



Office of the Board of Regents

**Morgan State University  
Board of Regents Minutes  
Public Session  
August 6, 2013**

The meeting of the Morgan State University Board of Regents was called to order by Chairman Kweisi Mfume at 12:20 p.m.

**Present**

Mr. Kweisi Mfume, Chairman  
Mr. Martin R. Resnick, Vice Chairman  
Rev. Dr. Frances M. Draper, Secretary  
The Honorable Elijah E. Cummings, Regent  
Mr. Frank L. Edmonds, Regent  
General (Ret.) Larry R. Ellis, Regent  
Mr. Dallas R. Evans, Regent  
Dr. Linda J. Gilliam, Regent  
Dr. Charles W. Griffin, Regent (Teleconference)  
Senator Laurence Levitan, Regent  
Dr. Shirley M. Malcom, Regent  
Mr. William R. Roberts, Regent  
Mr. Tyrone D. Taborn, Regent  
Mrs. Penelope J. Taylor, Regent  
Mr. Glenn A. George, II, Student Regent

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

The meeting opened with Regent Griffin mentioning that he received his Board materials on August 5, 2013, one day before the Board meeting. He questioned whether or not it was legal to hold the meeting because the members of the Board did not receive the materials three days before the scheduled date of the meeting. Ms. Langrill noted that the Board's materials

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were required to be sent three days before the meeting, and this was done, even though the Regents did not receive their materials until the day before the meeting. So, it was legal to hold the scheduled meeting.

**Approval of Minutes**

It was MOVED by Regent Resnick and SECONDED by Regent Gilliam to approve the minutes of June 6, 2013. THE MOTION CARRIED. The vote was unanimous.

**Opening Remarks**

Chairman Mfume thanked the members of the Board for their support and commitment to Morgan State University. He stated that he considered it an honor and a privilege to serve as Chairman of this University's Board of Regents. The Chairman noted that it is equally an honor to serve with all of those who have distinguished themselves in various fields of endeavors, and, who by their presence on the Board, greatly enhance the University, its goals and mission.

Chairman Mfume stated that as Chairman his desire is to conduct and preside over the matters before the Board with a sense of fairness, transparency, and decorum befitting the University. He stated that we have an administration, faculty, student body and an alumni association that deserve nothing less.

The Chairman stated that, on a personal note, to serve as the Chair is a special milestone coming as it did 42 years after the day that he first stepped onto the campus as a significantly younger, wide-eyed young person who eagerly wanted to change the world, and who fell in love with "Mother Morgan".

Chairman Mfume further stated that there have been many characteristics that have served to define Morgan over the years, but none is more significant than the caring and concerned members of its faculty, as well as the burning desire by the Administration to push a student population defined by its urban mission toward success and excellence.

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The Chairman noted that in terms of areas of priority for the University, none are more important to him and the President than the ability to graduate students in numbers. The Chairman noted that the University's graduation rate is the second lowest in the State. Notwithstanding all of the challenges Morgan faces, he suggested that the University can and must do better. The Maryland Legislature, he noted, expects more, and the students and parents expect more. Chairman Mfume stated he and the President have discussed this dilemma several times over the last several weeks.

The Chairman commended Dr. Kara Turner for her efforts in helping to increase the graduation rate from 28 percent to 35 percent over the last several years.

Again, Chairman Mfume thanked the Board for the opportunity to serve as Chair and said he looks forward to the coming year. He thanked officers Draper and Resnick for their service, and offered appreciation to them for keeping the Board and the University moving forward. He stated that they are owed a debt of gratitude.

The Chairman introduced Regents Glenn A. George, II and Mr. Tyrone D. Taborn, new members of the Board of Regents. Mr. George is the Student Regent for the academic year, 2013-2014. He is a senior majoring in Mathematics with a very high GPA. Mr. Taborn is Publisher, Chairman and CEO of Career Communications Group (CCG). CCG is a minority-owned media services company, which connects top technology talent to employers that have the potential to fulfill their career goals.

The Chairman made several adjustments to the membership of the standing committees of the Board, and appointed Regents Evans and George to the Academic and Student Affairs Committee. Regent Taborn was appointed to the Finance and Facilities Committee. Also, he appointed Regent Cummings to the Audit and Institutional Assessment Committee.

Ms. Langrill stated that the Evaluation Committee should have been constituted and underway by now, and the Chairman stated that he is open to the suggestions of the Attorney General's Office.

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Chairman Mfume mentioned that Mr. Willie Lanier, Chairman of the Morgan State University Foundation Board's Executive Committee has requested to meet periodically with the Executive Committee of the Board of Regents, and he will respond affirmatively.

**Report of the President**

President Wilson stated that he looks forward to working with Chairman Mfume and the two new regents. He introduced the new University Council Chair, Professor Yacob Astatke, Council Secretary Joanna Crosby and Council Member Phyllis Keys. On behalf of University Council Chair, Professor Astatke, Dr. Crosby stated that the goal of the Council is to balance strong academic standards along with enhancing graduation rates.

The President continued and offered the following report:

**Enrollment Update**

"For the last several months, we have been watching closely the enrollment projections at the University. We were projecting a possible five percent decline in enrollment. When we became aware of this potential drop in enrollment, we instituted a number of initiatives to try and reduce that number significantly. According to figures from Dr. Kara Turner, Associate Provost for Enrollment Management, our enrollment is down about 337 students from last year. New undergraduate student enrollment is down 199 students, returning graduate student enrollment is down 133 students, and returning undergraduate student enrollment is down by five students."

"A huge contributor to our decrease in enrollment this year has been the restrictions placed on Parent PLUS loans at the federal level. Morgan Parents saw a 44 percent decrease in their loan approvals over last year, and we feel that has substantially impacted our potential enrollment for the fall. Several HBCU Presidents have come together and written a letter to President Obama outlining the consequences of those restrictions on our enrollments and have asked to meet with him to see if we could come up with a more logical solution. I thank Congressman Elijah Cummings for delivering the letter to the White House, and also for the leadership role that he has taken within the Congressional Black Caucus to make this case on behalf of the institutions.

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On Friday, the Congressional Black Caucus did indicate that it was taking a more aggressive posture on the federal Parent PLUS loan situation, and has asked President Obama to suspend the implementation of the policy for this year. As of today, however, there has not been a response from the White House."

**Graduation Rate And Degree Production**

The President then stated that: "one of the major priorities of this Board and the University is increasing the graduation rate of our students. In that connection, we have made progress over the last several years in increasing our graduation rate, and in increasing the number of degrees awarded by the institution."

"As you will see from one of the attached charts, Morgan's ability to retain students beyond the sophomore year has improved significantly in the last three years. This has resulted in increases in the graduation rate, as well as in the number of baccalaureate degrees awarded. We have gone from a graduation rate of 29 percent in 2011, to 35 percent in 2013. We certainly are moving in the right direction and want to continue this progress. And we welcome the priority that the Chair and the Board are placing on this outcome."

**Choir's Performance In Australia**

"This summer, shortly after Commencement, the Morgan State University Choir toured several cities in Australia and performed at some of the continent's impressive venues. Dr. Eric Conway spoke briefly on the Choir's performance(s) in Australia and left the Board with a colorful program of the works performed. The Choir toured the Parliament, the Royal Exhibition Building, the Shrine of Remembrance, the Melbourne War Memorial, etc. A performance was held at St. Paul's Anglican Cathedral, which included a joint composition with the Melbourne University Choir."

**Collaboration Between Mathematics And The Arts**

“Morgan State University has long had a stellar history in the liberal, fine and performing arts. We have also had an impressive history in producing graduates in mathematics and other science fields. Over a year ago, two professors at the University, one from the arts and the other from mathematics, came together and wrote a proposal that was eventually funded through the National Science Foundation (NSF) to use students in the arts and mathematics to promote learning in both disciplines. Professor Shirley Basfield-Dunlap, Chair of Theatre Arts and Professor Asamoah Nkwanta, Chair of Mathematics, briefed the Board on the partnership with the Mathematical Association of America (MAA) to foster HIV/AIDS awareness and education in Northeast Baltimore. The partnership, a branch of the National Research Experience for Undergraduates Program (NREUP), will give Morgan State students interdisciplinary experience between the arts and mathematics in developing stage plays that educate viewers about the research and design of vaccinations for HIV/AIDS.”

**Unveiling of Pearl**

“On June 28<sup>th</sup>, Morgan State University’s Division of Research and Economic Development held an open house at the former Estuarine Research Center in St. Leonard, Maryland. It attracted over 200 people. That was a very special day because it highlighted the research being conducted by Morgan in aquaculture and oyster production. The day’s event culminated in a name change of the Center from the Estuarine Research Center to the MSU-PEARL (the Patuxent Environmental and Aquatic Research Lab).”

**Salary Equity Study**

The President stated that during his tenure at Morgan “there has been no additional state support for salary enhancement (merit, market, etc.).” He did mention the two percent across-the-board increase the University received last year. The President stated that he wants to see how the salaries of faculty and staff at Morgan compare with those of comparable institutions. He also wants to see if we have any equity challenges. Therefore, he indicated that Morgan is developing an RFP to identify an individual or firm to conduct such a study, and this RFP should be on the bid board in roughly 30 days.

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President Wilson hopes to have the results of this study by the end of the calendar year, at the earliest, or the end of the academic year at the latest.

**Search Committees for Provost and Two Deanships**

President Wilson stated that next week he will announce the formation of a search committee for the position of Provost and Senior Vice President for Academic Affairs. The Committee will start its work soon thereafter. The President expects the finalists will be identified in late fall/early spring, and an appointment of a permanent Provost to take place in spring 2014, with a start date of July 1, 2014. Midway through the fall semester, the President stated he will appoint search committees for two deanships: Dean of the School of Liberal Arts, and Dean of the School of Computer, Mathematical, and Natural Sciences.

**Opening of the School of Global Journalism and Communication**

The President reported that Morgan's newest school will have an official opening ceremony on August 27, 2013, on the grounds of the Communications Building. The President asked all Regents to put this date on their calendar. He is hopeful that many Regents are able to attend. Vice President Cheryl Hitchcock and the President just returned from the National Association of Black Journalists meeting in Orlando where a reception was held in honor of the new school. He reported that the reception was well-attended by a cadre of journalists from around the country, and the school has generated a great deal of excitement.

**HBCU Delegation to China**

President Wilson informed the Board that the China/US Education Exchange Foundation has invited a small delegation of HBCU Presidents to travel to China. The trip is scheduled for September 7-14, 2013, and President Wilson has been invited to participate. The Chinese Education Foundation will underwrite all of the expenses of this trip except the airfare from the U.S. to China. Other HBCUs traveling as a part of the delegation include: Sidney Ribeau from Howard University; Hampton, Delaware State, Xavier, and Tougaloo.

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**Morgan Community Mile**

Finally, the President reported that in May of this year, the University experienced another great day with the unveiling the Morgan Community Mile. Several hundred were in attendance at the event as the University community came together to embrace a vision for Northeast Baltimore that involves our neighbors and other anchors in the region, such as the Good Samaritan Hospital, Baltimore City Public Schools, the City of Baltimore, the State of Maryland and many other partners.

The President stated that he was pleased to have Chairman Mfume and Regent Draper participate.

It was MOVED by Regent Cummings and SECONDED by Regent Gilliam to approve the Report of the President. THE MOTION CARRIED. The vote was unanimous.

Regent Griffin stated that the Board voted on the President's contract at the May 2013 meeting, and the votes were recorded indicated 11 for, one no, and one abstention. He asked if his vote was included in the count and it was noted that Regent Griffin's vote was not recorded.

**Reports of Standing Committees**

**Academic & Student Affairs Committee**

Regent Gilliam, Chairperson of the Academic & Student Affairs Committee, offered the following items for approval by the Board:

- Policy on Student Residency Classification for Admission and Tuition Purposes (see attached). It was MOVED by Regent Gilliam and SECONDED by Regent Taylor to approve the policy on Student Residency Classification for Admission and Tuition Purposes. THE MOTION CARRIED. The vote was unanimous.



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- College and Career Readiness and College Completion Act of 2013 (see attached). It was MOVED by Regent Cummings and SECONDED by Regent Roberts to approve the College and Career Readiness and College Completion Act of 2013. THE MOTION CARRIED. The vote was unanimous.
- Policy on the Conversion of Contractual Faculty to Regular Positions: The Board tabled the policy for discussion during the closed meeting.

**Finance & Facilities Committee**

Regent Edmonds presented the following items for action by the Board:

- Amendment to the Policy on Tuition Waiver: The Policy was tabled for discussion in closed session.
- Policy on Salary Increases for Staff Retention in FY 2014 (see attached): It was MOVED by Regent Edmonds and SECONDED by Regent Draper to approve the Policy on Salary Increases for Staff Retention in FY 2014. THE MOTION CARRIED. The vote was unanimous.
- FY 2015 Operating Budget Request (see attached): It was MOVED by Regent Edmonds and SECONDED by Regent Cummings to approve the FY 2015 Operating Budget Request. THE MOTION CARRIED, with one nay vote.
- FY 2015 Capital Budget Request (see attached): It was MOVED by Regent Edmonds and SECONDED by Regent Gilliam to approve the FY 2015 Capital Budget Request. THE MOTION CARRIED. The vote was unanimous.

**Institutional Advancement Update**

Ms. Cheryl Hitchcock, Vice President for Institutional Advancement, replied to several inquiries from the Board, such as, (1) are the donations unrestricted?, to which Ms. Hitchcock replied that the 30-day emergency

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funds are not unrestricted, but will be used for student financial assistance. There has been an increase in donations over the past months because of increased staffing. Ms. Hitchcock then mentioned the majors gifts (see attached) and how some of the gifts are being used. She provided handouts on the Homecoming Gala scheduled for October 4, 2013 at Martin's West. The President's VIP Reception is scheduled to get underway at 7:00 p.m. through 8:00 p.m., and the hours for the Gala Celebration are 8:00 p.m. through 12:30 a.m.

**Audit and Institutional Assessment Committee**

Regent Roberts stated that the committee met in Closed Session, and mentioned that a former employee of the University will be sentenced in October for felony theft.

It was **MOVED** by Regent Levitan and **SECONDED** by Regent Gilliam to accept the report of the Audit and Institutional Assessment Committee. THE MOTION CARRIED.

**New Business**

Regent Cummings complimented President Wilson on his efforts to establish a meeting with President Barak Obama to discuss the Parent PLUS loans, then mentioned that we should hear something next week.

Chairman Mfume stated that the Board will be going into closed session and "pursuant to the State Government Article of the Annotated Code, the Morgan State University Board of Regents hereby adjourns into closed session on the following grounds: To consult with counsel to obtain legal advice on a legal matter; to consult with staff, consultants, or other individuals about pending or potential litigation; and to conduct collective bargaining negotiations or consider matters that relate to the negotiations.

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The topics for discussion during the Closed Session are as follows:

- To discuss pending EEO claims and complaints;
- To seek and receive legal advice regarding possible policies on faculty conversion, non-exempt staff conversion, exempt staff conversion and tuition waiver;
- To discuss collective bargaining aspects as they relate to non-exempt staff conversion;

The Board may reconvene in public session at the conclusion of the Closed Session, if necessary, to take any final and binding action."

It was MOVED by Regent Cummings and SECONDED by Regent Gilliam to move into Closed Session. THE MOTION CARRIED. The vote was unanimous.

The meeting adjourned at 3:00 p.m.

**Public Session II**

The Public Session II reconvened at 4:40 p.m. The Chairman apologized for not having the By-Laws on the agenda, and stated that the By-Laws will be on the November agenda for discussion and action. To date, Regent Taylor has not received any comments on the By-Laws from Board members. Once comments are received, they will be forwarded to the full Board.

Regent Edmonds presented the action item for the Finance and Facilities Committee for Board approval:

- Request to Approve the Policy on Conversion of Full-Time Contractual Staff to Regular Position

Regent Edmonds MOVED and Regent Roberts SECONDED the motion to approve the Policy on Conversion of Full-Time Contractual Staff to Regular Position. THE MOTION CARRIED. The vote was unanimous.

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Mr. Vollmer stated that the provision allowing full-time contractual staff to participate in the tuition waiver program expires on December 31, 2013. The request is to have the provision stricken so that the policy would be able to continue. Pursuant to Regent Gilliam's inquiry about any financial impact, Mr. Vollmer indicated that there would not be much. Discussion then ensued about contractual employees and the impending Affordable Healthcare Act. The Affordable Healthcare Act would not come into play for contractual employees. Mr. Vollmer then said that the University System of Maryland has made provisions for its contractual employees. Regent Taylor had concerns about the requirements for receiving tuition waiver, and feels there needs to be some type of requirement or standard put in place in order to receive the waiver.

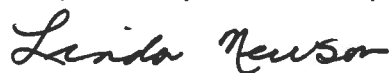
Chairman Mfume suggested that the Board re-visit the Policy at the November meeting once the Board has a better understanding of the University's enrollment situation between now and then.

It was **MOVED** by Regent Edmonds and **SECONDED** by Regent Roberts to place the Policy on Tuition Waiver on the November agenda. THE MOTION CARRIED. The vote was unanimous.

Regent Gilliam believes that employees with tuition waivers are taking and filling spots that potential paying students could fill. In that regard, Mr. Vollmer added that employees register after late registration. Regent Malcom stated that she wants to make sure that the staff hears that the Board is supportive of the professional development of the University's employees; however, she also noted that the University must make sure that there is no adverse impact on the fiscal situation. She noted that it needs to be communicated that when these benefits are given, they are done so that people would derive the maximum benefit from them.

The meeting adjourned at 5:16 p.m.

Respectively submitted,



Linda Newson