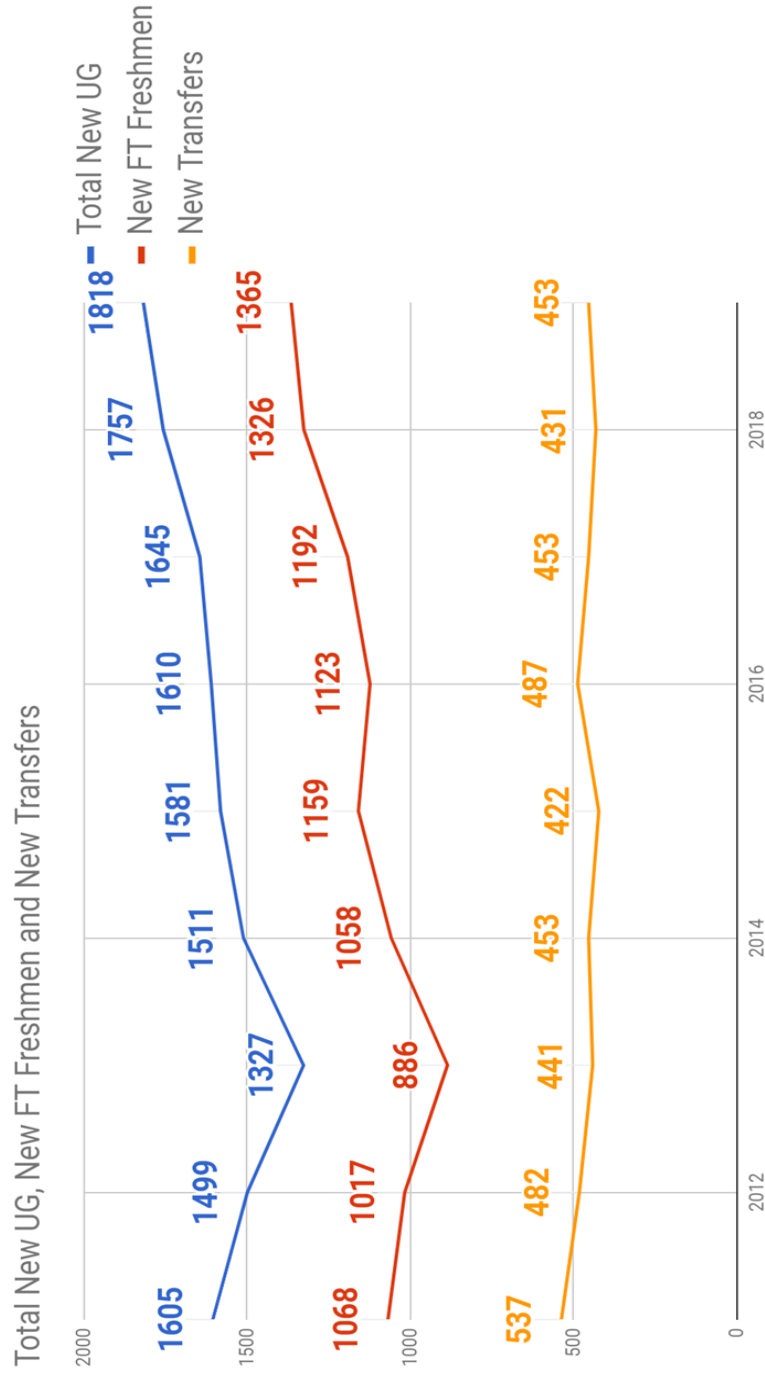
ENROLLMENT MANAGEMENT AND STUDENT SUCCESS UPDATE

BOARD OF REGENTS MEETING

November 5, 2019

New Undergraduate Enrollment 2011 to 2019

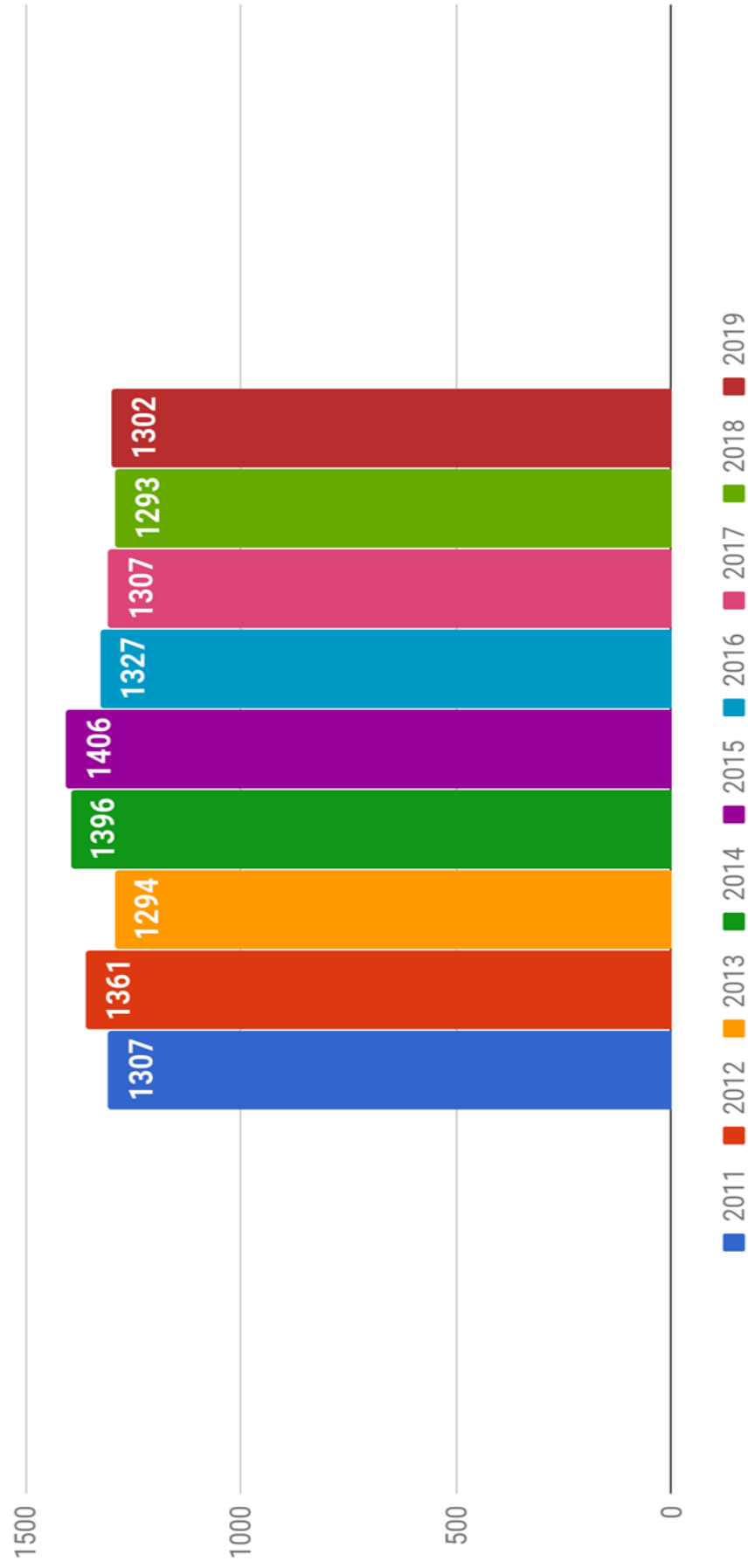
- ★ 3% increase in new freshmen over 2018
- ★ 5% increase in new transfers over 2018
- ★ 3.5% increase in total new undergraduates over 2018
- ★ Highest new full-time freshman enrollment since 2008 (1431)
- ★ Highest total new undergraduate since 2010 (1850)



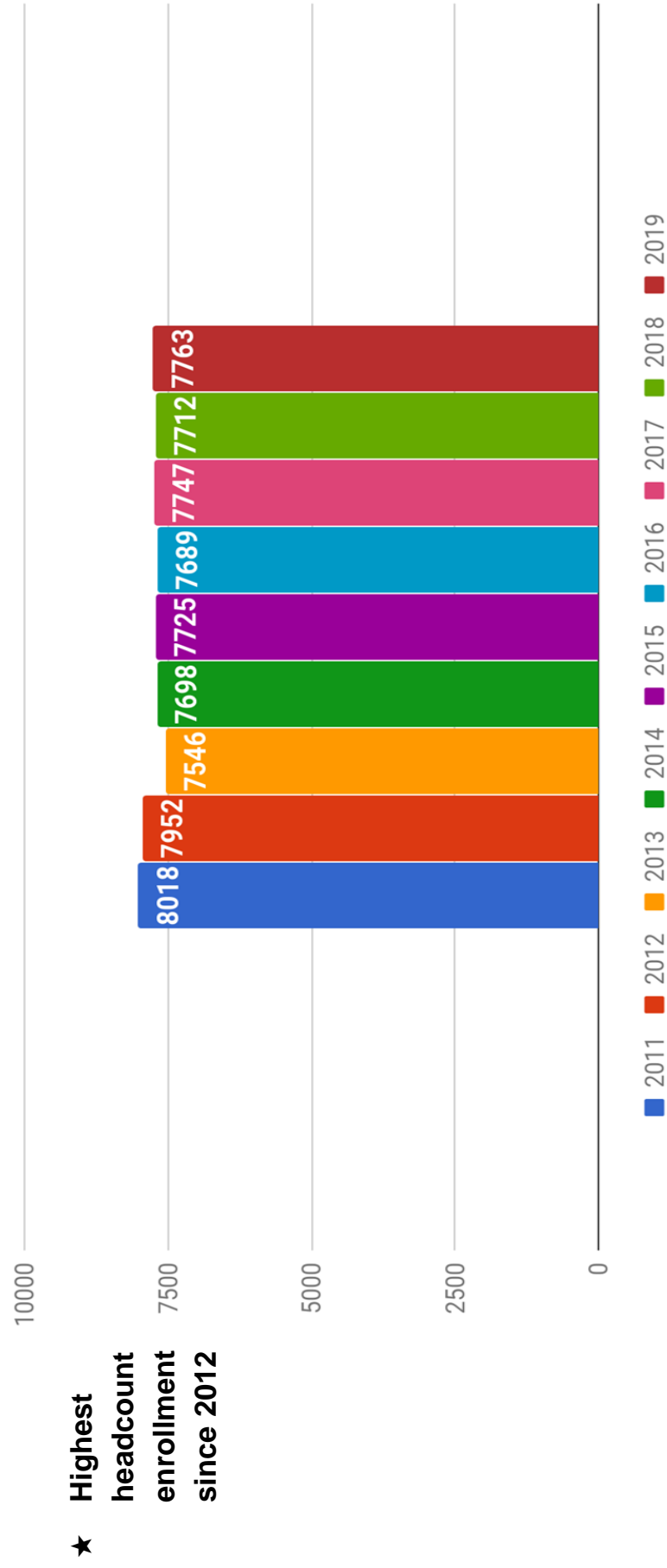
1% INCREASE IN TOTAL UNDERGRADUATE ENROLLMENT



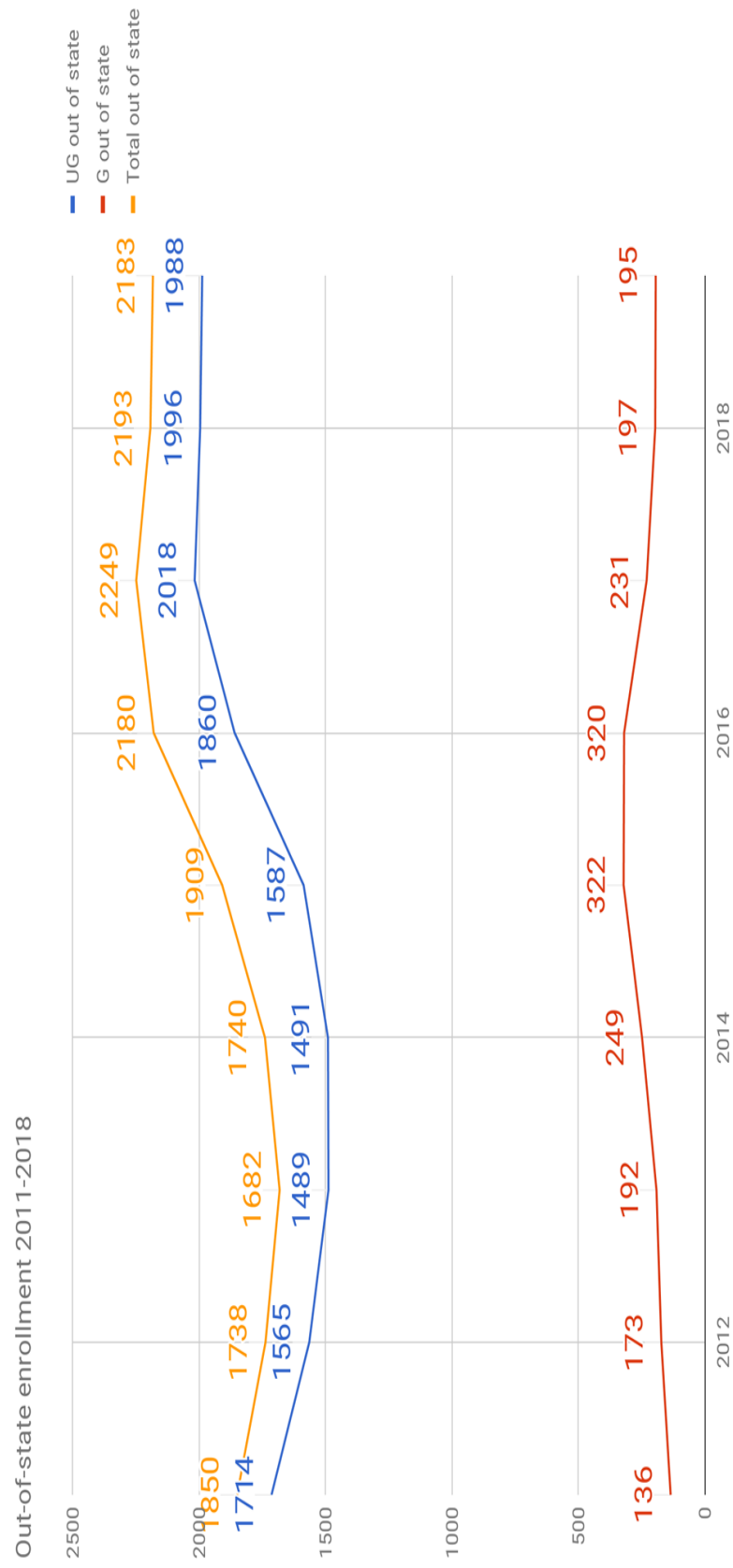
1% INCREASE IN GRADUATE ENROLLMENT



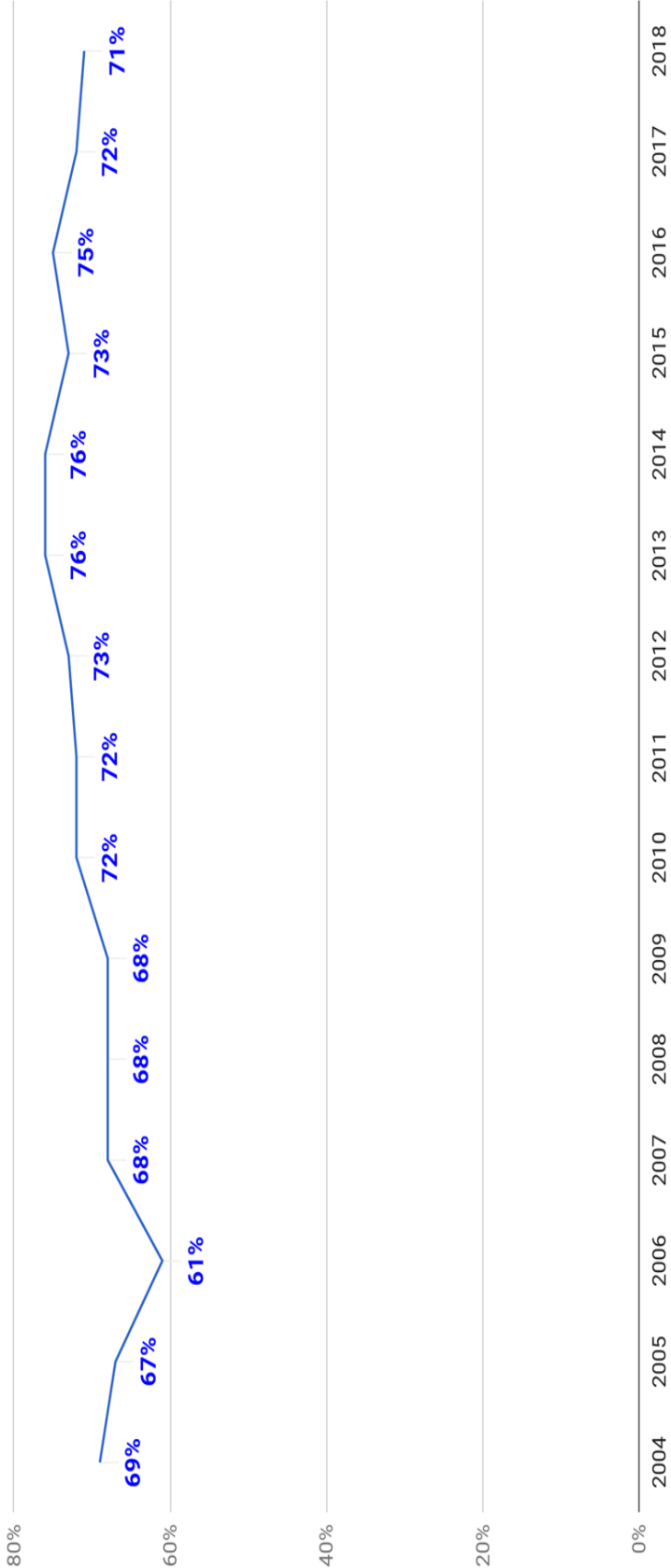
1% INCREASE IN TOTAL HEADCOUNT ENROLLMENT



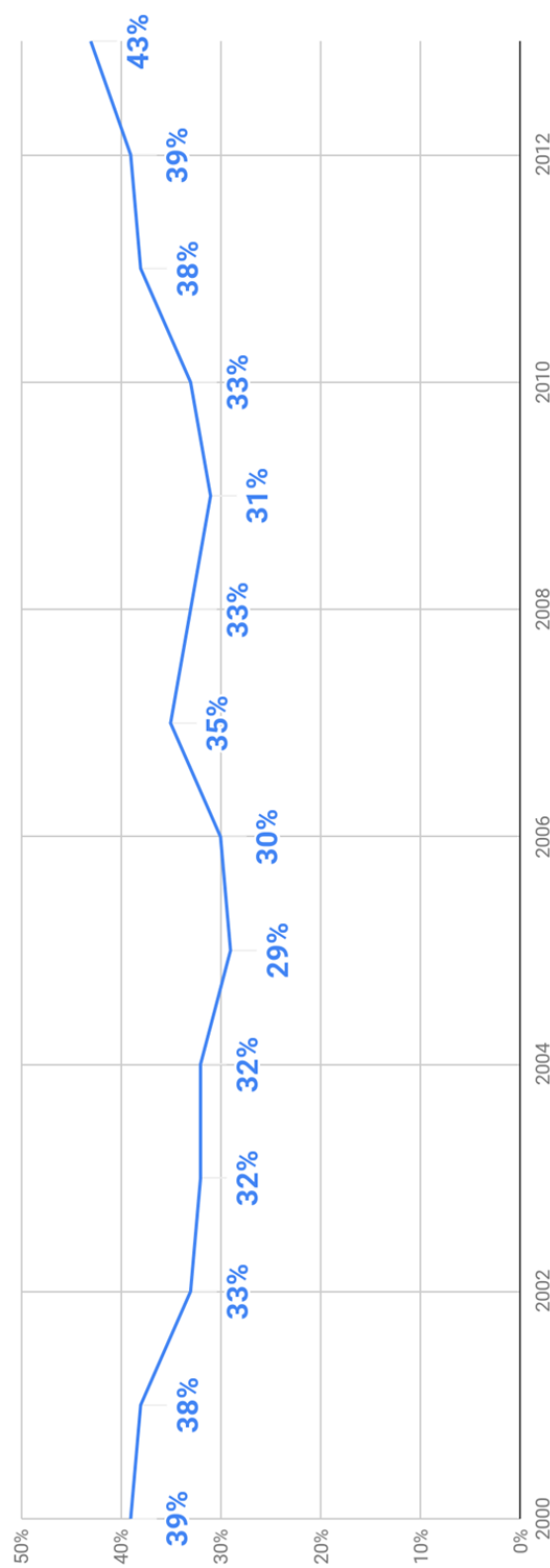
.45% DECREASE IN TOTAL OUT-OF-STATE ENROLLMENT



NINTH STRAIGHT YEAR ABOVE 70% RETENTION



MAY 2019--2ND HIGHEST SIX-YEAR GRADUATION RATE ON RECORD



2013 cohort (2019 graduation rate)--43.3%. Only cohort with a higher rate was 43.8% for the 1999 cohort (2005 graduation rate). (records go back to 1977)

Fall 2019 Open House



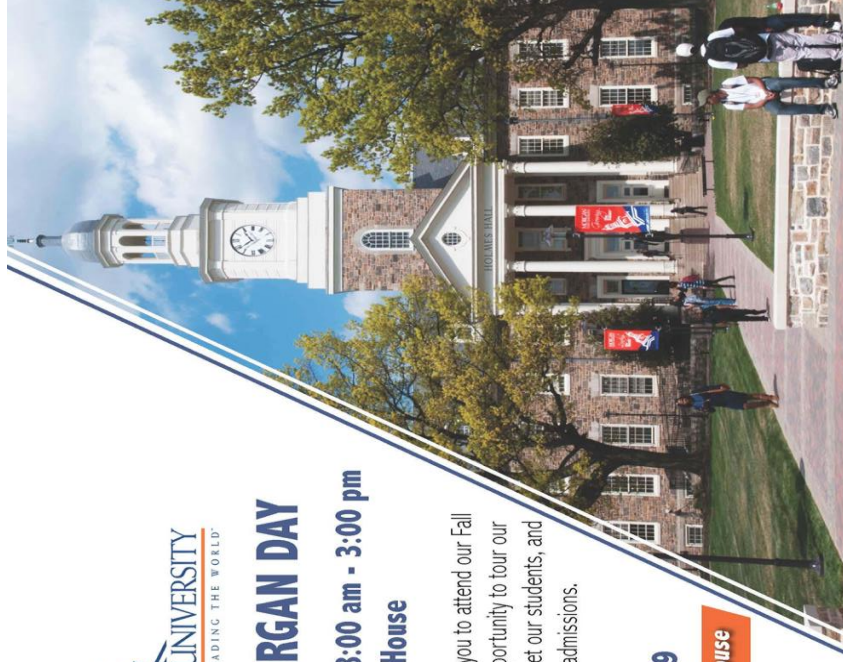
EXPLORE MORGAN DAY

November 1, 2019 | 8:00 am - 3:00 pm
Hill Field House

Morgan State University invites you to attend our Fall Open House. Join us for an opportunity to tour our campus, speak with faculty, meet our students, and participate in on-site admissions.

Register by 10/25/2019

www.morgan.edu/openhouse



| Week by Week RSVP | Fall 2018 | Fall 2019 | Difference |
|-------------------------|--------------|-----------|------------|
| Date | 10/22/18 | 10/23/19 | |
| Individual Students | 670 | 641 | -4.33% |
| Students from Groups | 443 | 1,254 | 183.07% |
| Student Guests | 929 | 961 | 3.44% |
| Total | 2,042 | 2,856 | 39.86% |

- ★ DC Public Schools is bringing 300 students on 11 buses
- ★ Significant increase in group registration prior to DC school registration
- ★ On-site admissions offered to students in attendance

ITEM FOR ACTION

MINUTES OF AUGUST 6, 2019



Finance and Facilities Committee

Tuesday
August 6, 2019
9:00 a.m.

Earl S. Richardson Library, Room 120C

Committee Meeting Minutes

The quarterly meeting of the Board of Regents Finance and Facilities Committee was held on Tuesday, August 6, 2019, in Room 120C – Earl S. Richardson Library. Chairwoman Malcom called the meeting to order at 9:10 a.m. with a quorum present. Remarks by the President were deferred until his arrival.

BOARD MEMBERS

Present: Chairwoman Shirley M. Malcom, Regent Wayne Resnick, Regent Shelonda Stokes, Regent Winston Wilkinson, Regent Kweisi Mfume (10:20)

Absent: Regent Harold A. Carter, Jr.

STAFF MEMBERS

Present: Dr. David Wilson, Ms. Stacey Benn, Mrs. Maria Burgess, Mrs. Nicole Credle, Mr. Sidney Evans, Mr. Thomas Faulk, Mrs. Deborah Flavin, Mr. Marvin Hicks, Mr. Shinil Hong, Ms. Donna Howard, Dr. Willie May, Ms. Kim McCalla, Mr. William Ngombu, Dr. Adebisi Oladipupo, Mr. Alan Small, Dr. Kara Turner, Dr. Don-Terry Veal, Mrs. Cynthia Wilder

GUESTS Mr. Ian Klein, Department of Legislative Services
Mr. Jeff Wilke, Maryland Economic Development Corporation

ITEMS FOR INFORMATION

Facilities, Design & Construction Management Update

Reporting: Ms. Kim McCalla

The concentration and challenge for the summer had been in preparing the residential buildings for the return of students. Staff from both the Physical Plant and Residence Life worked together to prepare dorm rooms, address plumbing and AC concerns, and complete painting projects. In addition to the HBCU Capital Financing Program money, the University spent in excess of \$2.2M.

Ms. McCalla gave the following project updates:

- **Hughes Stadium Track and Field Replacement** – The field will be installed followed by the track installation. The work is scheduled to be complete before the first home game.
- **Student Services Building (Tyler Hall)** – Work had been focused on the interiors and the site work.
- **Health & Human Services Building** – The selection of the design team is in process and negotiations with the selected firm will be held later in August and September.
- **Miscellaneous Projects:**
 - *Lake Clifton High School* – The University continues to work with the City of Baltimore to gain a right of entry permit to the property, and would like to obtain the property in early 2020.

- *Spencer Chillers* – The systems were being commissioned. The contractor was working on owner-requested changes. Completion was anticipated by the end of 2019.
- *Fire, Life, and Workplace Safety* – Chemical and lab cleanup continued, along with the continuation of the development of safety protocols for labs and other areas.

There was discussion concerning the proposed convocation center to include renaming the project. Chairwoman Malcom suggested that a conference and meeting facility be considered as an option for the use of the space. Ms. McCalla responded that the immediate primary focus was to secure the land. Regent Resnick asked if the pending food service RFP would include the convocation center. Mr. Evans replied that due to timing, the convocation center would not be included.

Ms. McCalla further reported that the University would continue to lease the Portage Avenue location until 2024 as the School of Community Health and Policy is scheduled to remain there until that time. A way forward will be discussed. The MBE rate was above a 30% level with construction. Deferred maintenance projects submitted to the State total \$11.8M for FY 2020 and \$12.5M for FY 2021. It was noted that these amounts exceed the deferred maintenance capital budget of \$10M for both FY 2020 and FY 2021.

Division of Research & Economic Development Update

Reporting: Dr. Willie May

Presentation: “**Report to the MSU Board of Regents**”

The Division’s targets include a sustainable \$50M in sponsored research activity, increased faculty and student research involvement, and increased technology transfer. Dr. May reported that the University has achieved R2 status – a key milestone articulated in the President’s 2011-2021 Strategic Plan.

Through FY 2019, the University received \$31M in grants, contracts, and awards. Over the same period in FY 2017 and FY 2018, the totals were \$31.2M and \$34M, respectively. The largest awards were received from the Department of Energy. The University has submitted proposals totaling \$102.7M for the year.

The expenditures for FY 2019 totaled \$27M. There were questions concerning the reported expenditures and the process of reporting. Regent Malcom suggested using the Federal Government’s fiscal year reporting period of October 1st through September 30th. Dr. May will follow-up with Mr. Evans and Provost Young to present the expenditures in a different manner by the November meeting.

A program design was pending for the Rocketry Program. The Executive Director position was declined by a potential candidate. Dr. May presented an alternate structure to eliminate the position, and will offer to serve as the executive director of the program. He further suggested using Morgan staff members in key positions. The University will continue to collaborate with Purdue University. Dr. May will present his recommendation to the Base 11 staff for review.

Upcoming fall lecturers include: John M. Butler, Chemist; Peter Neufeld, Co-Founder of Innocence Project; Dr. Bill Philips, NIST, 1997 Nobel Laureate; and Dr. Tommy Wright, Chief, Statistics Division of Census Bureau. Regent Stokes suggested using the Public Relations team to broadcast the lectures and encourage participation from the community.

Division of Institutional Advancement Update

Reporting: Ms. Donna Howard

Ms. Howard gave highlights of the fundraising year. Fiscal year-to-date outright, pledges, and deferred gifts and income from sponsorships and events totaled \$13.7M. The largest corporate gift to date was \$2.1M; largest foundation gift to date was \$500K; and the largest individual gift to date was \$500K.

Morgan on the Vineyard will take place on Friday, August 16, 2019, and will be hosted by Alumnus Greg Jones and his wife. Activities for Homecoming include the 35th Annual Homecoming Gala on Friday, October 11, 2019, and the Homecoming Game on Saturday, October 12, 2019.

During the period spanning mid-April 2019 to the end of June 2019, the Office of Public Relations and Strategic Communications (OPRSC) continued in its dissemination of information to internal and external audiences and reported a number of positive Morgan-related stories to local, national and trade media. Chief among the positive media coverage and/or media opportunities generated during this time included: the 2019 Spring Commencement with keynote speaker Representative Elijah Cummings, which was picked up by the Baltimore Sun, C-SPAN, the Afro-American Newspaper and the Baltimore Business Journal to name a few; and the announcement press conference for new head basketball coach Kevin Broadus, which OPRSC coordinated and managed. The department also responded to media requests focused on the unfortunate death of Morgan student and MSU choir member Kevon Dix. To curtail the possibility of endless media requests and an onslaught of media outlets coming on campus to conduct impromptu media interviews, OPRSC invited all interested media outlets to a one-time only controlled press gathering where several selected students and the Chair of the music department were made available for interviews and/or comment.

Division of Enrollment Management and Student Success Update

Reporting: Dr. Kara Turner

Presentation: **“Enrollment Update”**

Dr. Turner shared comparative admissions data from 2014-2019 as of July 31, 2019. New students totaled 1,245 for the Fall, which showed a 10% increase over the same period last year. There was a 1% increase in total undergraduate enrollment with 5,876 students. The graduate enrollment of 828 students showed a 5% decrease. The total headcount of 6,704 students resulted in a .3% increase over the same period last year.

The 2019 projections from the Maryland Higher Education Commission (MHEC) include total undergraduate enrollment of 6,476, total graduate enrollment of 1,326, for a total headcount of 7,802. Based on past performance, the University is likely to meet the projections for undergraduate enrollment and total headcount.

Update on Food Service RFP

Reporting: Mr. Sidney Evans

The food service RFP was revised with edits as identified by the Office of the General Counsel. A new document will be submitted for legal review on August 7, 2019, and subsequently submitted to President Wilson and the Finance and Facilities Committee. The RFP is proposed to be released by the November meeting.

Task: Chairwoman Malcom requested that Mr. Evans submit a timeline of the RFP process to the committee.

Budget Updates

Reporting: Mr. Sidney Evans

Handout: **“FY 2019 Financial Status Update”**

FY 2019 Operating Closing Summary

Mr. Evans reported that the University was in the process of closing FY 2019. He referenced handouts which showed an overview of the financial status. For the period ending June 30, 2019, the University realized preliminary revenues totaling \$260.1M, of which state support revenues were \$171.3M, auxiliary enterprises were \$44.1M, research grants and contracts were \$26.2M, and federal financial aid was \$18.5M. Expenditures for the same period were \$258.7M, a projected surplus of \$1.3M.

Mr. Evans stated that the University’s finances remain solid, but we continue to look for ways to strategically increase its revenue base and reduce expenses.

FY 2020 Operating Budget Overview

Mr. Evans reported on the approved Governor’s recommendation for the University’s FY 2020 operating budget. The base general fund operating budget has increased to \$102.6M in FY 2020 from \$97.4M in FY 2019 or by 5.1% to fund the following priorities:

| | |
|---------------------------------|---------------|
| • Annualization of FY 2019 COLA | \$1.1M |
| • Growth Adjustments | 2.5 |
| • Deferred Maintenance | 1.9 |
| • FY 2020 COLA (3%) | 2.3 |
| • FY 2019 Bonus and COLA Adj. | (0.6) |
| • Legislative Reduction | (1.0) |
| • Health Insurance Adjustment | <u>(1.3)</u> |
| Total | \$4.9M |

FY 2021 Preliminary Operating Budget

The University's budget target request for FY 2021 will total \$4.4M. The areas for funding include:

| | |
|--------------------------------------------|-------------------------------------------|
| • Student Services Facility Operating Cost | |
| ○ Equipment | \$3.2M – one-time |
| ○ Operating Expenses | 1.5 – recurring |
| • 3% Tuition Buy Down | 0.7 – recurring |
| • Technology Transfer Funding | <u>(1.0)</u> – end of Legislative mandate |
| Total | \$4.4M |

FY 2021 Capital Budget Request Update

Mr. Evans deferred to Mrs. Wilder who referenced page 167 of the Board package. At the last meeting of the Board of Regents held May 7, 2019, the proposed FY 2021-2025 Capital Budget Request was presented for approval. The numbers were preliminary as detailed instructions regarding the development of cost estimates had not yet been received from the Department of Budget and Management nor had detailed schedules been developed. Accordingly, the President was approved to make adjustments to the budget as future events dictate and to present those adjustments to the Board for approval at its next scheduled meeting. The University has updated the schedule and cost for all projects and the five-year request decreased from \$625.6M to \$467M and the FY 2021 request remained the same at \$25.3M. The projects included were the new Student Services Center, new Health and Human Services building, deferred maintenance and site improvements, and the Convocation Center.

ITEMS FOR ACTION

Finance and Facilities Committee Minutes of May 7, 2019

Motion

Chairwoman Malcom called for the minutes of May 7, 2019 to be approved. Regent Resnick motioned to approve the minutes. Regent Wilkinson seconded the motion. The motion carried. The vote was unanimous.

Adjustment to Non-Exempt Salary Structure

Reporting: Mr. Sidney Evans

Morgan State University has a salary structure for its non-exempt employees comprised of 16 pay ranges. It is periodically updated to ensure that Morgan offers a competitive salary package when compared to other higher education institutions in Maryland. It has been determined, effective June 21, 2019, that the University System of Maryland revised their plan. Morgan would like to revise its plan consistent with that plan. The President recommended approval, effective August 28, 2019.

Mr. Evans introduced Mrs. Credle and Mrs. Burgess to answer questions.

Motion

Chairwoman Malcom called for a motion to approve the adjustment. Regent Stokes moved to approve. The motion was seconded by Regent Wilkinson. The motion carried. The vote was unanimous.

Amended Definition of Confidential Employee for Collective Bargaining Purposes

Reporting: Mr. Sidney Evans

Last December, AFSCME filed a petition with the State Higher Education Labor Relations Board contesting the designation of approximately 30 non-exempt employees MSU had allegedly wrongfully classified as confidential. The matter proceeded to hearings in February 2019, and then adjourned on April 11, 2019. By Settlement Agreement, the parties agreed that 15 employees would remain confidential and that the President of the University would propose to the Board of Regents that it amend the definition of Confidential Employee to clarify that the designation applies only to employees currently serving in such capacity. Specifically, the words “or has previously acted” should be deleted from Section 3 of the definition. The President recommended approval.

Motion

Chairwoman Malcom called for a motion to approve the proposed amended definition. Regent Stokes moved to approve. The motion was seconded by Regent Resnick. The motion carried. The vote was unanimous.

Remarks by the President

Dr. David Wilson

Dr. Wilson and Chairwoman Malcom formally announced Ms. Donna Howard as the new Vice President for Institutional Advancement.

Gender and Sexual-Based Harassment and Violence Policy

Reporting: Dr. David Wilson, et al

On May 2, 2017, the current policy was approved by the Board of Regents. On May 8, 2018, Maryland Senate Bill 607 was passed, became effective on October 1, 2018, and is codified into law at MD Code, Education, §11-601 (“S.B. 607”). S.B. 607 requires universities to adopt and submit revised sexual assault policies to MHEC by August 1, 2019. The revised sexual assault policies must provide a description of certain rights afforded to students alleging or responding to policy violations, and also include certain procedures the universities will adhere to throughout the investigations and disciplinary proceedings.

The Office of General Counsel prepared a revised draft policy which is fully compliant with S.B. 607. The draft policy was approved by the Academic and Student Affairs Committee during a special meeting on July 25, 2019. The President recommended approval to ensure that the University is in compliance with state law.

Motion

Chairwoman Malcom called for a motion to approve the revised policy. Regent Wilkinson moved to approve the recommendation. The motion was seconded by Regent Resnick. The motion carried. The vote was unanimous.

Maryland Economic Development Corporation (MEDCO) Housing Agreement

Reporting: Mr. Sidney Evans

The University will move forward with plans to build a new student housing facility next to the Thurgood Marshall Complex next year when the spring semester concludes. MEDCO will design and build replacement housing on that site to accommodate 700-900 students, more than three times the number of students currently being housed at the location. The plan is to have these units ready for occupancy by fall 2022. This is considered Phase I of student housing.

MEDCO will also assist the University in planning Phase II of student housing. We will use their expertise to decide

whether to pursue a P3 (public-private partnership) for Phase II, that would include both erecting additional student housing on campus, as well as helping us think through, in a rational way, how we should approach the modernization/renovation of existing housing. The President recommended approval.

Motion

Chairwoman Malcom called for a motion to approve. Regent Stokes moved to approve the recommendation. The motion was seconded by Regent Wilkinson. The motion carried. The vote was unanimous.

Motion

Chairwoman Malcom asked for a motion for adjournment. Regent Resnick moved to adjourn. The motion was seconded by Regent Stokes. The motion carried. The vote was unanimous. The meeting was adjourned at 11:36 a.m.

Submitted by,
Ms. Stacey L. Benn, Recorder

ITEMS FOR INFORMATION

MORGAN STATE UNIVERSITY
BOARD OF REGENTS
Finance and Facilities Committee
November 5, 2019

FY 2020 FINANCIAL STATUS UPDATE

INTRODUCTION

The University continues to focus on its strategic priorities, while strengthening its goals as a doctoral/research institution and a solid asset to Baltimore City and the State of Maryland. The University is projecting enrollment slightly higher than last year and, due to the FY 2020 rate increase, has realized a projected increase in tuition revenue of \$2.0M over FY 2019. The current year projection for total revenue is \$276.7M and is distributed as follows:

| | |
|----------------------|------------------------|
| State Supported | \$179.9M |
| Auxiliary | 48.8M |
| Grants and Contracts | 30.0M |
| Federal Aid | <u>18.0M</u> |
| Total | <u>\$276.7M</u> |

Of the \$179.9M in state-supported revenues, \$102.3M is general fund; \$68.8M is tuition; and \$8.6M is from facilities and administrative (F&A) indirect cost recoveries, facilities fees, WEAA fundraising and other revenues. Included in the University's general fund appropriation are funds for deferred maintenance (\$1.9M), the conversion of contractual employees (\$.7M), and COLA regular employees (2.6M)

The University has established a working budget to enable it to operate within increased revenues and state-supported funding. This position allows the University to continue solidifying its academic programs and essential services, and is supported by the University's expectations of growing enrollment, revenues, and improving retention and graduation rates.

STATE SUPPORT

Per Attachment II, the University realized \$61.1 million of revenues or 34.0 percent of the budget. As outlined per Attachment III, the University expended \$53.3 million or 30.0 percent of the working budget.

AUXILIARY ENTERPRISES

Per Attachment II, Auxiliary Enterprises realized \$21.8M of revenues or 44.8 percent of the budget. As outlined per Attachment III, the program expended \$21.7M or 44.4 percent of the working budget.

GRANTS AND CONTRACTS

Information is reported in the Division of Research and Economic Development Update.

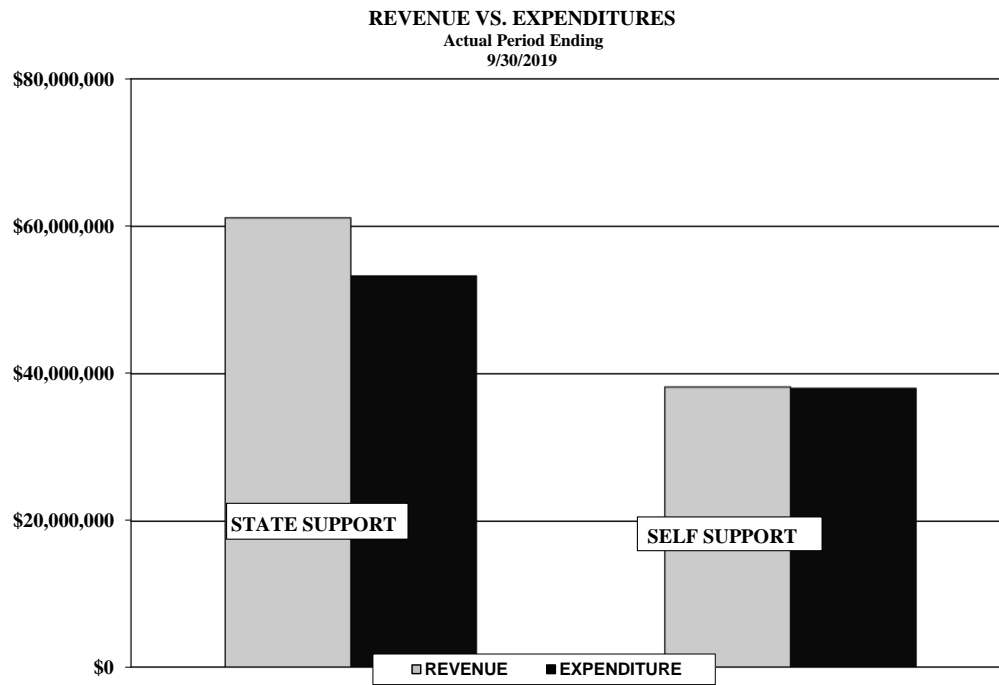
SUMMARY

The University's finances continue to be strong and we will continue to look for ways to strategically increase our revenue base and reduce expenses. Notwithstanding the large amount of additional spending needs for new enhancements for the year, the University continues to operate within its available resources. However, strict monitoring of the expenditure base will continue throughout the academic year. At the beginning of the spring semester, another close evaluation of the operating budget will take place in order to ensure a balanced operating budget for FY 2020. Ongoing efficient expenditure planning is a constant focus with the understanding that the University needs to increase its net asset base for the future.

MORGAN STATE UNIVERSITY
REVENUE VS. EXPENDITURES
FISCAL YEAR 2020

Actual for the Period Ending September 30, 2019

| | <u>REVENUES</u> | <u>EXPENDITURES</u> | <u>BALANCE</u> |
|----------------------------|--------------------------|--------------------------|-------------------------|
| CURRENT REVENUE | | | |
| STATE - SUPPORTED PROGRAMS | 61,145,549 | 53,274,111 | 7,871,438 |
| SELF - SUPPORTED PROGRAMS | 38,205,954 | 38,028,914 | 177,040 |
| TOTAL | <u><u>99,351,503</u></u> | <u><u>91,303,025</u></u> | <u><u>8,048,478</u></u> |

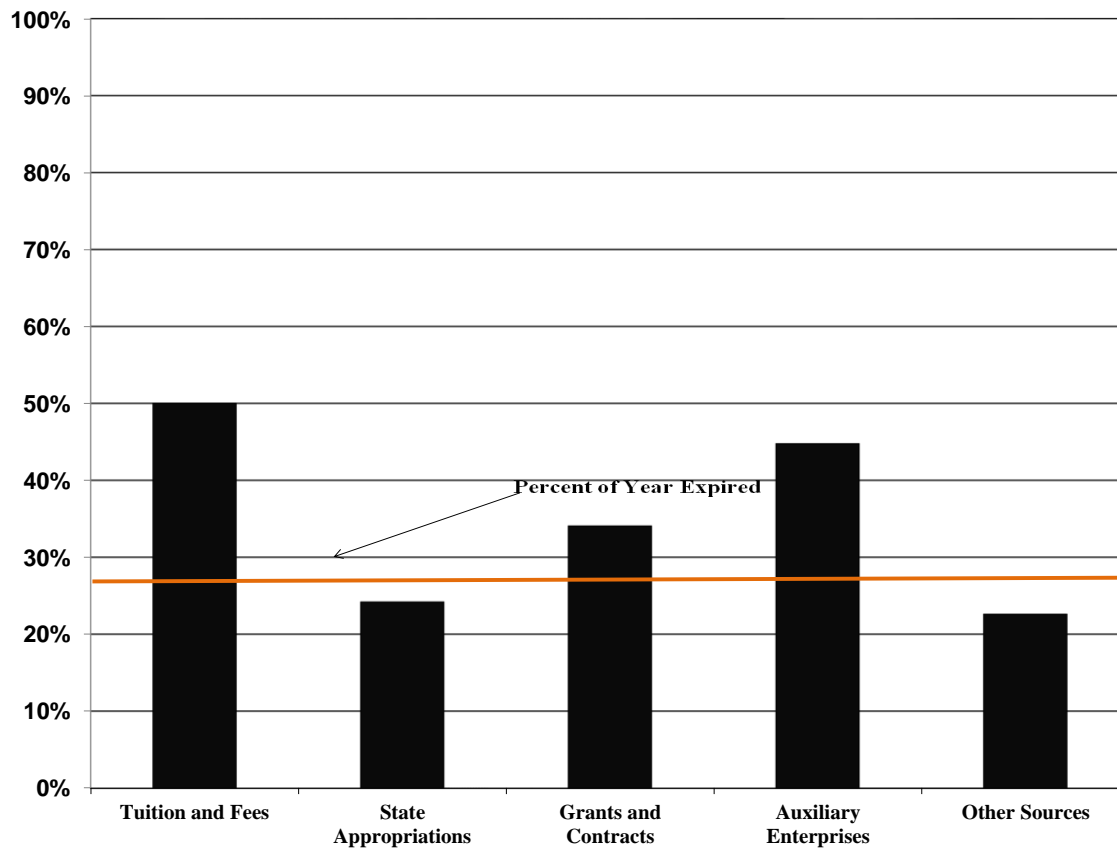


**MORGAN STATE UNIVERSITY
WORKING BUDGET VS. REVENUE REALIZED
FISCAL YEAR 2020**

Actual for the Period Ending September 30, 2019

| | <u>WORKING BUDGET</u> | <u>REVENUES</u> | <u>BALANCE</u> | <u>% OF REALIZED OF WORKING BUDGET</u> |
|--------------------------------------------|---------------------------|--------------------------|---------------------------|--------------------------------------------|
| STATE - SUPPORTED PROGRAMS: | | | | |
| Tuition and Fees | 68,819,875 | 34,431,480 | 34,388,395 | 50.0% |
| State Appropriations | 102,341,753 | 24,751,248 | 77,590,506 | 24.2% |
| Grants and Contracts | 3,500,000 | 892,577 | 2,607,423 | 25.5% |
| Other Sources | 5,188,651 | 1,070,244 | 4,118,407 | 20.6% |
| TOTAL STATE - SUPPORTED PROGRAMS | <u>179,850,279</u> | <u>61,145,549</u> | <u>118,704,730</u> | <u>34.0%</u> |
| SELF - SUPPORTED PROGRAMS: | | | | |
| Sales and Services - Auxiliary Enterprises | 48,839,629 | 21,855,985 | 26,983,644 | 44.8% |
| Federal Grants and Contracts | 44,000,000 | 15,546,286 | 28,453,714 | 35.3% |
| State Grants and Contracts | 2,000,000 | 368,717 | 1,631,283 | 18.4% |
| Private Grants and Contracts | 2,000,000 | 434,966 | 1,565,034 | 21.7% |
| TOTAL SELF - SUPPORTED PROGRAM | <u>96,839,629</u> | <u>38,205,954</u> | <u>58,633,675</u> | <u>39.5%</u> |
| TOTAL UNIVERSITY | <u>276,689,908</u> | <u>99,351,503</u> | <u>177,338,405</u> | <u>35.9%</u> |

WORKING BUDGET VS. REVENUE REALIZED
Actual for the Period Ending September 30, 2019



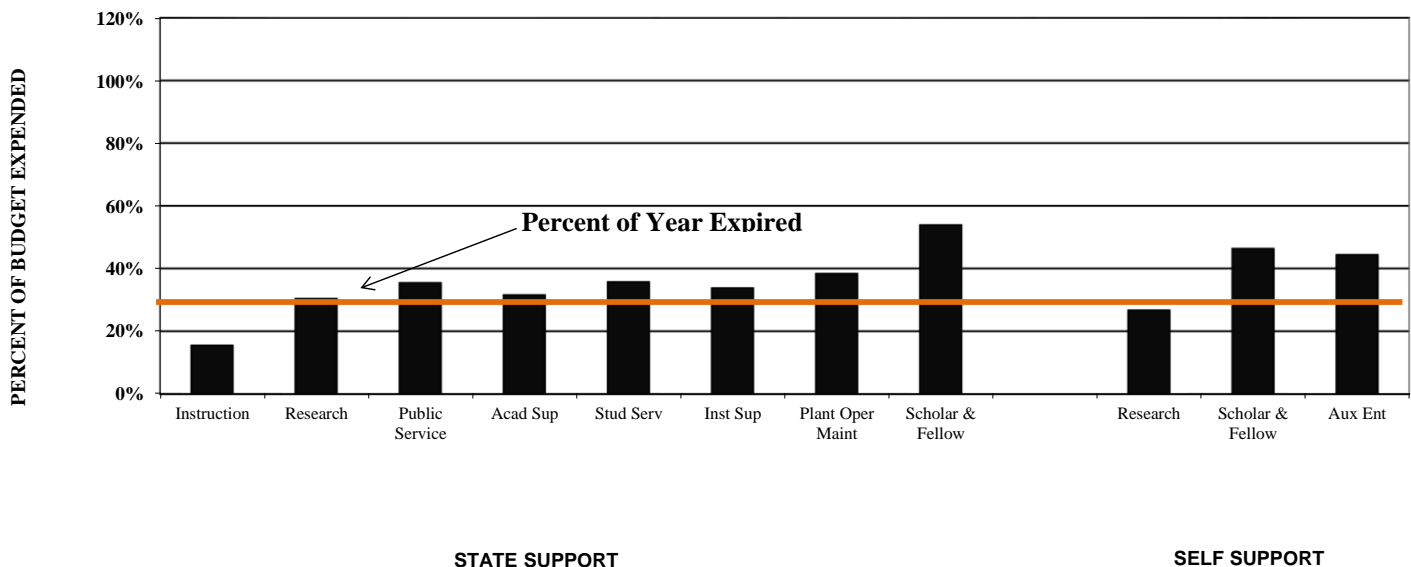
MORGAN STATE UNIVERSITY
WORKING BUDGET VS. EXPENDITURE
FISCAL YEAR 2020

Actual for the Period Ending September 30, 2019

| STATE - SUPPORTED PROGRAMS: | WORKING BUDGET | EXPENDITURES | BALANCE | PERCENT EXPENDED |
|-----------------------------------------|---------------------------|---------------------|--------------------|-----------------------------|
| Instruction | 60,272,517 | 9,335,243 | 50,937,274 | 15.5% |
| Research | 3,028,098 | 920,508 | 2,107,590 | 30.4% |
| Public Service | 453,453 | 160,560 | 292,893 | 35.4% |
| Academic Support | 26,663,590 | 8,411,975 | 18,251,615 | 31.5% |
| Student Services | 8,988,443 | 3,209,011 | 5,779,432 | 35.7% |
| Institutional Support | 44,265,087 | 14,945,376 | 29,319,711 | 33.8% |
| Plant Operations and Maintenance | 20,625,391 | 7,913,188 | 12,712,203 | 38.4% |
| Scholarships and Fellowships | 15,553,698 | 8,378,249 | 7,175,449 | 53.9% |
| TOTAL STATE - SUPPORTED PROGRAM | 179,850,278 | 53,274,111 | 126,576,167 | 29.6% |
| SELF-SUPPORTED PROGRAMS: | | | | |
| Research | 30,000,000 | 8,009,174 | 21,990,826 | 26.7% |
| Restricted Scholarships and Fellowships | 18,000,000 | 8,340,795 | 9,659,205 | 46.3% |
| Auxiliary Enterprises | 48,839,629 | 21,678,945 | 27,160,684 | 44.4% |
| TOTAL SELF-SUPPORTED PROGRAM | 96,839,629 | 38,028,914 | 58,810,715 | 39.3% |
| TOTAL UNIVERSITY | 276,689,907 | 91,303,025 | 185,386,882 | 33.0% |

PERCENT OF BUDGET EXPENDED BY PROGRAM
FISCAL YEAR 2020

Actual for the Period September 30, 2019



**MORGAN STATE UNIVERSITY
BOARD OF REGENTS
Finance and Facilities Committee
November 5, 2019**

FY 2021 OVER-THE-TARGET BUDGET REQUEST UPDATE

At the last Board meeting on August 6, 2019, the University informed the Board of its intent to submit the FY 2021 Over-the-Target Budget Request to the Department of Budget and Management (DBM). In consultation with President Wilson and University Vice Presidents, the Finance Division identified initiatives for which funding is critical for Morgan to fulfill its designation as Maryland's Preeminent Public Urban Research University. Those funding initiatives, as summarized below in priority order, were submitted electronically per DBM's new submission guidelines on October 22, 2019.

| | |
|----------------------------------------------------------------------------|-----------------|
| National Center for Sustainable and High Impact Practices (NC-SHIP) | \$ 2.0M |
| Salary Compression | \$ 2.0M |
| STEM Education | \$ 6.7M |
| Center for Urban Violence Prevention | \$ 4.0M |
| Enhancement of Safety and Security | \$ 5.0M |
| Operational Facilities Support | \$ 4.0M |
| Center for Urban Health Disparities Research and Innovation | \$ 2.0M |
| Total | \$ 25.7M |

Our analyst at DBM is currently reviewing the request and the University has been scheduled to present both its operating and capital budget needs for FY 2021 to DBM and the Governor's staff on November 13, 2019.

| FY 2020 INSTITUTIONAL AID ALLOCATIONS | Aid administrator | FY 2019 # students | | FY 2020 | FY 2020 | # students |
|----------------------------------------------|--------------------------|---------------------------|-----------------|-------------------|---------------------------------------------|---------------------------------------------|
| | | EXPENDED | assisted | ALLOCATION | EXPENDED TO DATE (as of 10/22/19) | assisted to date (as of 10/22/19) |
| Curriculum Honors | Peterkin | \$5,149,727 | 519 | \$6,100,000.00 | \$5,999,449.00 | 529 |
| Institutional Scholarships (Incentive Grant) | Turner/Wilkerson | \$102,529 | 60 | \$100,000.00 | \$66,829.00 | 24 |
| Community College Transfer | Peterkin | \$379,550 | 67 | \$500,000.00 | \$367,000.00 | 57 |
| Admissions Recruitment Grant | Cain | \$1,110,418 | 535 | \$1,700,000.00 | \$1,486,355.00 | 790 |
| Transfer Incentive Program | Cain/Turner | \$18,000 | 5 | \$45,000.00 | \$36,000.00 | 10 |
| Diversity Undergraduate | Cain | \$167,501 | 90 | \$289,000.00 | \$244,000.00 | 133 |
| Engineering Scholarship | Scott/Poindexter | \$79,469 | 59 | \$88,000.00 | \$26,350.00 | 18 |
| R.O.T.C. Bridge Grant | Rodney/Eastlack | \$384,348 | 56 | \$400,000.00 | \$306,958.00 | 67 |
| I.O.P. Bridge Grant | Bragg | \$39,525 | 20 | \$40,000.00 | \$16,514.00 | 15 |
| Choir Institutional Grant | Conway | \$248,170 | 70 | \$250,000.00 | \$246,975.00 | 74 |
| Band Institutional Grant | Miles | \$192,214 | 129 | \$200,000.00 | \$119,500.00 | 104 |
| Reclamation Grant | Mfume | \$10,961 | 7 | \$50,000.00 | \$9,399.00 | 6 |
| Special Assistance Grant | Turner/Wilkerson | \$3,858,537 | 1378 | \$2,586,322.00 | \$2,002,188.00 | 722 |
| Yellow Ribbon Program | Campbell/Prioleau | \$5,925 | 6 | \$20,000.00 | \$1,050.00 | 1 |
| Summer Scholars Grant | Turner/Wilkerson | | | \$200,000.00 | \$0.00 | 0 |
| Athletics Need-based Grant | Banks/Scott | \$750,000 | 237 | \$750,000.00 | \$119,354.00 | 25 |
| Graduate Asst. Scholarships-IASSTG | Garrison | \$193,989 | 42 | \$200,227.00 | \$197,470.00 | 35 |
| Graduate Scholarships-IDECOS | Garrison | \$1,198,923 | 299 | \$1,238,714.00 | \$969,258.00 | 241 |
| Diversity Graduate | Garrison | \$40,027 | 11 | \$40,027.00 | \$40,027.00 | 5 |
| MBA Program-IMBAS | Boghossian | \$311,376 | 55 | \$356,408.00 | \$292,110.00 | 40 |
| MBA Assistantships | Boghossian | \$39,470 | - | \$70,000.00 | \$14,660.00 | - |
| Graduate Assistantships Stipends | Garrison | \$690,623.00 | - | \$888,710.00 | \$194,000.00 | - |
| College Work Study | Wilkerson | \$0 | 0 | \$188,807.00 | \$0.00 | 0 |
| | | \$14,971,282 | 3645 | \$16,301,215.00 | \$12,755,446 | 2,896 |

| FUND/Administrator | Merit or Need-Based & Group(s) of students eligible | How do the criteria for the award relate to the University's mission? | List specific criteria and requirements for the award | Outline the procedure for awarding the funds to students | Status |
|------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| ROTC Bridge Grant/ LTC Willie Rodney, Professor of Military Science | Merit-based (academic and performance in ROTC)/Contracted and scholarship pending cadets | Improving student retention and degree completion | Full-time only (12 or more credits). Must maintain a cumulative and semester GPA of 2.0 or higher | Cadets will be reviewed every semester to ensure academic and program performance standards are met. Award is automatic when the Cadet meets the minimum requirements and renews automatically as long as they maintain these requirements. | Updated 10/23/18; confirmed still correct as of 10/30/19 |
| | | | | All students must (at minimum) apply to Morgan State University to be granted an audition. Students are asked to apply to become a member of the Morgan State University Band. Students requesting or seeking financial aid from the band are given the audition information with the audition dates and the students must contact the MSU Band Office to set an audition date and time. All students must meet the university's admission and financial aid requirements. Most of the (new) students are recruited. | |
| | | | | *New Student Instrumentalists: Awards are made based on how well the student meets the standards of the audition. Awards are also based on the needs of the ensemble, i.e. an Oboist or Bassoonist may get a larger award than a student who plays drums. All students are interviewed to judge commitment to pursuing an education at Morgan State University and performing in the Morgan State University Band Program. All students awarded financial assistance from the MSU Band must attend the MSU Band Camp. | |
| | | Improving student retention and degree completion, increasing student enrollment, building a transformative educational environment enriched by diverse cultural and socio-economic perspectives, supporting extra-curricular programs in the arts & athletics that enhance student success, allow students to perform at the highest levels, supporting, empowering and preparing high-quality, diverse graduates to lead the world, offers innovative, inclusive, and distinctive educational experiences to a broad cross-section of the population | *Must be a registered student. Either full or part-time students are eligible. *Must meet the university's eligibility requirements for financial aid *Pass an audition *Instrumentalists must perform in the Marching and Symphonic Bands *Must attend all scheduled performances and no less than 90 percent of scheduled rehearsals *There are no income requirements; however, there are no full scholarships awarded *All recipients must sign a letter of agreement | Returning Students: Students must attend the MSU Band Camp and agree to perform in the Marching and Concert Bands to receive an award renewal. There are six performing ensembles associated with the MSU Band Program and students that perform beyond the required ensembles are usually awarded more funding than those who do not-unless the student performs on an instrument that is needed by the ensemble. Due to its performance schedule, students who perform in the MSU Jazz Combo are funded at a different level. These students are selected for their interest and ability to perform "Jazz" music at an advanced level. They are selected for their noted interest in having more performance opportunities and their improvisational skills. Non Instrumentalists are selected via an audition process. Students in this category must audition for a position each year and are judged on their skill level. All recipients must sign a letter of agreement. | Correct 10/23/18; confirmed still correct 10/30/19 |
| Band Institutional Grant/Melvin Miles, Band Director | Merit (musical talent)/Transfer from Maryland Community College, Transfer from a Maryland four-year public institution, Transfer from a non-Maryland institution, Transfer from a Maryland four-year private institution, First-time freshman, Re-admitted student, Non-traditional/mature student, non-US citizen/non-permanent resident, Graduate | | Full-time only (12 or more credits) Minimum GPA to receive and maintain the award: 2.5 Minimum SAT score: "old SAT" score 850 and "new SAT" score 930 Minimum ACT score composite: 18 | Priority consideration is given to new incoming students who meet the priority application deadline of November 15; secondary consideration is given to students who meet the regular admission deadline of February 15. There is no separate application process; applicants are considered based on their application to the University. The grant is automatically renewable for a total of four years. The student must maintain a cumulative GPA of a 2.5. | updated 10/24/17; verbally confirmed as still accurate 10/25/18, confirmed still accurate, 10/30/19 |
| Admissions Recruitment Grant/Shonda Cain, Director, Undergraduate Admissions | Awards are primarily based on academic merit. However, pending availability of funds, students may be considered on the basis of need. /Transfer from Maryland Community College, Transfer from a Maryland four-year public institution, Transfer from a non-Maryland institution, Transfer from a Maryland four-year private institution, First-time freshman, non-US citizen/non-permanent resident | Improving student retention and degree completion, increasing student enrollment | | | |

| FUND/Administrator | Merit or Need-Based & Group(s) of students eligible | How do the criteria for the award relate to the University's mission? | List specific criteria and requirements for the award | Outline the procedure for awarding the funds to students | Status |
|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Undergraduate Diversity Grant/Shonda Cain, Director, Undergraduate Admissions | Awards are primarily based on academic merit. However, pending availability of funds, students may be considered on the basis of need. /Transfer from Maryland Community College. Transfer from a Maryland four-year public institution. Transfer from a non-Maryland institution. Transfer from a Maryland four-year private institution. First-time freshman, non-US citizen/non-permanent resident | Improving student retention and degree completion, increasing student enrollment, building a transformative educational environment enriched by diverse cultural and socio-economic perspectives | Heavy consideration is given to how the applicant will help to enrich and diversify the campus community and learning experience. Full-time only (12 or more credits). Minimum GPA to receive and maintain the award: 2.5 Minimum SAT score: "old SAT" score 850 and "new SAT" score 930 Minimum ACT score composite: 18 | Priority consideration is given to new incoming students who meet the priority application deadline of November 15; secondary consideration is given to students who meet the regular admission deadline of February 15. There is no separate application process; applicants are considered based on their application to the University. The grant is automatically renewable for a total of four years. The student must maintain a cumulative GPA of a 2.5. | updated 10/24/17; verbally confirmed as still accurate 10/25/18; confirmed still accurate 10/30/19 |
| Reclamation Grant/Tiffany Mfume, Director, Student Success and Retention | Need-based. Students eligible for a Reclamation Grant must complete the FAFSA and be packaged by the Office of Financial Aid prior to being offered a Reclamation grant. The Reclamation grant is a "last dollar" grant designed to fill the gap of unmet need for students in their 5th or 6th year of matriculation. /Students who entered the University as first-time, full-time freshmen | Improving student retention and degree completion | Either full or part-time students are eligible. Students eligible for a Reclamation grant must: 1) have started Morgan as a first-time, full-time freshman in the cohort year for the 5th or 6th year graduation class; 2) have earned at least 90 credits; 3) have a cumulative GPA of 2.0 or better; 4) obtain an official credit audit from their dean or chairperson indicating their ability to graduate on-time, in six years or less; and, 5) be packaged by the Office of Financial Aid after completing the FAFSA (if eligible for federal aid). | Students are identified by the Office of Student Success and Retention as students who have stopped-out (left the university for one or more semesters), have earned 90 or more credits with a 2.0 GPA or better, and invited to return to the university to finish their degree in six years or less. Letters, emails, and phone calls are utilized to communicate the opportunity to students. After the initial cohort of students has been identified and students confirm their willingness to return to Morgan, remaining available Reclamation funding is used to support students in the graduation cohort who meet all of the same criteria except they are currently registered students instead of stopped-out students. These 2nd tier students are primarily identified from the DROP list every semester. | Correct 10/18/18; confirmed still accurate 10/30/19 |
| Special Assistance Grant/Kara Turner, VP, Enrollment Management and Student Success | Need-based-as determined by factors including expected family contribution (EFC), financial profile (e.g., Pell, loans, other external and institutional funding, out-of-pocket payments) and assessment by the Director of Financial Aid or designee. Students eligible for a Special Assistance Grant must complete the FAFSA and be packaged by the Office of Financial Aid prior to being offered a grant (if eligible for federal aid). The Special Assistance Grant is designed to provide one-time "last-dollar" assistance to undergraduate students who have exhausted all other means to fund their education./Transfer from Maryland Community College. Transfer from a Maryland four-year public institution. Transfer from a non-Maryland institution. Transfer from a Maryland four-year private institution. First-time freshman, Re-admitted student, Non-traditional/mature student, non-US citizen/non-permanent resident | Improving student retention and degree completion, increasing student enrollment | Undergraduate only. Must have demonstrated need. First-year international students ineligible for federal aid are ineligible. Must complete service and scholarship requirements or will forfeit 50% of funds awarded (determined by the amount of funding) and be ineligible to receive funds for the next semester of enrollment. Priority consideration is given to full-time students in good academic standing who impact retention and graduation rates. | Students complete the online MSU Institutional Aid application. Application is reviewed by Institutional Aid Review Committee. Eligible students are awarded funds, pending availability. Students are notified of award and service and scholarship requirements by the Institutional Aid Review Committee at their Morgan email account. Award is for the semester; it is not automatically renewed. | Updated 10/23/18; still correct as of 10/30/19 |
| IOP Bridge Grant/Willie Bragg, Director, Continuing Studies | Based on both need and merit. IOP guidelines, application review, letter of interest, and interview/Transfer from Maryland Community College. Transfer from a Maryland four-year public institution. Transfer from a non-Maryland institution. Transfer from a Maryland four-year private institution. First-time freshman, Re-admitted student, Non-traditional/mature student | Improving student retention and degree completion, increasing student enrollment, building a transformative educational environment enriched by diverse cultural and socio-economic perspectives, supporting, empowering and preparing high-quality, diverse graduates to lead the world, offers innovative, inclusive, and distinctive educational experiences to a broad cross-section of the population | Low income as determined by Financial Aid Guidelines for Maryland and meet one of the following: Parent, Job Corp student, Career Academy Student, Foster Care recipient, Unemployed (e.g., downsizing, company closure, reorganization), Pell Grant eligible, enrolled in a minimum of six credits, show satisfactory academic progress. | The academic record is reviewed each year for returning IOP students. Returning students must maintain a 2.0 overall to receive an award. Transcripts for new/potential candidates are reviewed for GPA. New students are also interviewed. They must meet the overall criteria for the IOP Program. IOP students are notified of the award by the IOP Coordinator and Program Director. Final awards are submitted to the Director of Financial Aid to be applied to their accounts. | Correct 10/26/18; confirmed still correct as of 10/30/19 |

| FUND/Administrator | Merit or Need-Based & Group(s) of students eligible | How do the criteria for the award relate to the University's mission? | List specific criteria and requirements for the award | Outline the procedure for awarding the funds to students | Status |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|
| | | | <p>Applicants must meet all the following guidelines:</p> <ol style="list-style-type: none"> 1) Must be an Engineering major. 2) Citizenship - students with a citizenship status below can apply: <ol style="list-style-type: none"> a) United States citizens and U.S. Permanent residents (must attach proof to applications birth certificate, passport, voter card, permanent resident card). b) Non-U.S. citizens majoring in engineering (IE, OE, EE, IE) and transportation systems (limited). 3) Must have a minimum cumulative GPA of 2.5. 4) Other requirements: <ol style="list-style-type: none"> a) If new to the program, you must have earned at least 12 credits in the previous semester and currently registered for at least 12 credits. b) If currently in program, must complete at least 15 credits in current semester to receive full consideration for next semester. c) Only students pre-registered for a minimum of 15 credits will be selected for the program unless extenuating circumstances are explained in writing with the application. d) No awards are made to students who earn 2 D's or a F in the current semester (unless you are in a special program). e) Must attach all required documents (resume, and proof of US citizenship or US permanent residence) | <p>1) All students must apply (the previous semester for consideration) for example in spring to receive a fall award. If awarded in summer/fall, award for following spring is also made, except for December graduates.</p> <p>2) Information is verified each term by the Director of First Year Experience and submitted to the Director of Financial Aid.</p> <p>3) For a student already in program the following is verified</p> <ol style="list-style-type: none"> a) Deficient grades - 1 F or 2 Ds in spring semester eliminate ALL applicants b) Did program participants comply with program rules and earn 15+ during the spring. If not, they may not be awarded or award amount will be reduced c) In exchange for awards, participants perform weekly service for a fixed number of hours and are assigned to faculty and staff mentors, primarily to do research and other duties as assigned. d) Evaluations are submitted from the Faculty/Staff regarding student performance. Students that do not perform well or fail to complete their service hours are placed on probation for a semester. e) Students with a 2.5 - 3.2 GPA are required to attend weekly Engineering tutoring f) After each term ends each student is evaluated to determine continuation on the program before the next term starts. For example, fall semester ends, fall participants' academic and rule compliance performance is evaluated during the winter term and spring awards are adjusted accordingly. | Updated 10/12/18; confirmed still accurate 10/30/19 |
| Engineering Scholarship/Director of Freshman Programs First Year Experience & Student Support Services (Monica Poindexter) & Dean of School of Engineering (Craig Scott) | Based on both need and academic merit. Applicants financial aid records are reviewed: EFC, loans, budget, unmet need, grants and other scholarships/Transfer from Maryland Community College. Transfer from a Maryland four-year public institution, Transfer from a non-Maryland institution, Transfer from a Maryland four-year private institution, First-time freshman, Re-admitted student, Non-traditional/mature student, non-US citizen/non-permanent resident school of engineering students | Improving student retention and degree completion, increasing student enrollment, supporting, empowering and preparing high-quality, diverse graduates to lead the world | <p>Student must meet following guidelines:</p> <ol style="list-style-type: none"> 1) Must be a student athlete 2) Full-time only (12 or more credits) <p>Full-time only (12 or more credits). The Choir Institutional Grant is based on the student's ability to contribute to the corporate sound of the Morgan State University Choir. Upon receipt of the award, the choir member is required to keep a GPA of at least 2.5 per semester. If the GPA drops below 2.5, the grant will be cut in half for the following semester. If the GPA is less than 2.5 for 2 consecutive semesters, the student will lose the grant. Additionally, the student is required to attend rehearsal regularly, and attend performances when they are available.</p> | Selection criteria is based upon the following: 1) Graduation in the subsequent semester/degree completion (must be confirmed by degree audit) 2) Sport Academic Progress Status (APR) 3) Eligibility status and level of need to retain eligibility 4) Attending to "get ahead" | Correct 10/24/18; Revised criteria 10/30/19 |
| Athletics Need-Based Grant/Edward Scott, Director of Athletics | Merit (athletic ability)/Transfer from Maryland Community College. Transfer from a Maryland four-year public institution, Transfer from a Maryland from a nonmaryland institution, Transfer from a Maryland four-year private institution, First-time freshman, Re-admitted student, Nontraditional/mature student, non-US citizen/non-permanent resident | Improving student retention and degree completion, supporting extra-curricular programs in the arts & athletics that enhance student success, allow students to perform at the highest levels | Supporting extra-curricular programs in the arts & athletics that enhance student success, allow students to perform at the highest levels, supporting, empowering and preparing high-quality, diverse graduates to lead the world, offers innovative, inclusive, and distinctive educational experiences to a broad cross-section of the population | | |
| Choir Institutional Grant/Eric Conway, Choir Director | Merit (musical talent)/Transfer from Maryland Community College. Transfer from a Maryland four-year public institution, Transfer from a non-Maryland institution, Transfer from a Maryland four-year private institution, First-time freshman, Re-admitted student, Non-traditional/mature student, non-US citizen/non-permanent resident, Graduate | | | If the students meet the criteria, the award is automatically renewed. Students do not have to re-apply or make additional requests. | Correct 10/15/18; confirmed correct 10/30/19 |

| FUND/Administrator | Merit or Need-Based & Group(s) of students eligible | How do the criteria for the award relate to the University's mission? | List specific criteria and requirements for the award | Outline the procedure for awarding the funds to students | Status |
|-------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Curriculum Honors Scholarship/Darryl Peterkin, Director, Clara I. Adams Honors College | Merit (academic)/First-time freshman, non-US citizen/non-permanent resident | Improving student retention and degree completion, increasing student enrollment, building a transformative educational environment enriched by diverse cultural and socio-economic perspectives, supporting extra-curricular programs in the arts & athletics that enhance student success, allow students to perform at the highest levels, supporting, empowering and preparing high-quality, diverse graduates to lead the world, offers innovative, inclusive, and distinctive educational experiences to a broad cross-section of the population | Full-time only (12 or more credits). First-time Freshman Scholarships: The Martin D. Jenkins Scholarship provides for up to full tuition and fees, room and board per year; \$1000 a year for books; MD Residents: 3.30 GPA or higher; 1200 SAT (old)/1270 (new) or 26 ACT; Non-Residents: 3.4 GPA and 1250 SAT (old)/1310 (new) or 28 ACT. Honors Scholarships awarded to eligible incoming freshmen who do not meet the requirements of the Jenkins Scholarship will be allocated on the basis of merit, as determined by the Office of Undergraduate Admission and Recruitment, in consultation with the Director of the Clara I. Adams Honors College, as appropriate. | The MSU Office of Undergraduate Admission and Recruitment awards Honors Scholarships to incoming freshmen, based upon the established criteria for the award. Scholarship is automatically renewed for up to a TOTAL of 8 semesters, as long as recipient maintains the minimum GPA that was required to receive the initial award. The Director of the Honors College, or her/his designee will, at the end of each semester, review the academic performance of Honors Scholarship recipients and exercise appropriate discretion with regard to allowing academic probation for a period of at least one semester, but not to exceed two consecutive semesters. At the end of the period of academic probation the Director of the Honors College or her/his designee, will determine the final status of the student(s) in question. | Updated 10/23/18; Criteria verified correct as of 10/30/19. Institutional Aid administrator anticipates making revisions for fall 2020 entering students. |
| Incentive Grant/Kara Tumer, VP, Enrollment Management and Student Success | Based on both need and academic merit. The Office of Financial Aid conducts a resource review./Transfer from Maryland Community College, Transfer from a Maryland four-year public institution, Transfer from a non-Maryland institution, Transfer from a Maryland four-year private institution, First-time freshman, Re-admitted student, Non-traditional/mature student | Improving student retention and degree completion, increasing student enrollment, building a transformative educational environment enriched by diverse cultural and socio-economic perspectives, supporting extra-curricular programs in the arts & athletics that enhance student success, allow students to perform at the highest levels, supporting, empowering and preparing high-quality, diverse graduates to lead the world, offers innovative, inclusive, and distinctive educational experiences to a broad cross-section of the population | Undergraduate only. Must have demonstrated need. First-year international students ineligible for federal aid are ineligible. Priority consideration is given to full-time students in good academic standing who impact retention and graduation rates. | Typically, students are awarded Incentive Grant funding on a semester basis. In limited circumstances, award may be made for the academic year. Students are identified for awards based on enrollment, retention and graduation priorities, as determined by the VP for Enrollment Management and Student Success. | Updated 4/16/19. Correct -10/29/19 |
| Community College Transfer Scholarship/Darryl Peterkin, Director, Clara I. Adams Honors College | Merit (Academic)/Transfer from a Maryland four-year public institution, Transfer from a non-Maryland institution, Non-traditional/mature student, non-US citizen/non-permanent resident | Improving student retention and degree completion, increasing student enrollment, building a transformative educational environment enriched by diverse cultural and socio-economic perspectives, supporting extra-curricular programs in the arts & athletics that enhance student success, allow students to perform at the highest levels, supporting, empowering and preparing high-quality, diverse graduates to lead the world, offers innovative, inclusive, and distinctive educational experiences to a broad cross-section of the population | Full-time only (12 or more credits). Student should have been admitted to Morgan State University by the April 1 "priority scholarship consideration date" in order to qualify for an academic scholarship. Student must apply directly from regionally accredited community college and have at least 50% of her/his earned credits from a community college. Clayton Stansbury Bridge Grant provides up to \$4,000 per year to students transferring with 24+ credits from a regionally accredited community college with a cumulative GPA of 3.00 or higher. The Parren J. Mitchell Scholarship provides up to \$10,000 per year to students transferring with 56 credits or AA/AS from a regionally accredited community college with a cumulative GPA of 3.5 or higher | The MSU Office of Undergraduate Admission and Recruitment awards Honors Scholarships to incoming transfer students, based upon the established criteria for the award. Scholarship is automatically renewable for up to a TOTAL of two years (4 semesters), or graduation from the University, whichever comes first, provided student maintains minimum GPA required to receive initial award. The Director of the Honors College, or her/his designee will, at the end of each semester, review the academic performance of Honors Scholarship recipients and exercise appropriate discretion with regard to allowing academic probation for a period of at least one semester, but not to exceed two consecutive semesters. At the end of the period of academic probation the Director of the Honors College or her/his designee, will determine the final status of the student(s) in question. | Updated 10/23/18; Criteria verified correct as of 10/30/19. Institutional Aid administrator anticipates making revisions for fall 2020 entering students. |

| FUND/Administrator | Merit or Need-Based & Group(s) of students eligible | How do the criteria for the award relate to the University's mission? | List specific criteria and requirements for the award | Outline the procedure for awarding the funds to students | Status |
|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| | | | Awards up to \$2,000 per semester (\$4,000 per year), for up to five semesters. To qualify, applicants must have graduated from a two-year institution with an associate's degree and select a major in one of the following eligible programs: Actuarial Science, Chemistry; Construction Management; Economics; Engineering Physics; English; Finance; History; Mathematics; Philosophy; Physics; Theater, and Psychology (Psychology is only eligible for the Laurel College Center program) Once enrolled for classes students must: Maintain a semester and cumulative 2.5 grade point average. Remain enrolled in the selected major of study; Be enrolled as a full time student each semester with at least 15 credits; Must successfully complete a minimum of 15 credits per semester; Must follow the degree plan provided by the department chairperson or academic advisor. Students who previously attended Morgan and are seeking re-admission are not eligible. Award is automatically renewable for up to 5 semesters provided recipient fulfills above criteria. Award is not need-based, but applicants who are eligible for federal financial aid must complete the FAFSA to be considered, and awards may be adjusted to ensure that funds provided do not exceed the cost of attendance. Award may be adjusted based on receipt of other institutional awards. There are a limited number of scholarships. Scholarships are awarded until all funds have been exhausted and all eligible applications may not receive an award. Must be eligible for the maximum benefit rate under the Post 9/11 GI Bill. Must be deemed a Non-Resident student of Maryland. Eligible students include: Children using servicemembers transferee benefit who are at 100% level; Purple Heart recipients with any amount of service and an honorable discharge; service members who are discharged after 60 days with a service-connected disability, with 30 continuous days after September 10, 2001. Funds are on a first-come, first served basis up to the maximum number of individuals allowable in MSU participation agreement with the Department of Veterans Affairs. Active duty servicemembers and their spouses are NOT eligible. | Applicants who meet the criteria are automatically considered; applicants also may be referred by department chairpersons or Deans of the eligible programs. Students will be selected by the department chairpersons of the eligible programs, or their designees, in consultation with the Office of Undergraduate Admission. The Admissions Office will notify students who are awarded. TIP Scholarships are automatically renewed for up to five (5) semesters, as long as students maintain the gpa and degree progression criteria earlier outlined. | Correct 10/26/18; revised 10/30/19 |
| Transfer Incentive Program/Shonda Cain, Director, Undergraduate Admissions | Merit (Academic)/Transfer from Maryland Community College, Transfer from a non-Maryland institution, Non-traditional/mature student, non-US citizen/non-permanent resident | improving student retention and degree completion, increasing student enrollment, building a transformative educational environment enriched by diverse cultural and socio-economic perspectives | | | |
| Yellow Ribbon Award/Keisha Campbell, Interim Registrar | Merit (Military service) and need-based/non-resident students being funded at the 100% rate under Chapter 33 who still have financial need | improving student retention and degree completion, increasing student enrollment, building a transformative educational environment enriched by diverse cultural and socio-economic perspectives | Eligible students are sent an application to apply for Yellow Ribbon funding based on their VA benefit and certification on file. Funds are awarded to eligible students on a first-come, first served basis per semester until awards have been offered to the maximum number of individuals stated in VA-MSU participation agreement. MSU must certify student enrollment to VA and provide Yellow Ribbon Program information. Financial Aid is notified of students to be awarded. | Updated 10/26/18. Criteria verified correct as of 10/30/19. Institutional Aid administrator anticipates making revisions for spring 2020. | |

| FUND/Administrator | Merit or Need-Based & Group(s) of students eligible | How do the criteria for the award relate to the University's mission? | List specific criteria and requirements for the award | Outline the procedure for awarding the funds to students | Status |
|-------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| Presidential Merit Scholarship/Shonda Cain, Director, Undergraduate Admissions | Merit/Students identified as having truly extraordinary merit in a particular area. | Increasing student enrollment, building a transformative educational environment enriched by diverse cultural and socio-economic perspectives, supporting extra-curricular programs in the arts & athletics that enhance student success, allow students to perform at the highest levels, supporting, empowering and preparing high-quality, diverse graduates to lead the world, offers innovative, inclusive, and distinctive educational experiences to a broad cross-section of the population | The Presidential Merit Scholarship will be given from time to time (it will not necessarily be awarded annually) to a student or students with truly extraordinary merit in a particular area. Presidential Merit Scholars may receive up to full tuition and fees each semester for up to eight (8) semesters. Minimum cumulative gpa of 2.5 required for continuation of scholarship. | The President of the University may from time to time nominate a student with extraordinary merit in a particular area to receive the Presidential Merit Scholarship. There is no application process and the scholarship will be awarded at the sole discretion of the President or his designee. It will not necessarily be awarded annually. | Correct 10/23/18. Correct 10/29/19 |
| Continuing Students Honors Scholarship/Darryl Peterkin, Director, Clara I. Adams Honors College | Merit (Academic)/Continuing MSU students with at least 30 non-developmental credits. Transfer students with up to 60 credits are also eligible for consideration. Students who have surpassed the 60-credit limit must first submit a preliminary application that will be reviewed by the Director of the Honors College, who will determine whether the credit limit shall be waived. | Improving student retention and degree completion, increasing student enrollment, building a transformative educational environment enriched by diverse cultural and socio-economic perspectives, supporting extra-curricular programs in the arts & athletics that enhance student success, allow students to perform at the highest levels, supporting, empowering and preparing high-quality, diverse graduates to lead the world, offers innovative, inclusive, and distinctive educational experiences to a broad cross-section of the population | Continuing students who have completed 30-56 credit hours and maintained a minimum GPA of 3.30 may apply for admission to the Honors College. The number of available slots in Honors varies each year, and is dependent upon available funding. Honors Scholarships awarded to admitted continuing students will be determined in consultation with the Director of the Office of Financial Aid. | The applications for continuing students will be posted on the Honors College website (www.morgan.edu/honorscollege) from 01 January to 31 March each academic year. Selected students will be admitted to the Honors College in the Fall of the next academic year. Scholarship is automatically renewed for up to a TOTAL of three years (6 semesters), or graduation from the University, whichever comes first, as long as recipient maintains minimum GPA required to receive initial award. The Honors College reserves the right to admit continuing students without granting them a scholarship award. However, these students must agree to adhere to the academic and programmatic requirements of the Honors College, and they will receive the same academic and programmatic "perks" and advantages allotted to Honors students receiving scholarships. | Updated 10/23/18. Criteria verified correct as of 10/30/19. Institutional Aid administrator anticipates making revisions for fall 2020 applicants |
| Summer Scholars Grant/Kara Turner, VP, Enrollment Management and Student Success | Need-based. Need is determined by factors including expected family contribution (EFC), financial profile (e.g., Pell, loans, other external and institutional funding, out-of-pocket payments) and assessment by the Director of Financial Aid or designee. Students eligible for a Summer Scholars Grant must have completed the FAFSA and have been packaged by the Office of Financial Aid for the previous academic year prior to being offered a grant (if eligible for federal aid). The Summer Scholars Grant fund is designed to assist full-time undergraduate students with taking summer classes. Students in retention/graduation cohorts (students who entered the University as first-time, full-time freshmen in a fall semester and are within their six year graduation window) are eligible to apply. First-time freshman/non-US citizen/non-permanent resident | Improving student retention and degree completion | Entered MSU as a first-time freshman, on a full-time (12 credits or more) basis, in a fall semester within their six-year graduation window. First-year international students and students with financial guarantees from their home country are not eligible to apply. Must not past due balance from any previous semester. Must be registered for the course(s) for which funding is being requested at the time of application to the Summer Scholars Grant. Must be able to document that course(s) being supported is either: a retake of a failing grade in a course needed for degree program (D or F in major or supporting courses, or F in general education/University requirements) OR a course needed for degree program that will help student stay on track for timely graduation. Funds are typically only available for courses taking place in summer term I. | Eligible students are invited to apply through an invitation email to their Morgan email account. Students are reviewed to ensure they have met eligibility requirements. Funds are awarded based on retention/graduation priorities, as determined by the VP for Enrollment Management and Student Success, and are not necessarily first-come, first-served. | Updated 4/16/19. Correct -10/29/19 |



Morgan State University
Audit and Institutional Assessment Committee Meeting
Earl S. Richardson Library Boardroom
Tuesday, November 5, 2019
8:30 a.m.

Agenda

OPEN SESSION

- Opening Remarks Regent Tracey Parker-Warren
on behalf of Regent Larry Ellis
- President's Remarks Dr. David Wilson
- Vote to go into Closed Session

CLOSED SESSION

- SB & Company's financial statement audit presentation Ms. Pam Gray
Ms. Monique Booker
- Office of Internal Audit's Update Mr. Abraham Mauer
 - Continued discussion of the progress for implementing recommendations
advanced by the Office of Legislative Audits (OLA) – Items 9 thru 17
- Closing Remarks Regent Tracey Parker-Warren
on behalf of Regent Larry Ellis

Public Session Minutes

BOARD MEMBERS

Present: Regent Larry Ellis, Vice Chair; Regent Shirley Malcom; Regent Kweisi Mfume, Regent Tracey Parker-Warren

Absent: Regent Elijah Cummings, Regent Frances Draper

STAFF MEMBERS

Present: Dr. David Wilson, Mr. Sidney Evans, Mr. Thomas Faulk, Mrs. Deborah Flavin, Mrs. Kassandra Grogan, Ms. Sherita Harrison, Mr. Shinil Hong, Mr. Abraham Mauer, Mr. William Ngombu, Dr. Adebisi Oladipupo, Mr. Alan Small, Dr. Don-Terry Veal

Committee Vice Chair Ellis called the meeting to order at 8:35 a.m. He welcomed all in attendance and yielded the floor to Dr. Wilson for brief remarks.

President Wilson stated that due to a matter that had to be addressed with urgency, several of the items on the OLA grid have not moved as far as he would have liked for them to move. However, the University has made tremendous progress, and he is looking forward to picking that up again once we have the challenges presented to us resolved in the next couple weeks.

Recap of FY 2019 Audit Activities

Before providing a recap on audit activities for fiscal year 2019, Mr. Mauer introduced Internal Audit's new Senior Staff Auditor, William Ngombu. Mr. Ngombu's was previously employed by the Department of Juvenile Services as an auditor for several years, and started at Morgan in early July.

Mr. Small stated that some of the projects that Internal Audit has worked on over the past year include: how best to address the ERP related challenges, grant audits, Ellucian Banner security, credit card transactions, legislative audit actions, temporary employment status issues, and Procurement and Property Control prior and current issues. He noted that Internal Audit also obtained approval from OLA to develop a day-long audit forum/workshop for colleges and universities (tentatively to be held on September 13th), worked with the Office of General Counsel on numerous issues, and participated in the internal controls training evaluation survey as a follow up to the four-hour mandatory internal controls workshop held on July 18th in the School of Business Auditorium by the Baker Tilly consulting firm.

Three Year Audit Plan: FYs 2019 – 2021

Mr. Mauer led the discussion on the three-year audit plan. He indicated that one of the big focuses is going to be cash management, particularly in the satellite areas such as the Box Office, the Student Center and, of course, the Bursar's Office as well as making sure they have adequate segregation of duties. Mr. Evans noted that the University administration has established an internal committee to work on a cash management initiative.

Regent Ellis asked if there was a policy on cash. Mr. Mauer indicated that there is no policy; the only policy that the University subscribes to is the Department of Budget and Management's (DBM) accounting manual. He added that Internal Audit has been insisting that we develop our own internal policies and

procedures for cash, which has been an ongoing effort. Regent Ellis stated that we need a policy on cash management despite what DBM does.

Regent Mfume asked when will the committee meet. Mr. Evans indicated that the committee meets every two weeks, and started in April with representation from the WEAA, the Student Center, Murphy Fine Arts, Bursar, Grants and Athletics.

Regent Mfume commented that the committee should produce a policy by the next meeting, and noted that this could be put it down as something we can look forward to receive in November. Mr. Mauer noted that Internal Audit would like to be involved and have a chance to review the procedures to address any major disagreements prior to finalization.

Dr. Wilson stated that Internal Audit has presented the three-year audit plan for Committee approval. Regent Ellis commented that the preponderance of the plan should be focused on correcting these OLA issues. Regent Malcom noted that there may be things that happen in the interim that will require some deviation. She added that major deviations from the plan should be brought back to the Committee.

Mr. Mauer commented that the plan submitted for approval is not the most recent version. Therefore, Regent Ellis suspended the action, and noted that the Committee would convene an off cycle meeting to address this issue.

Regent Ellis then stated that the Audit Committee would now reconvene in Closed Session to consider items specifically exempted from public consideration under § 3-305(b)(7) of the Open Meetings Act. In Closed Session, the Audit Committee will consult with counsel to receive an update on the progress in implementing the Office of Legislative Audits' recommendations. Regent Ellis stated that the Committee may reconvene in Public Session at the conclusion of the Closed Session, if necessary. After reading the closed session citation into the record, it was MOVED by Regent Malcom and SECONDED by Regent Mfume to enter into CLOSED SESSION.

The Committee moved into Closed Session at 9:01 a.m.

**MORGAN STATE UNIVERSITY
CITATION OF AUTHORITY FOR CLOSING A MEETING
UNDER THE OPEN MEETINGS ACT
BOARD OF REGENTS AUDIT AND INSTITUTIONAL ASSESSMENT COMMITTEE**

Date: Tuesday, August 6, 2019 Time: 8:30 a.m.

Location: Boardroom 400
Earl S. Richardson Library
Morgan State University
1700 E. Cold Spring Lane
Baltimore, MD 21251

Motion to close meeting made by: Regent Malcom

Seconded by: Regent Mfume

Members voting in favor: All Regents in attendance

Opposed:

Abstaining:

Absent: Regents Cummings and Draper

THE STATUTORY AUTHORITY TO CLOSE THIS MEETING CAN BE FOUND AT (check all that apply):

General Provisions Article, § 3-305 (b)(7):

____ (1) (i) To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals;

____ (2) To protect the privacy or reputation of individuals concerning a matter not related to public business;

____ (3) To consider the acquisition of real property for a public purpose and matters directly related thereto;

____ (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State;

____ (5) To consider the investment of public funds;

____ (6) To consider the marketing of public securities;

☒ (7) To consult with counsel to obtain legal advice on a legal matter;

____ (8) To consult with staff, consultants, or other individuals about pending or potential litigation;

____ (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations;

____ (10) To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (i) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans;

____ (11) To prepare, administer, or grade a scholastic, licensing, or qualifying examination;

____ (12) To conduct or discuss an investigative proceeding on actual or possible criminal conduct;

____ (13) To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter;

____ (14) Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

General Provisions Article, § 3-103 (a):

____ (1) To carry out an administrative function;

____ (2) To carry out a judicial function;

____ (3) To carry out a quasi-judicial function.

FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:

1. To receive an update on the progress of implementing the Office of Legislative Audits' recommendations.

THE BOARD MAY RECONVENE IN PUBLIC SESSION AT THE CONCLUSION OF THE CLOSED SESSION IF NECESSARY TO TAKE ANY FINAL AND BINDING ACTION.

This statement is made by Larry R. Ellis

SIGNATURE: 

***** FOR USE IN MINUTES OF NEXT REGULAR MEETING: *****

TOPICS DISCUSSED AND ACTION(S) TAKEN (IF ANY):

MORGAN STATE UNIVERSITY

Core Values



Excellence | Integrity | Respect | Diversity | Innovation | Leadership

EXPERIENCE MORGAN

www.morgan.edu