



Office of the Board of Regents

**Board of Regents Minutes
Public Session
November 1, 2011**

The meeting of the Morgan State University Board of Regents was called to order by Chairman Dallas R. Evans at 12:00 noon.

Present

Mr. Dallas R. Evans, Chairman
Mr. Martin R. Resnick, Vice Chairman
Rev. Dr. Frances M. Draper, Secretary
Ms. Shirley Marcus Allen, Regent
The Honorable Elijah E. Cummings, Regent (Tele-conference)
Mr. Franklin L. Edmonds, Regent
Dr. Linda J. Gilliam, Regent (Tele-conference)
Dr. Charles W. Griffin, Regent (Tele-conference)
Senator Laurence Levitan, Regent
Dr. Shirley M. Malcom, Regent
Mr. Kweisi Mfume, Regent (Tele-conference)
Mr. William R. Roberts, Regent
Ms. Andrea Carrington, Student Regent

Dr. David Wilson, University President
Ms. Elena Langrill, Assistant Attorney General

Absent

General (Ret.) Larry R. Ellis, Regent
Mr. Donald R. Frieson, Regent

Opening Remarks

Chairman Evans offered brief remarks. He extended condolences to Regent Draper from the loss of her dad. He then mentioned that Regent Ellis is recuperating from major surgery, and Dr. Clara Adams is home recuperating because of a recent illness. The Chairman

asked that the staff send flowers and wishes for speedy recoveries to both Regent Ellis and Dr. Adams.

Approval of Minutes

It was MOVED by Vice Chairman Resnick and SECONDED by Regent Edmonds to approve the minutes of August 2, 2011. THE MOTION CARRIED.

Remarks by Counsel

Attorney Elena Langrill, Assistant Attorney General, reported that the Office of the Attorney General and the Office of General Counsel addressed the underlying issues surrounding the PNC contract; resolved same and moved the contract forward. Attorney Langrill mentioned that agreements were made sometime ago regarding the campus shuttle buses, and that the buses are running on schedule.

Report of the President

President Wilson reported on the following:

Budget

At the August meeting of the Board, the University's operating budget was presented and approved. The over-the-target request was for \$19.7 million to enable the University to support a number of very critical initiatives. Following that meeting, the President officially submitted the budget request, with justification, to Eloise Foster, Secretary of Budget and Management; and Vice President Ray Vollmer and the President will be meeting with her in early December to discuss that submittal. Meanwhile, Mr. Vollmer and the President have had a preliminary discussion with the Governor about Morgan's request. As the Governor's budget is put forth and makes its way into the Legislature, the President will be calling upon Regents, and other friends of the University, to work together to ensure that an effective case for support at Morgan is made.

Enrollment

Last year, the University experienced a single year record increase in enrollment of nearly 8 percent, which brought our overall enrollment to 7,805 students. This year, we are seeing continued growth in enrollment, and the President reported that the trend should continue, and he expects that our enrollment will be almost 8,100 students at the close. Reaching the

8,000 plateau is a major accomplishment for Morgan, since we have never reached that mark in our history.

In addition to record enrollment, the University also saw a 5 point increase in its SAT scores and a nearly 10 percent increase in retention rates, going from 67.9 percent to 73 percent. Kudos to the entire enrollment management team, including Assistant Provost Dr. Kara Turner, the Admission and Financial Aid offices, and the Office of Student Retention, for their outstanding work.

Grants and Contracts

The President reported that the University was successful in winning a grant from the Office of National Intelligence for \$1.8 million over five years to enable Morgan to strengthen its curriculum in cyber security. The University will be offering a certificate program in cyber security and will be the lead member in a consortium comprised of five HBCUs: Morgan, Bowie State, Virginia State, Norfolk State and Elizabeth City State University. In addition, this grant will provide financial support for a total of 20 students across the five universities to enable them to have immersion experiences in several South Asian countries, including Afghanistan, India, Pakistan, Sri Lanka, Bangladesh, Nepal and Bhutan. The President thanked Senators Barbara Mikulski and Ben Cardin for their support of this initiative.

In addition, the University has received several additional first-time grants, including ten in the sciences from NASA, to name a few. This brings to nearly \$3 million the total amount of new grants the University has received since August.

Harford Community College/Morgan State University Partnership

On October 4, 2011, Morgan signed a Memorandum of Understanding with Harford Community College to offer a 2+2 program in electrical engineering. This program will commence in Fall 2012 and will offer students at Harford Community College an opportunity to remain on the Harford campus and receive the last two years of instruction to complete a baccalaureate degree in electrical engineering. This is the first time that Morgan has offered an undergraduate degree program away from the physical parameters of the campus.

Banking Opportunity Coming to Morgan

The President reported that after much negotiation, Morgan signed a contract with PNC Bank that will result in a major banking presence at the University. Plans are underway to install three ATM machines on the campus; one in the Student Center, one in the Montebello

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Complex and another in the Engineering/Architecture Complex. Further, PNC will have a branch office in the Student Center to enable the entire University community to conduct comprehensive banking transactions.

The President offered his appreciation to the General Counsel's office and numerous others who worked with the University to reach this agreement.

Enhancing Student Success at Morgan

Several initiatives have been implemented to enhance the success of students at the University:

- (1) The University has made an investment in embellishing the Writing Center. In the coming weeks, the Writing Center will be moved from the basement of Holmes Hall to a new location in the Richardson Library. It will be on the first floor of the Library and will have resources for staffing. Students will be encouraged to take advantage of this new opportunity to ensure that they emerge from this institution as good writers.
- (2) Resources have been invested into the Library to enable it to acquire critically needed electronic journals, and we are committed to keeping the Library open 24 hours during mid-term and final exam periods.
- (3) A number of efforts have been made to promote greater satisfaction on the part of extra-curricular life for students at Morgan. On yesterday, we established a new space on campus for students to gather—that being the Soper patio where 10 sets of patio-style furniture were installed. If you look out the window, you will see what that area looks like, and please know that the patio furniture has been purchased with an eye toward moving it to a different location on campus once Soper Library is renovated and/or rebuilt. In addition, the hours in the Student Center will be extended during weekends, particularly to entice students to stay on campus, and additional food service options are being planned in the Student Center as well, to include Aunt Annie's.

Making the Campus Safer

Several initiatives have been instituted at Morgan to ensure the highest level of excellence in public safety. First, the President had an external entity to review the Police Department and to recommend ways in which we may strengthen our approach to community policing; and as a result of that report, we will be moving forward to implement several of the recommendations, including hiring new police officers and possibly purchasing a Segway scooter to enable our police officers to patrol the campus and its environs in a much more aggressive and agile way. The University will also promote educational programs through the Police Department around

ways in which students and other citizens within the University community can protect themselves. Further, the lighting on the campus will be improved and all emergency phones will be maintained in order to remain operable.

Last, we have instituted a school escort service on the campus. Students are trained and then employed to provide escort services, either by foot or automobile, to other students who desire a service of this type.

Morgan's First Patent

Research universities are known for creating an environment where innovation flourishes. Discovery is expected of its faculty, and when that occurs, the University needs to have in place a process to protect the discovery. All of us are aware that our University has not had in place a process to protect the discoveries coming out of our laboratories, and that will soon end. As of today, Dr. Wilson stated that we have gained a provisional patent for the research conducted by Dr. Kadir Aslan in the Chemistry Department.

This is a very exciting development for the University, and with this provisional patent, we are sending a clarion message to our research faculty at Morgan that if you engage in research that produces outcomes that are patentable, the University will move forward with dispatch to protect such discoveries.

International Opportunities

President Wilson talked about his recent venture to China to visit Hubei University begin discussions about a joint degree program between Morgan State University and Hubei University, where students from Morgan would spend some time at Hubei and students at Hubei would spend some time at Morgan. In addition, the trip was designed to initiate support from Hubei University for Morgan's application which will be submitted soon to establish a Confucius Institute on the campus.

The President reported that the discussions went very well, and efforts are now underway to realize both of those goals. He thanked the Provost's office, including Dr. T. Joan Robinson, Dr. Antoinette Coleman, as well as Dr. Mbare Ngom and Mrs. Ai-Ling Zhang for their work in making this happen.

Later in this month, President Wilson will accompany the Governor on the State of Maryland's first official trade mission to India. He stated he will be accompanied by Dean Mary Anne Akers and Professor Sanjit Roy. The group will be visiting a number of universities in India

(Hyderabad, Mumbai and New Delhi). The expectation is that we will emerge from these visits having put in place opportunities for our students to spend some time at these universities to understand what it means to lead the world.

Construction

The President mentioned that the Board received an update in their package on the construction that is taking place on campus. He presented to the Board the design for the new Earl G. Graves School of Business and Management, which he approved on Friday. The President stated that he thinks the Board will agree with him that the design of this building is one that will show great kinship to the contemporary architecture that is unfolding on campus.

Ms. Kim McCalla, Assistant Vice President for Design & Construction, offered a detailed power-point presentation to the Board, capturing some of the current activities associated with the design and construction underway at the University. The presentation included the Center for Built Environment and Infrastructure Studies (CBEIS) building, Northwood Shopping Center, etc. The CBEIS saw significant changes over the summer of 2011, including the installation of the solar panels, green roof, the commencement of site grading, installation of ceiling grids, ceramic tiles and counters in restrooms, etc. At the Northwood Shopping Center, Morgan has put the contractor on notice that he is officially behind with the demolition on that site. For the Academic Quad Landscaping, much of the concrete sub-base for the walks has been installed and they have started laying out the brick pavers. The installation of the irrigation branches and pedestrian light began in October, along with readying the east end for topsoil. Please refer to the Finance and Facilities report, pages 36-56, for the complete Capital Projects Update.

Football

With the victory over Delaware State this past weekend, our football team is in a tie for first-place in the MEAC, tying with Norfolk State. Should the Bears win the remaining conference games (Norfolk, Bethune Cookman, and Hampton), we will be the 2011 MEAC champions.

Reports of Standing Committees

Academic and Student Affairs

Regent Allen presented the minutes of August 2, 2011 for approval by the full Board. It was **MOVED** by Regent Allen and **SECONDED** by Regent Roberts to approve the Academic and Student Affairs Committee minutes for August 2, 2011. THE MOTION CARRIED.

Items for Action

Instructional Workload Report for Tenured and Tenure-Track Faculty

Morgan State University, a Carnegie Doctoral Professional Dominant Research Institution, has a large contingent of faculty with many departments offering programs at all levels. Many faculty members teach at both the graduate and undergraduate levels.

In order for Morgan to play a transformational role in producing the next wave of innovators, the University must have substantive state support to accelerate its development as a doctoral, research-intensive institution, and to improve the graduation and retention rates at the undergraduate level. Further, in order for Morgan to assume the role of a doctoral research-intensive institution, average teaching loads need to be equivalent to those at other research institutions (i.e., 5 to 6 courses per year) at the graduate and undergraduate levels.

Dr. Robinson responded to several questions regarding a increased teaching loads, and whether or not the necessary adoption could be phased in. With the increased teaching load, the faculty is still required to do research. Phasing in the increased teaching load is not recommended in order to achieve the transformational role in producing that next wave of innovators.

It was MOVED by Regent Allen and SECONDED by Regent Edmonds to approve the Instructional Workload Report for Tenured and Tenure-Track Faculty. THE MOTION CARRIED.

It was MOVED by Regent Allen and SECONDED by Regent Roberts to approve the Academic and Student Affairs Committee Minutes for August 2, 2011. THE MOTION CARRIED.

Finance and Facilities

Mr. Edmonds presented the report of the Finance and Facilities committee and offered the following items for Board approval:

Revisions to the Policy on Leave for 50 Percent or More Grant Funded or Contract Positions

The annual leave policy is being amended to enable employees in grant-funded positions, or those whose salary is funded 50 percent or more by a contract between the University and an outside source, to be given an opportunity to take their accumulated annual leave prior to the end of the contract. If not taken, only five days of the accumulated annual leave will be paid provided the associated grant or contract has sufficient funding to support the payment of such leave.

It was MOVED by Regent Edmonds and SECONDED by Vice Chairman Resnick to approve the Policy on Leave for 50 Percent or more Grant Funded or Contract Positions. THE MOTION CARRIED.

Policy on Salary Increases for Staff Retention in FY 2012

During the 2011 legislative session, House Bill 72 (the Budget Reconciliation and Financing Act) was passed. Included in the bill (Section 24) is a statewide restriction on merit increases prior to April 1, 2014. There were exceptions to include increases necessary for the retention of faculty and, for fiscal year 2012 only, operationally critical staff. If the University elects to exercise this option for staff, a report must be submitted to the budget committees on or before December 1, 2011 providing the policy adopted by the governing board to designate operationally critical staff.

The University has drafted a policy for the awarding of salary increases for the retention of critical staff on a case-by-case basis. Subsequent to Board approval, the policy shall be submitted to the budget committees along with any salary questions that have been approved as of that time under the policy.

It was MOVED by Regent Edmonds and SECONDED by Vice Chairman Resnick to approve Policy on Salary Increases for Staff Retention in FY 2012. THE MOTION CARRIED.

Memorandum of Understanding

This Memorandum of Understanding is between the American Federation of State, County, and Municipal Employees (AFSCME) and Morgan State University for the period ending June 30, 2013. The proposed agreement was developed using the previous agreement that expired June 30, 2010 as the foundation, in addition to negotiated revisions. There are 28 changes as noted in red in the attached. Summarizing the changes:

In consideration of the very tight financial position of the State and the University, very few concessions could be made that would result in additional cost to the University. In fact, there are only two that have potential value/cost totaling \$3,000.

- Call-Back Pay – 30 minutes of paid time for those called back to work and who work more than 4 hours (estimated value - \$600)
- Meeting Space – Increase in the number of times space is made available for union meetings (estimated value - \$2,400). Note: The Union wanted permanent office space to conduct business for which the University could not agree.

No obligations were made for salary increases this fiscal year, although the Union has a right to reopen the contract in June 2012 to discuss wages.

Examples of no cost accommodations to the employees are:

- Increasing the number of annual leave days employees can carry over from 50 to 75 (other non-union employees have had this benefit since December 1, 2008). However, employees will only be paid for 50 of these days when leaving the University.
- Employees would be notified when disciplinary material is placed in their personnel file and have a right to respond.

Many revisions were associated with documenting or clarifying existing practices, e.g.:

- Identifying employees required to be available to work during emergencies (essential).
- Identifying when employees on probation are eligible for merit.
- Specifying when employees are eligible for acting pay.
- Allowing job studies to be sent to the Union with employees' permission.

A major issue throughout the negotiation was the University's desire to retain the right to skip steps in the progressive discipline process (depending upon the severity of the offense) which it did.

After a brief discussion of the Memorandum of Understanding as it relates to (page 14a) employees annual leave days, it was **MOVED** by Regent Edmonds and **SECONDED** by Vice Chairman Resnick to approve the Memorandum of Understanding, with Regent Mfume opposing the agreement. THE MOTION CARRIED.

Upon completing the business of the Public Session, the Board received the citation of authority for closed session, as permitted by § 10-508 of the State Government Article of the Annotated Code of Maryland (1984, 1994 Replacement Volume, 2002 West's Ann. Code), the

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Board of Regents of Morgan State University will meet in closed session to consult with counsel to obtain legal advice, SG § 10-508 (a) (7), to discuss personnel matters, SG § 10-508 (a) (1) (i) and (1) (ii), and administrative function under SG § 10-503 (c).

This statement shall be made a matter of public record and shall be a part of the minutes of the Morgan State University Board of Regents.

The meeting adjourned at 1:02 p.m.

Respectfully submitted,

Linda Newson

Linda Newson