



# **BOARD OF REGENTS**

**Tuesday, August 6, 2019**  
**12 noon**

*Earl S. Richardson Library Boardroom*

## CONTENTS

|   |       |
|---|-------|
| Public Session Agenda   | 1-2   |
| Board of Regents Public Session Minutes of May 7, 2019              | 3-9   |
| Citation of Authority for Closing a Meeting                         | 10-12 |
| Special Meeting of the Board Public Session Minutes of July 9, 2019 | 13-15 |
| Citation of Authority for Closing a Meeting                         | 16-18 |

### **Academic and Student Affairs Committee**

|   |        |
|---|--------|
| Agenda  | 19     |
| Items for Action  |        |
| Academic and Student Affairs Committee Minutes of May 7, 2019   | 20-26  |
| Academic and Student Affairs Committee Minutes of July 25, 2019 | 27     |
| Citation of Authority for Closing a Meeting                     | 28-30  |
| Performance Accountability Report                               | 31-61  |
| Department Chair Policy   | 62-69  |
| Items for Information   |        |
| Enrollment Management Update                                    | 70-75  |
| Athletic Program  | 76-79  |
| Gender and Sexual-Based Harassment and Violence Policy          | 80-112 |

### **Finance and Facilities Committee**

|   |         |
|---|---------|
| Agenda  | 113     |
| Items for Information                                 |         |
| Facilities, Design and Construction Management Update | 115-128 |
| Division of Research and Economic Development Update  | 129-146 |

|  |         |
|--|---------|
| Division of Institutional Advancement Update                                   | 147-160 |
| Division of Enrollment Management and Student Success Update                   | 161-166 |
| FY 2021 Capital Budget Request Update  | 167-170 |
| Items for Action   |         |
| Finance and Facilities Committee Minutes of May 7, 2019                        | 173-178 |
| Gender and Sexual-Based Harassment and Violence Policy                         | 180-213 |
| Adjustment to Non-Exempt Salary Structure                                      | 215-216 |
| Amended Definition of Confidential Employee for Collective Bargaining Purposes | 218-219 |
| MEDCO Housing Agreement  | 221-226 |
| <br>   |         |
| <b><u>Audit and Institutional Assessment Committee</u></b>                     |         |
| Agenda   | 227     |
| Audit and Institutional Assessment Committee Minutes of May 7, 2019            | 228-229 |
| Citation of Authority for Closing a Meeting                                    | 230-232 |

# Agenda



**Board of Regents Meeting**  
**Earl S. Richardson Library Boardroom**  
**Tuesday, August 6, 2019**  
**12 Noon**

Agenda

Public Session

- |      |   |                       |
|------|---|-----------------------|
| I.   | Meeting Called to Order                             | Chairman Kweisi Mfume |
| II.  | Opening Remarks                                     | Chairman Mfume        |
| III. | Approval of Minutes of May 7, 2019 and July 9, 2019 | Chairman Mfume        |
| IV.  | Board Appointments for the 2019-2020 Academic Year  | Chairman Mfume        |
| V.   | Report from the University President                | Dr. David Wilson      |
| VI.  | Report of the Executive Committee                   | Chairman Mfume        |
| VII. | Reports of Standing Committees                      |                       |
| A.   | Academic and Student Affairs Committee              | Regent Linda Gilliam  |
- Items for Information
1. Enrollment Management
  2. Athletic Program
  3. Update on Online Programs Outsourcing
  4. Student Affairs
    - a. Student Government Association
  5. Gender and Sexual-Based Harassment and Violence Policy
  6. Proposed Coalition Degree Programs (Closed Session)
- Items for Action
1. Academic and Student Affairs Committee Minutes of May 7, 2019 and July 25, 2019
  2. Performance Accountability Report

3. Department Chair Policy

B. Finance and Facilities Committee Regent Shirley Malcom

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. Update on Online Programs Outsourcing
6. Update on Food Service RFP
7. FY 2019 Operating Closing Summary
8. FY 2020 Operating Budget Overview
9. FY 2021 Preliminary Operating Budget
10. FY 2021 Capital Budget Request Update

Items for Action

1. Finance and Facilities Committee Minutes of May 7, 2019
2. Gender and Sexual-Based Harassment and Violence Policy
3. Adjustment to Non-Exempt Salary Structure
4. Amended Definition of Confidential Employee for Collective Bargaining Purposes
5. MEDCO Housing Agreement

C. Audit and Institutional Assessment Committee Regent Elijah Cummings

VIII. New Business

IX. Adjournment of Public Session to Closed Session Chairman Mfume

X. Closed Session

- |   |                                  |
|---|----------------------------------|
| A. Board of Regents By-Laws Amendment         | Regent Penelope Taylor           |
| B. Update from Evaluation Committee           | Regent Shelonda Stokes           |
| C. Report on Board-Approved Mediation         | Mr. Thomas Faulk                 |
| D. EEO Report / Litigation Update             | Ms. Swann / Mr. Faulk            |
| E. Update on Potential New School of Medicine | Dr. David Wilson                 |
| F. Update on Northwood Project                | Dr. David Wilson                 |
| G. Update on HBCU Coalition Case              | Dr. Wilson/Mr. Faulk/Ms. Goodwin |

XI. Adjournment of Closed Session to Public Session Chairman Mfume

XII. Public Session

1. Items for Action (if any)

**Public  
Session**

### Public Session Minutes

The meeting of the Morgan State University Board of Regents was called to order by Chairman Kweisi Mfume at 12:43 p.m.

**Present:** Hon. Kweisi Mfume, Chairman, Regent; Rev. Dr. Frances Draper, Vice Chair, Regent; Hon. Tracey Parker-Warren, Secretary, Regent; Rev. Dr. Harold Carter Jr., Regent; Hon. Elijah Cummings, Regent (via teleconference); General (Ret.) Larry Ellis, Regent; Dr. Linda Gilliam, Regent; Dr. Shirley Malcom, Regent; Ms. Nirajé Medley-Bacon, Student Regent; Mr. Wayne Resnick, Regent; Ms. Shelonda Stokes, 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:** Mr. Tyrone Taborn, 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.

The Chairman indicated that he had an opportunity to talk to several Regents individually with regard to the annual Board Retreat, usually held in late June, and their availability. He stated that there will not be a retreat next month due to its close proximity to the May Board meeting, Spring Commencement and the 4<sup>th</sup> of July holiday. Instead, we will look for dates in mid to late September and consult with the President's team to identify a suitable date so that all Regents are able to attend.

The Chairman thanked Regent Wilkinson for providing remarks, on behalf of the Board, at last month's annual Scholarship Banquet. He also thanked Regents Draper, Taylor and Medley-Bacon for their attendance. Likewise, he thanked Regents Wilkinson and Medley-Bacon for participating in this year's Honors Convocation, where the guest speaker was Dr. John Wilson who gave an unconventional speech that was extremely well received by students, faculty and others in attendance.

Chairman Mfume thanked Regent Cummings, in advance, for graciously agreeing to be the commencement speaker this year for the Saturday undergraduate ceremony on May 18<sup>th</sup>. He noted this is not the first time Regent Cummings has done it so we thank him again for finding time in his schedule, and with his commitment to the University not only as a member of the Board, but also as someone who is prepared to bring a message and help us celebrate this year's commencement.

Chairman Mfume reminded members of the Board that financial disclosure forms were required by law by April 30<sup>th</sup>. He hoped everyone has complied, but noted that individuals should follow up if they have not already done so.

The Chairman appointed Regent Taylor to Chair the Committee of the Whole on the five-year review of the Board's by-laws. He noted that members may recall that Regent Taylor led the task five years ago and did a yeoman's job. She obtained feedback from members of the Board at that time and will seek input from everyone again. Hopefully, she will be prepared to report back in August, if not then by November, to advise



of any proposed changes, modifications or things that we should be looking at as she consults with the Board, General Counsel and the Assistant Attorney General.

Chairman Mfume, on behalf of the entire Board, expressed sincere thanks to Dr. Anna McPhatter who stepped up to the very important role of interim Provost. The Board and the President appreciates her continued service to the University.

The Chairman announced that the Board would be losing two of its members – Student Regent Nirajé Medley-Bacon and Regent Tyrone Taborn. He stated that Regent Medley-Bacon has been a great member of the Board. He thanked her for serving in a very distinguished way, for all the tough questions that she raised, and for her insight on bringing forth the student perspective on a lot of matters. He presented her with an award for her yearlong service on the MSU Board of Regents.

Chairman Mfume also thanked Regent Taborn, in his absence, for his six years of service on the Board as well as his continued support of the University. The award for Regent Taborn will be presented to him at another time. The Chairman noted that both he and Dr. Eugene DeLoatch have been selected to receive a prestigious award from the National Science Board.

### **Approval of Minutes**

The Chairman called for a motion to approve the minutes from the February 5, 2019 Board meeting. It was MOVED by Regent Draper and SECONDED by Regent Stokes to approve the minutes of February 5, 2019. The MOTION CARRIED unanimously.

### **Report of the President**

The President began by thanking Dr. Anna McPhatter for serving over the past year as Interim Provost and Senior Vice President for Academic Affairs. He added that he looks forward to the continued working relationship with her as Dean of the School of Social Work. Likewise, he congratulated Regent Taborn and former Dean of Engineering, Dr. Eugene DeLoatch, for being selected by the National Science Board (NSB) to jointly receive the 2019 NSB Public Service Award. Dr. Wilson also expressed pleasure of working with Regent Medley-Bacon over the past year. He noted her determination and zeal.

Dr. Wilson stated that when the legislative session closed, the following allocations were included in the Governor's budget for Morgan State University. For the operating budget, our FY '20 general funds appropriation is \$101 million (\$4.0M increase including almost \$2.0M in funding for deferred maintenance). He added that employees will receive a 3% cost of living increase this year, noting that a portion of the remaining \$2 million will be invested in the continued conversion of contractual staff to full-time employees. For the capital budget, FY '20 general obligation bonds include: \$10.0 million for deferred maintenance (funding is included in all five years of the CIP); \$4.9 million for HHS Phase I (final construction); \$4.4 million for HHS Phase II (first year planning); and \$22.7 million for Student Services Support (this almost completes construction funding, \$5M left in FY '21) for a total of \$42.0 million. Further, the CIP includes funding for Phases I and II of the Science Center project beginning in FY '22 and '23, respectively. There is also FY '21 pre-authorized funding of \$5 million for a Convocation Center.

The President stated that, as he informed the Board via email last month, he has been selected to serve on NCAA's Division I Board of Directors as well as the Board of Governors. The NCAA Board of Governors is the highest governance body of the Association, and its primary responsibilities are to: (1) initiate and settle litigation, (2) hire and evaluate the NCAA President, (3) oversee the finances for the Association and (4) address all other core issues. He noted that his terms on both of these Boards will start in August of 2019 and conclude in August of 2023.

Dr. Wilson stated that as President, our goal is to always maintain a high level of communication and transparency with the University community; and one way to do this is by holding annual spring and fall town hall meetings. The purpose of these meetings is to update the University community on the progress we are making in the execution of our Strategic Plan and to elicit feedback from students, staff, faculty, alumni and friends as to additional things on campus that should receive more attention. The Spring Town Hall meeting was well attended, and the information provided was well received.

The President stated that we informed the Board at the last meeting that the University would move forward and seek requests for proposals (RFPs) for an OPM in which to mount our Board approved online degree programs. Dr. Maurice Taylor received feedback from the Board regarding the timeframe in which to select the vendor, and the point in the review process of the RFP by appropriate committees of the Board. Dr. Taylor has drafted the RFP and included the expanded timeframe based on the feedback from the committee chairs. The plan is to take it through the shared governance process at the University and bring the draft of the RFP to the Board at the November meeting, and the final decision on the selected vendor at the February 2020 Board meeting. We are seeking to have enrollments in all of our online degree programs no later than fall 2020.

The President stated that Morgan State University is enormously excited to have won the national competition to build a space rocketry program on our campus. We were awarded \$1.6 million to support the building of a fuel injected rocket that would be launched in 2021 with a goal to reach the edge of space.

Dr. Wilson stated that as a result of an increase in applications to Morgan State University, and an increase in the percent of students accepting our offers of admission, the University has been hard pressed to house many of our students who desire on-campus housing. Over the last year or so, we have devoted significant time to devising both the short-term strategy to address on-campus housing limitations, as well as a long-term strategy for this problem. In the short-term, we are increasing the number of units that we are leasing from Marble Hall Gardens, and are engaging in leases with other complexes in the catchment area of the campus. Those leases were on the agenda of the Finance and Facilities Committee today, and he urged the Board to approve them. Our long-term strategy involves the razing of the Thurgood Marshall Complex and building in that space contemporary housing that would accommodate 700 or more students. The strategy will result in our having completed the first phase for long-term housing in the Thurgood Marshall Complex in time for move-in in August 2022.

Dr. Wilson stated that we are in the final throes of finalizing our RFP to go to Procurement to select a vendor to operate food services at Morgan, given that the five-year contract of the current vendor has concluded, and the University is exercising its first one-year option. However, it is our intent to put the RFP out to bid again. Our goal is to finish the in-house review of our RFP before June 1, and to put it out for bid shortly thereafter. We are looking to conclude this process by the end of this calendar year in order to have the food service vendor start on June 1, 2020.

Dr. Wilson stated that last August, Morgan sent five students to the Google Campus in Mountain View, California as part of Google's Tech Exchange Program, to spend a year taking classes on the campus of Google, along with several students from two other HBCUs and several Hispanic and minority-serving institutions. He and Dr. Kevin Banks went out to Google in March to visit with our students to gain feedback on their experiences working and living in the Silicon Valley this past year. We gained some invaluable feedback. The students had their graduation on yesterday, and he would have been in attendance if there had not been a Board meeting. But, Dr. Hongtao Yu, Dean of the School of Computer, Mathematics and Natural Sciences did attend on behalf of the University. We have been very pleased with what our students have been able to learn, and he will invite them to be at the August or November meeting of the Board so that members can hear from them directly.

The President stated that several years ago, we made a decision to have separate commencement ceremonies in the spring – one for undergraduates and one for graduate students. The graduate commencement ceremony will be held in Murphy Auditorium on Thursday, May 16, 2019 at 4 p.m. [sic] (10 a.m.). He noted that we will graduate 72 doctoral students this year. The undergraduate ceremony will be held on Saturday, May 18, 2019, in Hughes Stadium at 10 a.m. We are excited that our Regent, the Honorable Congressman Elijah Cummings, will be our commencement speaker. We look forward to seeing all Board members at both ceremonies.

The President recognized the Men's Tennis team, which recently won the MEAC Championship for the first time in Morgan's history. He added that the team's collective GPA is 3.97. Last, Dr. Wilson noted several new appointments to the University's leadership team since the last meeting.

- Dr. Glenda Prime as the new Dean of the School of Education and Urban Studies. Dr. Prime has been at Morgan since 1999, and came into the deanship after having served as Chair of the Development of Advanced Studies, Leadership and Policy.
- Dr. Patricia Williams-Lessane as our new Associate Vice President for Academic Affairs. Dr. Williams-Lessane comes to us from the College of Charleston where she was Associate Dean of Strategic Planning and Community Engagement, as well as the Executive Director of the Avery Research Center for African American History and Culture. She received her undergraduate degree from Fisk University, master's degree from Brown University and Ph.D. from Dartmouth College.
- Dr. Lesia Crumpton-Young as our Provost and Senior Vice President for Academic Affairs. Dr. Crumpton-Young received her B.S., M.S. and Ph.D. degrees in industrial engineering from Texas A&M University. She was the first African American to receive a Ph.D. in industrial engineering at Texas Tech, and to serve as Department Chair at the University of Central Florida. She has been a full Professor at the University of Central Florida and has worked at Mississippi State University.

Likewise, we have also made several additions to the Athletics Program.

- Mr. Tyrone Wheatley is our new head football coach. He played collegiately at the University of Michigan, where he amassed numbers that enabled him to be inducted into the Wolverine's Hall of Fame. He led Michigan into the Rose Bowl where he was the MVP. He was a first-round draft pick of the New York Giants where he played for seven years. Coach Wheatley comes to Morgan after having served as running backs coach for the National Football League's Jacksonville Jaguars.
- Mr. Kevin Broadus is our new basketball coach. Coach Broadus comes to Morgan from the University of Maryland, where he has been Assistant Coach since 2017. He is no stranger to HBCUs, starting at Grambling State and graduating from Bowie State. He was an Assistant Coach at Georgetown University and also the Head Coach at SUNY Binghamton, where his team won the conference championship.

Dr. Wilson recognized AD Scott for the leadership he is providing to our athletic program and for leading these successful searches. He also congratulated AD Scott on recently defending his thesis at SUNY Binghamton, adding that he is now Dr. Ed Scott.

Chairman Mfume asked Dr. Wilson to provide a brief status update on the process of converting contractual employees. He noted that the Board previously authorized the start of the contractual conversion process last February in conjunction with the American Federation of State, County and Municipal Employees (AFSCME) and done in compliance with the MOU. Dr. Wilson indicated that we made it known to the State that Morgan could not convert contractual staff and faculty without additional State appropriations. When the process began several years ago, the State initially provided funding to enable us to convert 30 faculty positions. No additional State funding has been received since then to convert contractual faculty. He added that on the staff side, while we are committed to what is in the MOU, all of the dollars that we are looking to use to convert contractual staff are not just for those staff in the collective bargaining unit. The University will follow the Board approved policy with regard to converting contractual staff outside of the AFSCME contract.

Dr. Wilson stated that while funding for a cost of living (COLA) increase is only provided to regular full-time employees (mandated by the State), the University has always run its own calculations to determine how much it would cost to provide the COLA increase to full-time contractual employees. He noted that the University has been able to extend the same benefit to its full-time contractual employees that is afforded to regular full-time employees since he has been President. He added that Morgan is committed to continuing this process as long as the institution is able to identify available funding.

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.

**Report of the Executive Committee**

The Chairman provided an update from the May 2, 2019 Executive Committee meeting. He stated that the meeting was informational in nature and added that updates on the agenda items would be offered in the Closed Session of the meeting today.

**Nominating Committee Report and Election of Officers**

Chairman Mfume called for the report from the Nominating Committee. He then yielded the Chairmanship to Regent Ellis. Regent Ellis stated that the Nominating Committee is comprised of Regents Taylor, Wilkinson, Medley-Bacon, Taborn and himself as Committee Chair. He stated that the Committee sent out a call for nominations on March 29, 2019 asking that any Regent interested in being considered or desiring to nominate a fellow Regent as a candidate for the 2019-2020 Slate of Officers for the Morgan State University Board of Regents to submit their intention, in writing, by April 5, 2019. Potential candidates were received by the deadline. The following individuals expressed interest in being considered for the following offices, respectively:

- Office of Chair – The Honorable Kweisi Mfume
- Office of Vice Chair – Rev. Dr. Frances Draper
- Office of Secretary – The Honorable Tracey Parker-Warren

The Nominating Committee met on April 15, 2019 to finalize the Slate of Officers and the election process. As a result of that meeting, the proposed Slate of Officers for the Morgan State University Board of Regents for 2019-2020 is being presented to the Board.

Regent Ellis stated that this concluded his report. He then called on Regent Taylor to oversee the nominations process.

Regent Taylor called for any nominations from the floor or discussion. Regent Draper stated that, after much prayer, she will not be seeking reappointment when her term ends on June 30<sup>th</sup>. Therefore, she asked that her name be removed from consideration as Vice Chair.

Regent Taylor stated that there is now an open position and called for any nominations. Regent Draper nominated Regent Larry Ellis as Vice Chair of the Morgan State University Board of Regents.

Regent Ellis was asked if he accepts the nomination, he indicated his acceptance. Regent Taylor announced the new Slate of Officers for 2019-2020: Office of Chair – Regent Mfume; Office of Vice Chair – Regent Ellis; and, Office of Secretary – Regent Parker-Warren. Regent Taylor called for a motion to approve the ballot. It was MOVED by Regent Draper and SECONDED by Regent Malcom. The MOTION CARRIED unanimously.

After conferring with Principal Counsel Faulk, it was determined that individual secret ballots were not needed since it was properly MOVED and SECONDED with no opposition. Regent Taylor called for a motion to suspend the secret ballots. It was MOVED by Regent Malcom and SECONDED by Regents Gilliam and Wilkinson. The MOTION CARRIED unanimously.

Various members of the Board expressed their sincere appreciation of working alongside Regent Draper over the years, noting that it has been both an honor and a pleasure.

**Report of the Standing Committees****Academic and Student Affairs Committee**

Regent Gilliam stated that there was only one item for action on the revision to the Student Code of Conduct. She called attention to page 31 of the Board booklet and noted the change from President to Vice President for Student Affairs.

Regent Gilliam stated that the Academic and Student Affairs Committee recommends approval of the revision to the Student Code of Conduct. It was MOVED by Regent Malcom and SECONDED by Regent

Wilkinson that the revision to the Student Code of Conduct be approved. The MOTION CARRIED unanimously.

Regent Gilliam stated that the other items were informational to include an update on Outsourcing of Online Programs as well as a requested report on programs and services for military/veteran students.

### **Finance and Facilities Committee**

Chairman Mfume called for the report from the Finance and Facilities Committee. Regent Malcom stated that the Committee has three items requiring full Board approval. The first is the FY 2020 tuition and room increase recommendations. Regent Malcom stated that the proposed tuition increase is only 2% because of the 3% tuition buy down from the State, with no recommended increases for fees or board rates.

Regent Malcom stated that the Finance and Facilities Committee recommends approval of the adoption of fiscal year 2020 tuition and room increases. It was MOVED by Regent Taylor and SECONDED by Regent Wilkinson to approve the FY 2020 tuition and room increases. The MOTION CARRIED unanimously.

Regent Malcom stated that the second item for action is the FY 2021 Capital Budget Request as summarized on page 167 of the Board booklet. She noted that the five-year request totals \$625 million and the request for FY 2021 totals \$25.3 million.

Regent Malcom stated that the Finance and Facilities Committee recommends approval of the FY 2021 Capital Budget Request. It was MOVED by Regent Stokes and SECONDED by Regent Resnick to approve the FY 2021 Capital Budget Request. The MOTION CARRIED unanimously.

Regent Malcom stated that the third item for action is the Marble Hall Gardens Apartments lease, which is an amendment to the existing lease through 2023. She noted, however, that the Finance Committee made a change to the summary item on page 174 of the Board booklet (added a sentence). The change is as follows: “The University is requesting approval to amend the lease through 2023, with two one-year renewals for a potential lease of seven years, through 2025. **The lease for Marble Hall may be extended beyond 2025, if needed.**” Regent Malcom noted that this provides flexibility to address surge space and other kinds of things that may need to occur as we enter different phases of the student housing plan with regarding to replacing existing housing units.

Regent Malcom stated that the Finance and Facilities Committee recommends approval of the Amended Lease for Marble Hall Gardens Apartments. It was MOVED by Regent Cummings and SECONDED by Regent Carter to approve the amended lease for Marble Hall Gardens Apartments. The MOTION CARRIED unanimously.

Regent Malcom stated that this concluded her report.

Chairman Mfume thanked Regent Cummings for joining, via teleconference, the public session portion of today’s meeting. He noted that Regent Cummings also participated in the Audit Committee earlier this morning.

### **Audit and Institutional Assessment Committee**

The Chairman called for the report from the Audit and Institutional Assessment Committee. On behalf of Committee Chair Cummings, Vice Chair Ellis stated that the Committee had no action items. He stated that the Committee received remarks from President Wilson primarily concerning the OLA audit before moving into closed session. In closed session, the Audit Committee received an update on the progress of implementing the OLA recommendations.

Regent Ellis stated that this concluded his report.

The Chairman congratulated Regent Cummings, on behalf of the Board, for agreeing to be the commencement speaker this year, noting that he has done it before. He added that the Board, along with Dr. Wilson, is very appreciative and looks forward to joining him on May 18<sup>th</sup>.

The Chairman expressed thanks to members of the Board for their confidence in him leading the Board as Chair for another year. He stated that he is happy to have as partners, both Judge Tracey Parker-Warren as Secretary and, in his official new role, General Larry Ellis as Vice Chair.

Chairman Mfume noted the need to make a technical conformance change to the prior action taken with regard to the approval of the amended lease for Marble Hall Gardens. Regent Malcom indicated that the summary item statement says seven years and it is really six years. Therefore, the statement should read “The University is requesting approval to amend the lease through 2023, with two one-year renewals for a potential lease of **six** years, through 2025. **The lease for Marble Hall may be extended beyond 2025, if needed.**”

The Chairman called for a motion to approve the amendment to the amendment to the report. It was MOVED by Regent Malcom and SECONDED by Regent Draper to adopt the amendment to the amendment to the report. The MOTION CARRIED unanimously.

### **Report of the Evaluation Committee**

Chairman Mfume stated that the Board will receive the report from the Evaluation Committee during Closed Session.

### **New Business**

There were no new business items brought forward for the Board’s consideration.

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 receive a Litigation Update and EEO Report, to receive a status report on implementing changes from OLA findings, to discuss potential conflict of interest, to receive an update on a potential new School of Medicine, to receive an update on the HBCU Coalition Case, and to discuss personnel matters. 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 Medley-Bacon to adjourn the PUBLIC SESSION. The MOTION CARRIED UNANIMOUSLY.

The PUBLIC SESSION adjourned at 2:05 p.m.

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

Date: Tuesday, May 7, 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 Medley-Bacon

Members voting in favor: All Regents in attendance

Opposed: None

Abstaining: None

Absent: Regent Taborn

**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):**

(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.



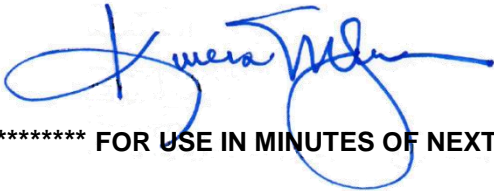
**FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:**

1. To receive a litigation update and EEO Report.
2. To receive a status report on implementing changes from OLA findings.
3. To discuss potential conflict of interest.
4. To receive an update a potential new School of Medicine.
5. To receive an update on the HBCU Coalition Case.
6. To discuss personnel matters.

**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

### BOARD MEMBERS

- Present:** Hon. Kweisi Mfume, Chairman, Regent; General (Ret.) Larry Ellis, Vice Chairman, Regent; Hon. Tracey Parker-Warren, Secretary, Regent; Dr. Linda Gilliam, Regent; Dr. Shirley Malcom, Regent; Mr. Wayne Resnick, Regent; Ms. Shelonda Stokes, Regent; Mrs. Penelope Taylor, Regent (8:15p) Dr. Marquis Walker, Regent; Mr. Winston Wilkinson, Regent
- Absent:** Rev. Dr. Harold Carter Jr., Regent; Hon. Elijah Cummings, Regent; Rev. Dr. Frances Draper, Regent

### STAFF MEMBERS

- Present:** Dr. David Wilson, University President; Dr. Kevin Banks, VP for Student Affairs; Mr. Sidney Evans, VP for Finance; Mr. Thomas Faulk, Principal Counsel for Morgan State University, Office of the Attorney General; Ms. Julie Goodwin, General Counsel; Mrs. Kassandra Grogan, Executive Administrator to the Board of Regents; Mr. Abraham Mauer, Director of Internal Audit; Ms. Kim McCalla, AVP for Facilities, Design and Construction; Dr. Edward Scott, Director of Athletics; Dr. Don-Terry Veal, Chief of Staff; Dr. Lesia Young, Provost and Senior VP for Academic Affairs

The Morgan State University Board of Regents held a special meeting on Tuesday, July 9, 2019 via teleconference. Chairman Mfume called the Public Session to order at 7:06 p.m., and thanked everyone present for their participation. The Chairman offered an overview of the agenda and stated that following the Public Session, the Board would reconvene in Closed Session to address the matters identified as such on the agenda. He then yielded the floor to President Wilson for brief remarks.

President Wilson thanked Regents for making time for this special meeting. He indicated that the University held the first of four freshman orientations this past Sunday with over 370 students in attendance, and thanked Chairman Mfume for his presence, once again, in helping him to welcome our incoming freshman class to Morgan State University. Dr. Wilson commented that we have a very ambitious agenda and members of the University administration will keep agenda item updates as brief as possible with the understanding that individuals will be fully prepared to provide a more detailed report at the next Board meeting.

### Update on Dorm Inspections/Roof Repairs

Dr. Banks reported that all intended roof repairs have been completed, with the Blount roof expected to be completed by the end of July. Rawlings Hall has been totally refurbished to include bathrooms. Rawlings and Blount have been repainted, cleaned thoroughly and are currently occupied by Access and CASA students. All air conditioning units have been replaced. Repairs (replacing ceiling tiles and painting) are in progress in Baldwin and Cummings. Decals have been installed next to all sprinkler heads prohibiting students from hanging clothing or other items from these fixtures. All triple configurations in Blount are complete with a full complement of furniture (no rollaway beds). Dr. Banks noted that this is the first time in three years that we will not need to house first-year students in hotels. Our upperclassman students will reside in various housing units to include Kensington Gate, Wellington Gate, Marble Hall Gardens and Morgan View.

Chairman Mfume asked whether areas impacted by rain had been inspected for mold. Ms. McCalla reported that air quality and mold inspections are scheduled to begin next week and will run through the beginning of August.

#### **Update on Hughes Stadium Upgrades**

Dr. Scott reported that the football field is scheduled to be completed on or around August 1<sup>st</sup> and the track/field project is scheduled for completion on or around September 16<sup>th</sup>. The upgrades to Hughes Stadium are on schedule to be completed prior to the first home football game on September 28<sup>th</sup> versus North Carolina Central.

Chairman Mfume asked about the estimated total cost of the project. Dr. Scott indicated that we had a \$2.5 million price range and the estimated cost to complete the project is under the \$2.5M price premium. We also have a 12-year warranty with the contracted Maryland-based company. He added that the installation of field turf will assist with reducing potential deferred maintenance costs.

Regent Gilliam asked whether the University has budgeted for the maintenance of the field turf – is there a separate contract to keep the field maintained and cleaned after each game. Dr. Scott indicated that the maintenance of the field is done in-house by our sports medicine staff because bodily fluids have to be handled a certain way. In addition, the drainage that is built into the field turf will allow us to prevent any water damage or other outstanding issues.

#### **Update on Student Housing (Replacement of Thurgood Marshall Complex)**

Mr. Evans indicated that, based on the recommendation made at the last Board meeting, the University has moved forward with creating a partnership with MEDCO to build new housing. We have a draft MOU, which is currently under review by legal, and will be presented to the Board for action at the upcoming Board meeting. Internally, we have formed a leadership Student Housing Committee which is comprised of the following offices: Provost, Student Affairs, Legal, Finance and MEDCO. The Committee has had two meetings and we are moving toward building a new student housing facility on or near the old Thurgood Marshall (TM) footprint. The group is also conducting the feasibility with regard to building a new facility while keeping TM open. Mr. Evans noted that additional information will be provided at the August Board meeting.

Dr. Banks added that Phase II of the Student Housing Plan will look at the possibility of the Morgan View II project. The Committee is looking at timelines for both projects.

#### **Update on Deferred Maintenance Projects**

Mr. Evans indicated that there are two lists of deferred maintenance projects – one group of projects is to be funded by the HBCU Capital Financing Program totaling over \$9M, and the other group of projects will be funded from the \$39M received by the state. The first set of projects include roof repairs and the update to the Dixon Hall chemistry lab equaling \$4.5M to date. The projects to be funded through the state of Maryland were recently submitted to the state for the \$10M to be allocated for FY 2020, which starts July 1<sup>st</sup>. Ms. McCalla indicated that the list of deferred maintenance projects include:

- West Campus Road, Parking Lot and Wall Design (construction to follow in upcoming fiscal years)
- Fire Alarm Upgrade – campus-wide
- Direct Digital Control Upgrade – campus-wide
- Air Handling Replacement – 14 units in Key Hall
- Emergency Management System Upgrade – campus-wide
- Fume Hood Repairs/Replacement – engineering, the Sciences, CBEIS, PEARL
- Steam Line Repairs – campus-wide
- ADA – sidewalk/parking lot behind Baldwin and Cummings Hall

Regent Malcom commented that, in addition to the two pots of money, the University has had a budgeted line item for deferred maintenance, which is a lot smaller but it is a signal that Morgan has been willing, to the extent possible, to make the investment within the operating budget as well. Dr. Wilson added that because the Board has been very adamant that the University articulate its needs to the state, Morgan was

able to come away with a continuing appropriation in our budget of \$1.8M for deferred maintenance this year.

Chairman Mfume asked for a breakdown of the \$4.5M in new debt. Mr. Evans stated that the \$4.5M represents all of the invoices that have been paid from the HBCU loan money for roof repairs, the Dixon lab update and a few other smaller projects. He added that the \$4.5 million is half of the \$9M set aside for deferred maintenance of the \$25M bond issue that was closed in November 2018. Mr. Evans reminded the Board that \$15M is designated for the Public Safety Building, and that preliminary work and design is currently underway.

Chairman Mfume asked whether the additional debt will have any effect on our Standard & Poor's bond rating or is it a standalone item. Mr. Evans indicated that it will not have any effect on the University's bond rating. The HBCU Capital Financing Program is a program where the debt is not incurred until the funds have actually been drawn down, which equates to \$4.5M to date. He added that both agencies (S&P and Moody's) are aware of the \$25M in new debt. They have completed their credit reviews and reaffirmed our rating – A+ and A1 with a stable outlook, respectively.

#### **Update on Architect Selection for HHS Building**

Ms. McCalla reported that architectural teams are in the process of being selected and should be concluded by late September. Areas involved in the selection process include: I.T., Physical Plant and the dean of Architecture.

#### **Update on Repairs to Carter Grant Wilson & Truth Hall**

Ms. McCalla stated that repairs in Carter Grant Wilson have been completed and carpet will be replaced with VCT in some areas. In Truth Hall, the intended work has been completed. The balance of the work cannot be completed until exterior repairs have been done. Our third party monitoring firm has been monitoring the air quality in the building on a monthly basis.

#### **Additional Remarks**

Dr. Wilson indicated that he is planning to have a Town Hall meeting after Labor Day where he will update students and the university community with regard to all of the things that have been done since last May to ready the campus for the arrival of new and returning students.

Regent Gilliam asked if we have plans scattered around campus so that students can see what the plans are. Dr. Wilson indicated that he will work with Dr. Banks, Mr. Evans and Ms. McCalla to bring in some of our talented students to create an app whereby students can view the master plan at any given point.

President Wilson publicly acknowledged and welcomed incoming Provost and Senior Vice President for Academic Affairs, Dr. Lesia Crumpton-Young. Provost Young stated that it has been an exciting nine days. During this short time, she has had the opportunity to work on enhancing our career pathway initiatives, discuss innovative and creative ideas for new academic programs, and has had the opportunity to participate in the freshman orientation program. She added that she looks forward to working with the Morgan family, the campus community, and members of the Board as we continue to elevate Morgan.

Chairman Mfume stated that the Board of Regents would now move to Closed Session to consider items specifically exempted from public consideration under General Provisions Article § 3-305(b)(3)(4)(7)(8)(9) of the Open Meetings Act. In Closed Session, the Board of Regents will consult with counsel to receive an update on the food service RFP, an update on the OLA Audit, an update on collective bargaining negotiations, an update on the progress toward financial audit statements, an update on the HBCU Coalition Case, and an update on the potential new 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, it was MOVED by Regent Parker-Warren and SECONDED by Regent Gilliam to enter into CLOSED SESSION.

The Committee moved into Closed Session at 7:58 p.m.

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

Date: Tuesday, July 9, 2019

Time: 7:00 p.m.

Location: Teleconference

Motion to close meeting made by: Regent Parker-Warren

Seconded by: Regent Gilliam

Members voting in favor: All Regents in attendance

Opposed: None

Abstaining: None

Absent: Regent Carter, Regent Cummings, Regent Draper

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

**General Provisions Article, § 3-305 (b)(3)(4)(7)(8)(9):**

\_\_\_ (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;

(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.

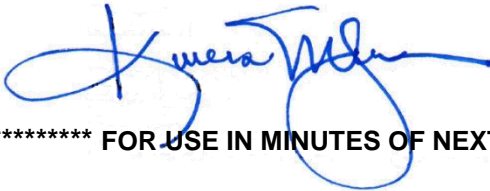
**FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:**

1. To receive an update on the food service RFP.
2. To receive an update on the OLA Audit.
3. To receive an update on collective bargaining negotiations.
4. To receive an update on the progress toward financial audit statements.
5. To receive an update on the HBCU Coalition Case.
6. To receive an update on a potential new School of 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):**

**Academic and  
Student Affairs**





**Board of Regents Meeting  
Academic and Student Affairs Committee  
Earl S. Richardson Library – Room 119  
Tuesday, August 6, 2019  
9 a.m. – 12 Noon**

**Agenda**

- |     |                            |                                |
|-----|----------------------------|--------------------------------|
| I.  | Remarks by the Chairperson | Regent Linda J. Gilliam        |
| II. | General Remarks            | President Wilson/Provost Young |

Action Items

- |      |   |                      |
|------|---|----------------------|
| III. | Approval of the Minutes – May 7, 2019 and July 25, 2019 | Regent Linda Gilliam |
| IV.  | Performance Accountability Report                       | Dr. Solomon Alao     |
| V.   | Department Chair Policy                                 | Provost Lesia Young  |

Brief Updates

- |     |  |   |
|-----|--|---|
| VI. | Enrollment Management<br>Athletic Program<br>Update on Online Programs Outsourcing | Dr. Kara Turner<br>Dr. Edward Scott<br>Dr. Maurice Taylor |
|-----|--|---|

Information Items

- |       |   |  |
|-------|---|--|
| VII.  | Student Affairs<br>• Student Government Association<br>Gender and Sexual-Based Harassment and Violence Policy<br><i>(Policy approved at Special Committee Meeting on 7/25/19)</i> | Ms. Tanya Rush<br>Regent Linda Gilliam |
| VIII. | New Business  |  |
| IX.   | Public Session Meeting Adjourned  | Regent Linda Gilliam                   |

Closed Session

- |    |   |                                 |
|----|---|---------------------------------|
| X. | Proposed Coalition Degree Programs (Closed Session) | Provost Young/Ms. Julie Goodwin |
|----|---|---------------------------------|

## **Committee Meeting Minutes**

The meeting of the Board of Regents Academic and Students Affairs Committee was held on Tuesday, May 7, 2019 in the Earl S. Richardson Library. Chairman Linda Gilliam opened the meeting at 10:04 a.m.

### *Board Members*

*Present:* Regent Linda Gilliam, Regent Kweisi Mfume, Regent Penelope Taylor, Regent Tracey L. Parker-Warren, Regent Larry R. Ellis, Regent Marquis Walker, Student Regent Nirajé Medley-Bacon

*Staff Present:* Dr. David Wilson, Dr. Anna McPhatter, Dr. Kevin M. Banks, Dr. Solomon Alao, Dr. Don-Terry Veal, Dr. Kara Turner, Dr. Mark Garrison, Dr. Linda Prime, Dr. Maryanne Akers, Dr. M'bare N'gom, Dr. Fikru Boghossian, Mr. Dewayne Wickham, Dr. Sandra Chipungu, Dr. Yacob Astake, Dr. Cynthia Mendoza-Robinson, Dr. Cheryl Rollins, Dr. Maurice Taylor, Ms. Julie Goodwin, Dr. Linda Mehlinger, Mr. Ed Scott, Ms. Cynthia Brown-LaVeist, Ms. Ardenia Myrick, Ms. Shirleene Prioleau, Ms. Sherita Harrison, Mr. Kenold Pierre, Ms. Bria Hill

### **Remarks by the Chairperson**

The meeting of the Academic and Student Affairs Committee was called to order at 10:04 am by Regent Gilliam. A quorum was not yet present; therefore, Regent Gilliam asked Dr. McPhatter to extend greetings and make the introductions for the new Provost and Associate Provost.

### **General Remarks**

Dr. McPhatter introduced Dr. Lesia L. Crumpton-Young, who will be serving as the new Provost beginning July 1, 2019. She received her B.S., M.S. and Ph.D. in Industrial Engineering from Texas A&M University, where she holds the distinction of being the first African-American female to receive a Ph.D. in Engineering. Dr. Crumpton-Young is also completing an M.B.A. program at Tennessee State University with an expected graduation date of August 2019. Dr. Crumpton-Young expressed that she is extremely happy to meet everyone and excited to be at Morgan. She indicated that she possesses high energy and a strong interest in innovating Morgan State. To her, team work truly makes the dream work and her slogan will be, "From Great to Greater".

Dr. Patricia Williams-Lessane, who will serve as Associate Vice President for Academic Affairs, received a Bachelor's Degree from Fisk University, a Master's Degree from Dartmouth College and a Ph.D. from the University of Illinois at Chicago. She greeted everyone and stated that she is extremely happy and excited to be a part of the Morgan team and looks forward to meeting and working with everyone.

As this is Dr. McPhatter's last official board meeting as Provost, she wanted to extend a big welcome to the new academic affairs leadership. She stated that serving as Interim Provost has been a wonderful learning experience for her. She thanked Dr. Wilson for believing that she was competent to stand in while the search was taken place. Dr. McPhatter contends that Dr. Wilson has taught her to "Keep the vision at the forefront but always be ready to grasp opportunities". She has learned to celebrate the wins and be grateful for those opportunities. It has been her pleasure to serve and she also thanked the Deans and the amazing staff that has been committed to serving the needs of the students at Morgan State University. She concluded her remarks by thanking the Board of Regents for the work they do on behalf of the University.

#### **ACTION ITEMS:**

A quorum is now present; therefore, Regent Gilliam asked that a motion be made to accept the minutes from the February 5, 2019 meeting. It was properly moved and seconded that the Minutes be approved.

#### **UPDATES:**

***Revision to Code of Conduct:*** Dr. Banks stated that an additional revision to the Code was necessary because of a one-word omission. The last change to the Code, on page 31 of the Board book, removed Dr. Wilson as the final step for approving expulsions. During the last BOR meeting he presented that the President was being removed from the expulsion process and that responsibility was being delegated to the Vice President. However, the word "Vice" was erroneously omitted, and, because of that omission, the Code has to be approved again with the correction.

Student Regent Medley-Bacon asked the question since the appeal process will now go back to Dr. Banks, does that present a conflict if he was somehow involved in the judicial process. Is there any remedy in this process that makes it fair to students? Dr. Banks responded that someone else will have to be designated to be involved in the investigation process which will allow him to render a final decision without any conflicts.

Regent Parker-Warren asked where it states "Vice President of Student Affairs", is it proper to add "or designee" in the event there is another person doing that tasking? Dr. Gilliam tabled the discussion until General Counsel could provide an answer.

***Online Programs Outsourcing:*** Dr. Taylor provided an update on the Request for Proposals (RFP) for the online program management. He thanked the chairs of the Academic and Student Affairs committees and the Chair of the Board with respect to extending the timeline on the work that has to be done. A revised 2019-2020 Timeline can be found on page 42 of the Board book. The changes are highlighted in yellow from when the expression of interest was initially sent out in January. Dr. Taylor reports that, to date, about three responses have been received.

The University is currently approved by MHEC to offer the following:

#### Online Degree Programs

- Community College Leadership Doctoral Program
- Masters in Community College Administration, Instruction and Development
- Masters in Business Administration
- Masters in Social Work
- Masters of Science in Electrical Engineering
- Masters of Science in Project Management
- (2+2) Bachelor of Science in Electrical Engineering
- Master of Public Health
- BS in Nursing/Master of Public Health
- Bachelor of Science in Applied Liberal Studies

#### Online Certificate Programs

- Post Graduate Certificate in Project Management
- Post Graduate Certificate in Psychometrics
- Post Graduate Certificate in Urban Sustainable Communities
- Post Graduate Certificate in Urban Journalism
- Post Graduate Certificate in Advanced National Security

Dr. Taylor reported that a number of institutions are using consultants to help identify the contents of RFPs as well as negotiate the process once a vendor has been identified.

Dr. Gilliam referred to the timeline on page 42 and asked where are we with respect to the timeline? Dr. Taylor indicated the initial review by the University Council, Provost, and the two chairs of the committee has been completed, as well as the first level of review with the office of Procurement. The RFP has been edited and the next step will be sharing it with the University community. He advised that the committee is looking to make a presentation in August at the Faculty Institute. Dr. Taylor confirmed that the second draft is not yet complete.

The scope of the work to be completed is listed on page 44 of the Board book.

Dr. Taylor continued by saying this is a relatively new venture for the University and, on page 45, he has made a list of issues and precautions that may arise as we attempt to identify a vendor. He asked that everyone pay close attention to the last bullet as it is crucial to understand. That particular negotiation step is going to require input from more experienced personnel than himself. Dr. Gilliam asked if we are currently using a consultant. Dr. Taylor stated no we are not using a consultant for this aspect of the project.

Regent Taylor stated that ultimately the vendor will have the final say to what programs are selected and used since they will be trying to recoup their investment. However, the goal at Morgan will be to not have to succumb to their selections. She also asked if we have identified the primary reason students want online classes? Dr. Taylor replied that students age 18-21 might want them for convenience; however; the older student is fast becoming the majority and online courses are certainly more convenient for them. There is not one single answer for the demographic group who prefers online courses.

Dr. Walker asked where in the timeline would a consultant be brought in since we are nearing the review of the second draft? Dr. Taylor indicated that his recommendation is that we look at an appropriate consultant prior to the November BOR meeting. A consultant would be considered before the issuance of the RFP. A large number of experienced personnel at the University would need to be involved during this process as well.

Dr. Mendoza-Robinson, from the IT Department, has been working with Dr. Taylor and his staff on this project. She stated that the University has been with Blackboard for about 20 years, but will be transitioning to Canvas beginning July 1<sup>st</sup>. Therefore, we will have to find a vendor that will work with the Learning Management System that we will be currently using. As our enrollment numbers increase so does the cost of these services. She indicates the University has a number of ways to respond to students' technical needs; but not a great way to respond to online issues. A 24/7 service desk for IT is in the process of being outsourced.

Dr. Crumpton-Young stated that online programming is something that she is very familiar with and is looking forward to working with Dr. Taylor and his team on sharpening the details of the program. She also indicated that accessibility is one of the main driving forces for students who want online courses. She believes that enrollment growth is enhanced through online programming as well.

Dr. Lessane added that she, too, is familiar with these hybrid programs as well as the outsourcing piece. She also has experience with the transition from Blackboard to Canvas and stated that she would be willing to assist with that process as well.

Dr. Taylor also reported that while we are currently servicing some students on line; this project is looking towards the future and growing the online program from 100 students to possibly 1,000 students. The goal is to maintain the ten programs that are currently available; but also include more programs/courses that will help to maximize enrollment.

Dr. Wilson clarified that this project will be geared towards degree programs by serving as a quick and efficient way to sustain the programs as well as sustain enrollment. Existing online courses will continue to operate as they are; however, some of those courses are part of the degree programs. Dr. Taylor stated that the vendor will identify those courses that are part of the degree programs and determine if those same courses will be available for those students who prefer face-to-face. Dr. Taylor added that we are expecting to be able to "go live" by the Fall 2020 semester.

Regent Ellis asked if we are still looking for a platform. He stated he was asking because a number of book companies, such as WILEY, have platforms for this type of programming. He is wondering if the University would be interested in seeking their assistance by allowing them to provide a bid.

Dr. Gilliam asked what should be expected at the meeting in August. Dr. Taylor replied that the second draft should definitely be in place by then, but he would also like to have a list of vendors in place as well.

Dr. Taylor reiterated that he and his committee are learning as they go and are open to further guidance and assistance. Dr. Wilson stated that he is making a recommendation that Dr. Crumpton-Young and Dr. Lessane look at this after July 1<sup>st</sup> because they have more expertise in this area and could possibly be considered the consultants on this project.

The meeting reverted back to the Code of Conduct issue; per the General Counsel, the revision adding “Vice President for Student Affairs or Designee” can be added and can be presented at the full Board meeting. Regent Gilliam stated that it seems like a conflict to her because the VP is still the person making the designation. However, the changes to the Code of Conduct were accepted and approved.

**Enrollment Management Update:** Dr. Turner reported that as of two weeks ago there was a 1% decrease in applications over the same time last year; but we are up 5% in admits; and up 7% up in confirmations (1<sup>st</sup> time freshman, transfer students both in and out of state).

Regent Walker asked if we are targeting those areas that we have not been focusing on recruiting in past years. Dr. Turner responded yes that recruitment strategy has been growing our regional applicants.

Regent Ellis added that the Department of Defense has a mandatory 40-hour transition session for all military who are being discharged. He suggested that Morgan can be a presenter at one of those sessions in an effort to promote MSU and encourage them to come to Morgan State as students.

Dr. Turner presented a brief synopsis of the findings regarding her study on Retention by Subgroups. A full report can be found on pages 57-60 in the Board book.

- Male student – graduation rate is low, especially black males
- Pell recipients – gap between Pell rates and non-Pell recipients
- CASA participants – often outperform regular admits
- Out-of-state students – graduate at a lower rate than in-state students

Based on the research performed, Enrollment Management was able to determine the following Take Aways:

- Fall GPA is a significant predictor for all subgroups
- Fall unmet financial need is a significant predictor
- Tuition status is a significant predictor
- Male, non-stem majors, are more likely to graduate
- Pell recipients, non-stem, are more likely to graduate
- Participating in CASA has a significant and positive effect on Pell recipients

According to Dr. Turner, there are a number of current initiatives being used to help reduce the gaps. They include: Morgan MILE Program for male students, targeted EAB Campaigns for sub-groups, intrusive advising, especially for STEM majors, course redesign, faculty development, beyond Financial Aid – providing resources for students after tuition is paid and second year experience. She also mentioned that Peer Mentoring Programs have been started in various schools to assist students as well.

**Veteran Services:** Ms. Shirleene Prioleau began her presentation by introducing the responsibility of the Veterans Engagement Team. They provide, facilitate and coordinate programs and services to meet the special needs of veterans, service members and their dependents as they transition into college life.

Morgan State University has received three different designations, including: Military Friendly (2016, 2017, 2018 & 2019) Best for Vets College (2018 & 2019) and Top college for Military Advanced Education & Transition (2015 & 2108). Morgan has exhibited the ability to constantly develop new ways to create an environment of sensitivity and understanding of the needs of veterans. We have met, silver, bronze and gold statuses and are now pushing towards being in the top 10.

Their office currently services about 300 students, which includes spouses and dependents. The major key assessment areas that they focus on are:

- Academic Policies and Compliance
- Admissions & Orientation
- Culture & Commitment
- Financial Aid & Loan Repayment
- Graduation & Career Outcomes
- Military Student Support & Retention

The Veteran Engagement office provides scholarship and grant referrals, one-on-one military funding counseling, VA work study opportunities, tutoring, counseling and disability services, just to name a few. The University also participates in serving the needs of the veterans by providing Yellow Ribbon programs, priority registration, military credit for training, among other advantages.

Ms. Prioleau reported that Morgan made gold status as a result of increasing our enrollment, continued participation in VA's principles of excellence and success, offering priority registration, improved support services.

Regent Gilliam asked what could we do better in an effort to reach the Top 10 status? Ms. Prioleau replied there are a number of things we can do, such as develop an official military leave policy, offer application and parking fee waivers, tuition discounts and institute an on-campus veterans center.

***Student Housing Update:*** Regent Gilliam asked for an update and inquired about the possibility of nursing students needing housing in the future. Dr. Banks said the University is working on short term goals right now, which include, acquiring additional units at Marble Hall Gardens and Wellington Gate Apartments for Fall 2019. Regent Taylor asked about a strategic plan for the future. Dr. Wilson stated Mr. Evans gave a comprehensive update in the other Board meeting and he will ensure that this committee also receives that update.

***Student Government Association:*** Dr. Banks presented Mr. Kenold Pierre and Ms. Bria Hill as the outgoing SGA President and Vice President. They both thanked everyone for the collaborations and for feeding into their vision during their tenures. They presented a list of approximately 25 things they have accomplished this academic year. Some of them were: permanent SGA Instagram & Twitter accounts; partnerships with Athletics, MSU PD & ORL&H, \$2,000 award in book scholarships, active shooter training, increase in GPA for student leaders, participation with food pantry, start of debate team, development of Dr. Banks Leadership and Excellence Scholarship.

The new SGA successors were introduced, Mr. Keyon Grayson, President and Mr. Brandon Holmes, Vice President. They were congratulated and welcomed as student leaders for the upcoming 2019/2020 academic year.

**NEW BUSINESS**

There being no new business to discuss, the meeting was adjourned and a motion was made to enter into Closed session at 11:51 a.m.

Respectfully submitted,

Sharon Taylor



## **Public Session Minutes**

### **BOARD MEMBERS**

Present: Regent Linda Gilliam, Regent Elijah Cummings (6:25p), Regent Larry Ellis, Regent Tracey Parker-Warren (6:26p), Regent Penelope Taylor, Regent Marquis Walker

### **STAFF MEMBERS**

Present: Dr. David Wilson, Dr. Kevin Banks, Mr. Sidney Evans, Mr. Thomas Faulk, Ms. Julie Goodwin, Mrs. Armada Grant, Mrs. Cassandra Grogan, Ms. Sherita Harrison, Ms. Sally Swann, Dr. Lesia Young

The Academic and Student Affairs Committee of the Board of Regents held a special meeting on Thursday, July 25, 2019 via teleconference. Committee Chair Linda Gilliam called the Public Session to order at 6:04 p.m., and thanked everyone present for their participation. She provided brief comments with regard to the purpose of the meeting, and then yielded the floor to President Wilson for brief remarks.

President Wilson thanked members of the Committee for making time for this special meeting. He indicated that the policy being presented will bring the University into compliance with state law (Senate Bill 607), which was introduced in the Legislature in 2018 by then-Senator Joan Carter Conway. The legislation was passed and basically requires universities to ensure that their sexual misconduct policies include language enabling students, who bring forth allegations or respond to allegations of sexual violence or sexual misconduct, to have access to attorneys that will be provided and paid for by MHEC through a special appropriation. Dr. Wilson added that the policy is to be effective August 1, 2019. Pending approval by the Committee, he plans to draft a letter to the General Assembly advising that action by the full Board is expected to occur on August 6<sup>th</sup>, thereby bringing Morgan into full compliance.

Regent Gilliam stated that the Academic and Student Affairs Committee would now move to Closed Session to consult with counsel to discuss required changes to the University's Gender and Sexual-Based Harassment and Violence Policy which is a matter specifically exempted from public consideration under § 3-305(b)(7) of the Open Meetings Act. 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 Ellis and **SECONDED** by Regent Taylor to enter into **CLOSED SESSION**.

The Committee moved into Closed Session at 6:09 p.m.

### **Approval of Policy (in Closed Session)**

Regent Gilliam called for a motion to approve the Gender and Sexual-Based Harassment and Violence Policy. It was **MOVED** by Regent Taylor and **SECONDED** by Regent Walker to approve the Gender and Sexual-Based Harassment and Violence Policy. Regent Parker-Warren abstained. The **MOTION CARRIED**.

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

Date: Thursday, July 25, 2019

Time: 6:00 p.m.

Location: Teleconference

Motion to close meeting made by: Regent Ellis

Seconded by: Regent Taylor

Members voting in favor: All Regents in attendance

Opposed: None

Abstaining: None

Absent: None

**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.

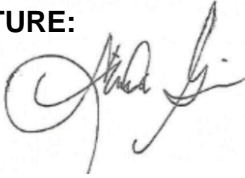
**FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:**

1. To discuss required changes to the University's Gender and Sexual-Based Harassment and Violence Policy.

**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:**



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

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

**MORGAN STATE UNIVERSITY**

**BOARD OF REGENTS**

**SUMMARY OF ITEM FOR ACTION**

**TOPIC:** Performance Accountability Report

**COMMITTEE:** Academic and Student Affairs

**DATE OF MEETING:** August 6, 2019

**BRIEF EXPLANATION:** The Maryland Higher Education Commission (MHEC) requires that the Performance Accountability Report (PAR) be officially approved by the Board. In accordance with MHEC requirements, the PAR for 2019 consists of the following: (1) the narrative aligned with the University strategic plan and goals; (2) actual and estimated data for the objectives; and (3) Institutional Response to MHEC Questions. In addition, a summary page to illustrate the one year change in data (2018 and 2019) is included.

**FISCAL IMPACT:** None

**PRESIDENT'S  
RECOMMENDATION:** Approval

**COMMITTEE'S ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**BOARD ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**Performance Accountability Report**  
**August 2019**  
**Morgan State University**

**Mission**

Morgan State University serves 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.

Morgan State University is, by legislative statute, Maryland’s Preeminent Public Urban Research University. The goals and objectives in this Performance Accountability Report reflect the legislatively mandated mission as well as the five goals of the University’s ten-year strategic plan entitled, *Growing the Future, Leading the World: The Strategic Plan for Morgan State University, 2011– 2021*, including:

1. Enhancing Student Success;
2. Enhancing Morgan’s Status as a Doctoral Research University;
3. Improving and Sustaining Morgan’s Infrastructure and Operational Processes;
4. Growing Morgan’s Resources; and
5. Engaging with the Community.

**Institutional Assessment Results**

**Goal 1: Enhancing Student Success**

*Morgan State University will create an educational environment that enhances student success by hiring and retaining well qualified, experienced, and dedicated faculty and staff; by offering challenging, internationally relevant academic curricula, and by welcoming and supporting a diverse and inclusive campus community.*

In the most recent year, Morgan State University graduated 38% of its entering freshmen within six years. For African American freshmen, the six-year graduation rate is 39%. The graduation rate of the university is higher than would be predicted based on national data (i.e., UCLA Higher Education Research Institute); however, the university’s goal is to increase graduation rate to 50% by 2025.

Second-year retention rates have been above 70% for the past eight years, increasing from 68% for the 2009 cohort. Second year retention rates have averaged around 73% for all students. Second-year retention rates for African American students have averaged around 73%.

Morgan State University has a well-established approach to enhancing student success, including: a six-week summer bridge program for students with demonstrated potential but whose SAT scores and/or GPA do not meet the University's criteria for admission (CASA Academy); a summer bridge program for incoming freshmen majoring in Engineering (PACE) designed to increase their likelihood of successful and timely degree completion; an early alert and response system for faculty to alert students and advisors to students showing signs of being in jeopardy (Starfish); Degree Works, the University's degree auditing system; a Tutoring Center that offers one-on-one peer tutoring; a mandatory four day summer freshman orientation experience (Access Orientation). The Enrollment Management and Student Success division has officially launched EAB Metrics Mapping. EAB Metrics Mapping utilizes the Advanced Search Filter, Saved Searches, Watch Lists, and Messaging in EAB Navigate (formally known as the EAB Student Success Collaborative) to identify, contact, and monitor students in specific subgroups such as students with low first semester GPAs, low cumulative GPAs, Pell-eligible students, students who earn fewer than 15 credits per semester, students who have not enrolled for the upcoming term, and students who are eligible for specific scholarship opportunities. The first round of interventions began after Spring 2019 mid-terms; EAB metrics mapping interventions are ongoing throughout the academic year. One of our signature innovations is the Reclamation Project, in which we invite students back who left the University in good academic standing (2.0 GPA or better) and earned at least 90 credits to return in their 5<sup>th</sup> or 6<sup>th</sup> academic year to finish Morgan "on-time" in six consecutive years or less. These initiatives are aligned with the State higher education goals of ensuring equitable access and promoting student success.

Additionally, Morgan State University has several scholarship programs which specifically address the needs of non-traditional undergraduates. The Osher Reentry 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 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.

Morgan State University continues to provide higher education access to a segment of the population which faces financial constraints and challenges which impact our retention and graduation rates. Data from the Maryland Longitudinal Data System Center reveal that close to 50% of our full-time undergraduates are simultaneously in the Maryland workforce. Fifty-three

percent of our undergraduates are Pell recipients. However, Pell grants only cover about a third of the cost of attendance for an in-state student. The six-year graduation rate for Pell recipients has averaged around 32% in recent years. The success of Pell recipients is a special focus of initiatives undertaken as part of the University's Lumina Grant. These initiatives include using our predictive analytics platform, EAB, to identify at risk-students and our early alert advising system, Starfish, to inform students of their academic progress. Special campaigns will be undertaken to identify Pell recipients who have not completed their financial aid applications, or registered early for the next term, or have not registered for 15 credits. These targeted initiatives should have a positive effect on Pell recipients' success. Additionally, the University has partnered with the White House Initiative on HBCUs and the Federal Deposit Insurance Corporation (FDIC) to provide a comprehensive financial literacy program utilizing the FDIC's MoneySmart financial literacy curriculum. The vision for the Financial Literacy Program is to reverse the cycle of low family income and socio-economic status by enhancing the financial literacy of students and their families thereby increasing students' retention and graduation rates.

The University is facing increasing competition nationally for high-ability students as the number of high school graduates transition from an era of growth to one of modest decline. This trend, coupled with tightening amounts of institutional funding allocated to high-ability students at Morgan State University, has led to our inability to provide scholarships for all potential honors students. Despite these demographic and fiscal realities, the Clara I. Adams Honors College continues its efforts to recruit high-ability students and enhance the quality of its academic and co-curricular programs. Recent and forthcoming improvements include and are not limited to: (1) establishing the Greater Baltimore Collegiate Honors Council, a collaborative relationship with the honors programs and colleges in the Baltimore region (Coppin State University, Loyola University, Morgan State University, Towson University, the University of Baltimore, and the Community College of Baltimore County - Essex); (2) the development of Honors Course Enhancement Contracts that allow students to pursue an honors experience in standard General Education and upper-division courses; (3) a renewed emphasis upon exposing honors students to internships in the public and private sectors and preparing them to be competitive candidates for these opportunities; and (4) focused involvement with state, regional, and national Honors organizations, with a particular emphasis upon expanding access to honors education and increasing diversity within the Honors community.

Another component of our goal of Student Success is to add to the racial and ethnic diversity of the student body. The campus has shown good progress on this measure. Currently, 18% of the student body is non-African American. International students are also a component of the university's diversity efforts. Since May 2014, the university has signed 42 agreements with international universities which facilitate student and faculty exchanges and study abroad opportunities. Two new agreements were formalized in academic year 2018-2019 to include 1 in Africa (Federal University Dutse) and 1 in the Caribbean (University of Havana, Cuba). 12 new MoUs are under review and will be completed in the 2019/20 academic calendar year. Morgan State University will become increasingly appealing to the general population as trendy programs evolve and facility improvements that accommodate 21<sup>st</sup> century state-of-the-art infrastructures emerge.

Morgan State University continues to expand its cooperative agreements with Maryland community colleges and other educational organizations; e.g., The Teacher Academy of Maryland,



Laurel College Center, Maryland State Department of Education (Career and Technology Education), et al. In August 2017, with the approval of the Provost and President Wilson, the Transfer Center was restructured to better serve the needs of the University. The Transfer Evaluation and Articulation unit (TEA) moved under the Office of the Registrar and reports directly to the Registrar. As its name would suggest, this unit now completes transfer evaluations and coordinates the development and maintenance of articulation agreements. The newly established Office of Transfer Student Programming (TSP) focuses on student programming, implementing initiatives to ensure a positive transition experience for transfer students (e.g., orientation, NEXUS and Connect Programs, and the Tau Sigma National Honor Society). In spring 2018, TSP introduced an online transfer student orientation providing newly admitted transfer students the ability to complete their introduction to campus virtually from anywhere in the world, at any time.

State and national college enrollment trends continue to decline and are projected to decline further over the next five to ten years. 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. We must continue to increase our market share in out-of-state markets through initiatives such as regional recruiters and expanding our participation in large regional college fairs. Although the percentage of applications received from urban districts and community colleges may decline, this does not suggest that the total number of applications received from these demographics will decline. Additionally, within the State of Maryland those areas classified as urban districts are not considered the growth markets within the state. OUAR has modified its state recruitment philosophy to put a greater emphasis on the districts with high application and enrollment yields. Many of these districts support the enrollment of students from urban districts.

Several factors impact the number of graduates in STEM fields. First, we face stiff competition from other campuses statewide and nationally for the better prepared students. These students are attracted to campuses with state-of-the-art facilities and equipment with a high number of full-time faculty members who conduct research. Secondly, many of our students enter college academically underprepared especially in the mathematics and science areas. Morgan State University continues to generate strategies to increase student enrollment and retention in the STEM fields. Two initiatives with Google and Intel will provide our STEM students with opportunities to work with these leading innovators in technology. There were five students who attended the Google Tech Exchange Program in Mountain View California during the 2018-2019 academic year where four students completed the whole year program and one student completed the one semester program (fall). One student completed an internship program in Computer Science at Intel during the spring 2019 semester. For the upcoming year, the program will be a one-semester program (Spring 2020) and we are aiming to have 10 students participate.

Morgan Online program facilitates the development of online degrees and courses as well as supporting the professional development of faculty teaching online. Since 2010, the total number of faculty trained to deliver on-line courses is 240. This 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 hybrid and online courses over the past decade. In academic year 2008-2009, there were only 162 course enrollments in web classes and no course enrollments in hybrid courses. At the close of the 2018-2019 academic year, there were 6,334 course enrollments in a

comprehensive array of online courses and 697 course enrollments in an expanded number of hybrid courses.

Another contributor to the goal of student success in 2017 is the Center for Excellence in Teaching and Learning (CETL). The overall goal of CETL is to assist 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.

For the past, several years, Morgan State University has continued to rate well in relation to its outcome quality indicators. The ability of graduates to gain employment in fields related to their majors is comparable to the statewide average. Alumni continue to contribute to the economic viability of the State. For the 2016 to 2019 period, survey results indicate that on average 65% of our alumni were employed in Maryland one year after graduation. Morgan State University's undergraduate alumni continue to express their satisfaction with the way in which the University has prepared them for advanced degree programs. Undergraduate students at Morgan State University have continued their studies in graduate school or first professional degree programs. Graduate or professional school going rate is about 35% during the 2016-2019 period.

## **Goal 2: Enhancing Morgan's Status as a Doctoral Research University**

*Morgan State University will enhance its status as a Doctoral Research University through its success in securing grants and contracts and its faculty's achievements in basic and applied research, professional expression, artistic creation, and creative inquiry. Additionally, initiatives will be designed to enhance doctoral achievement in both STEM and non-STEM disciplines.*

The University awarded 71 doctoral degrees during Academic Year 2018-2019, a historic high and in keeping with the University's new Carnegie designation as an R2. This number reflects the quality and expansion of the University's inventory of doctoral programs, which has also made the university one of the state's primary sources of doctoral degrees granted to African-Americans in critical fields, such as engineering and public health.

The research enterprise at the university enjoyed another phenomenal year, garnering \$31.3M in awarded grants and contracts for FY19. Morgan State University is a partner with the University Space Research Association (USRA) to provide scientists and engineers, primarily in Earth System Sciences to NASA's. The Goddard Earth Sciences Technology and Research (GESTAR) initiative is a 5-year Cooperative Agreement with a potential value of \$20.8M. The program continues to receive accolades from NASA for its research output and future efforts entail increasing the involvement of Morgan students and faculty in research being conducted by the twenty (Morgan)

GESTAR scientists working on the NASA Goddard campus. ASCEND is a National Institutes of Health Funded Student-Centered Entrepreneurship Development Training Model to Increase Diversity in the Biomedical Research Workforce that is novel, sustainable, flexible, and has measurable outcomes. The Program recently has been highly successful and its funding has been extended from 5 to 8-years. ASCEND is also tasked with enhancing the research capacity at Morgan State University, particularly by providing research support to faculty members, such as funding for pilot research projects, research equipment and supplies, and release time. One measure of research success is publication. To date, ASCEND support has resulted in 40 peer-reviewed publications. These publications include a wide range of research topics, including biomedical bench research, mathematical methods used for biomedical research, and community-based participatory research projects. Morgan State University faculty members, postdoctoral fellows, graduate students, and undergraduate students have contributed to these publications and are listed as coauthors.

Morgan's Research Centers serve as innovation hubs and benefit the state, and nation as well as the local community. Morgan's Patuxent Environmental and Aquatic Research Laboratory (PEARL) serves the state and the Chesapeake Bay watershed through its research designed to increase the understanding of costal ecosystems so that they may be properly managed and protected. The PEARL focuses on innovation to help Maryland's growing aquaculture business. The ASCEND ("A Student-Centered, Entrepreneurship Development") Center for Biomedical Research is focused on increasing diversity in the biomedical research workforce. The Goddard Earth Sciences, Technology and Research (GESTAR) program is a joint effort between Morgan State University, the University Space Research Association, and the Earth Science and Solar Systems Exploration Divisions of NASA's Goddard Space Flight Center in Greenbelt, Maryland. The program focuses on developing new space-based missions that help explain the behavior of Earth and other planetary systems. These three centers provide opportunities for Morgan students to participate in cutting-edge research. The Center for Cybersecurity Assurance and Policy (CAP) is the new home for the CREAM Lab (Center for Reverse Engineering and Assured Microelectronics of the School of Engineering) and going forward will involve contributions from the School of Computer, Mathematical and Natural Sciences and the School of Business. Eight new Faculty Lines have been established for this expanded endeavor. 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 will be the primary technology research area for insight, solutions and commercialization. Broader thought leadership in the legal, policy, economic, social and psychological issues impacting the future of the Fourth Industrial Age will be part of the CAP Center's journey.

The University is optimistic that its designation as Maryland's Preeminent Public Urban Research University will increase Morgan's stature and reputation among sponsorship agencies, leading to new research funding and partnerships at the Federal, State, and local levels.

### **Goal 3: Improving and Sustaining Morgan’s Infrastructure and Operational Processes**

*Morgan State University will enhance its infrastructure and processes by improving the efficiency and efficacy of its operating procedures, focusing on the environmental sustainability of its facilities, and by meeting the technological customer service needs of its students, faculty, staff and community.*

In order to assure continuous improvement of risk management and service deliveries to university stakeholders, the Division of Information Technology (DIT) instituted an internal Change Management governance model in 2018. The Change Management, or synonymously referred to as Change & Release Management, ensures that all modification, update, and provisioning activities for critical IT infrastructure and enterprise software applications are planned, documented, and communicated to affected stakeholders in advance. This newly implemented process management has enabled the DIT to gain augmented visibility into the broad service portfolio and develop better alignment of specific IT services and staff resources to appropriate stakeholders. In the fall of 2018, the second mandatory Security Awareness Training was administered to all employees and workforce members who use the university’s computing resources. In January 2019, the university’s Enterprise Resource Planning (ERP) software was upgraded from Banner 8 to Banner 9. One of the primary goals was to avoid the announced stoppage of support for Oracle Forms by its vendor (Ellucian) by December 31, 2018. The introduction of Banner 9 provides greater access flexibility via mobile devices as well as providing the flexibility of integrating a student’s academic plan with registration, the ability to view multiple records at one time, and a modernized graphical user interface.

In the process of implementing the Banner 9 upgrade, the DIT also replaced its aging production system with a new architecture and implemented a secondary and tertiary site for disaster recovery. Morgan State University partnered with Bowie State University to establish an ERP backup/disaster recovery site. On January 2, 2019, the DIT launched a new cloud-based print solution for students called Wēpa. This solution allows students to print documents on campus from their personal or lab computer, smartphone, tablet, USB, cloud storage account, or the Learning Management System. Students can upload documents on-the-go and release their print job at any of the 15 conveniently located Wēpa print stations across campus. The new print solution provides students with mobile flexibility, color and duplex printing options not available in the past and 24/7/365 availability.

In recent years, the University has increased investments into the safety and security of the campus. Those investments include additional security officers strategically placed throughout the campus on a 24/7 basis and additional cameras near University housing. As a public safety department, the vision is to provide safety and security for the community and enhance educational opportunities for students through effective community policing, vigilant presence and superior customer service.

The campus also has made progress in reducing energy consumption. Although the campus square footage has increased in recent years, utility consumption has been declining. In FY13 extreme

outdoor temperatures caused energy consumption to escalate, but since then the University's energy consumption is trending downwards.

#### **Goal 4: Growing Morgan's Resources**

*Morgan State University will expand its human capital as well as its financial resources by investing in the professional development of faculty, staff, and students, by seeking greater financial support from the alumni, the State and federal governments, private and philanthropic sources, and by establishing collaborative relationships with private as well as public entities.*

The Division of Institutional Advancement engages and solicits an institutional portfolio of 160 corporations and foundations; a major gifts portfolio of 3,000 plus alumni and friends who have capacity to make gifts at the \$10,000 plus giving level; an annual fund portfolio of 26,000 plus alumni and friends who make gifts in the range of \$1-9,999; a planned giving portfolio of 5,644 mature alumni; and a 6,000 plus young-future alumni portfolio of students and recent graduates. Cumulative private and philanthropic donations during the period FY'11 to FY'19 increased to \$63M. The campus has paid attention to its alumni. Often other potential donors use alumni participation as one of the criterion in the decision to make a gift to an institution. The percentage of alumni who contribute to the University ending FY'19 is 17%.

#### **Goal 5: Engaging with the Community**

*Morgan State University will engage with community residents and officials in the use of knowledge derived from faculty and student research, the sharing of mutually beneficial resources, and in the appropriate and timely dispatch of University experts and professionals to collaborate in addressing community concerns.*

Morgan State University has a strong commitment to serve the residents of Baltimore City, Maryland, and the nation as evidenced by its numerous partnerships with local school, government agencies, businesses and industries, and community organizations. Morgan's signature community service program is the Morgan Community Mile which serves neighborhoods in Northeast Baltimore that are within a 1-mile radius of the campus. This area includes nine communities encompassing 56 community associations. A notable accomplishment of the Morgan Community Mile includes the Solar Panel Initiative which fitted 31 homes in the Morgan Community Mile with solar panels and other energy saving upgrades. Another notable accomplishment is the "Live Near Your Work" program, an effort to increase home ownership of Morgan employees while supporting the revitalization of Northeast Baltimore.

Morgan State University's students also play an active role in the local area. A recent economic impact study found that Morgan students provide over 20,000 hours of community service annually through thirteen programs such as the College Discovery Academy which provides academic assistance to Baltimore students in 7<sup>th</sup> through 9<sup>th</sup> grade; the Brother 2 Brother Mentoring Program for young men in high school; and the Sisters Advancing Sisterhood in Youth (S.A.S.Y), a mentoring program for young women in high school.

Morgan also engages with and supports local businesses. A hallmark project is the 10,000 Small Business Initiative, a collaboration with Johns Hopkins University and the Community College of

Baltimore, which will support new start-up companies in Baltimore. Five Morgan faculty teach in this initiative, which has served over 200 participants.

**PAR DATA AND ESTIMATES FOR 2019**

|   |                 |                 |                 |                 |  |                       |                       |
|---|-----------------|-----------------|-----------------|-----------------|--|-----------------------|-----------------------|
| <b>Goal 1: Enhancing Student Success:</b> <i>Morgan will create an educational environment that enhances student success.</i>   |                 |                 |                 |                 |  |                       |                       |
| <b>Objective 1.1. Increase the graduation rate of Morgan undergraduates to 45% by 2023. Rollins (MHEC Data) -----Mfume/Turner (Estimates)</b>   |                 |                 |                 |                 |  |                       |                       |
| <b>Outputs:</b>   | <b>2016 Act</b> | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> |  | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
| Six-year graduation rate <sup>1</sup>   | 30%             | 32%             | 37%             | 38%             |  | 40%                   | 41%                   |
| Six-year graduation rate of African-Americans   | 30%             | 31%             | 37%             | 39%             |  | 40%                   | 41%                   |
| <p><sup>1</sup>Actual graduation rates are based on the fall 2006, 2007, 2008, and 2009 freshman cohorts from MHEC, respectively. Rates also include students beginning at Morgan but graduating from other institutions.</p> |                 |                 |                 |                 |  |                       |                       |
| <b>Objective 1.2. Increase the graduation rate of Pell recipients to 40% by 2023 Rollins (IR-Data) -----Mfume/Turner (Estimates)</b>  |                 |                 |                 |                 |  |                       |                       |
| <b>Outputs:</b>   | <b>2016 Act</b> | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> |  | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
| Six-year graduation rate of Pell recipients   | 30%             | 32%             | 32%             | 36%             |  | 37%                   | 38%                   |
| <b>Objective 1.3. Increase the second year retention rate of Morgan undergraduates to 80% by 2023 Data/IR/MHEC data-----Hicks/Turner/Mfume (Estimates)</b>  |                 |                 |                 |                 |  |                       |                       |
| <b>Inputs:</b>  | <b>2016 Act</b> | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> |  | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
| FTE student-authorized faculty ratio  | 17.8:1          | 22.4:1          | 18.4:1          | 18.5:1          |  | 18.5:1                | 18.5:1                |
| Average class size of first year course offering  | 26              | 31              | 25              | 25              |  | 25                    | 25                    |
| Percent of authorized faculty in first year of study  | 29%             | 28%             | 32%             | 30%             |  | 32%                   | 32%                   |
| <b>Outputs:</b>   |                 |                 |                 |                 |  |                       |                       |
| Second-year retention rate <sup>2</sup>   | 75%             | 70%             | 75%             | 72%             |  | 73%                   | 74%                   |

|   |     |     |     |     |  |     |     |
|---|-----|-----|-----|-----|--|-----|-----|
| Second-year retention rate of African-Americans | 75% | 71% | 72% | 72% |  | 73% | 74% |
|   |     |     |     |     |  |     |     |

<sup>2</sup>Actual second-year retention rates are based on the fall 2011, 2012, 2013 and 2014 entering freshman cohorts from MHEC, respectively. The 2012 goal is based on the 2009 entering class.

**Objective 1.4. Increase the percent of high ability freshmen to 27% by 2023 Rollins (MHEC Data) ----- Peterkin/Turner (Estimates)**

| <b>Inputs:</b>  | <b>2016 Act</b> | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> |  | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
|---|-----------------|-----------------|-----------------|-----------------|--|-----------------------|-----------------------|
| Number of high ability freshmen enrolled <sup>3</sup> | 162             | 217             | 188             | 228             |  | 238                   | 250                   |
| Percent of high ability freshmen enrolled             | 14.0%           | 19%             | 16%             | 14%             |  | 14.0%                 | 15.0%                 |
|   |                 |                 |                 |                 |  |                       |                       |

<sup>3</sup>Objective 1.4: High ability students are considered those with combined SAT scores of 1,000 or higher or ACT scores of 22 or higher.

**Objective 1.5. Increase the diversity of undergraduate students to 18% by 2023. Rollins (MHEC Data) ----- Turner (Estimates)**

| <b>Inputs:</b>  | <b>2016 Act</b> | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> |  | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
|---|-----------------|-----------------|-----------------|-----------------|--|-----------------------|-----------------------|
| Total Percent of Diverse Students                     | 13.0%           | 18.0%           | 18.4%           | 18.0%           |  | 18.00%                | 18.50%                |
| Percent of Asian or Native Hawaiian students enrolled | 0.7%            | 1.0%            | 1.0%            | 1.0%            |  | 1.00%                 | 1.00%                 |
| Percent of Native American students enrolled          | 0.3%            | 0.2%            | 0.1%            | 0.2%            |  | 0.20%                 | 20.00%                |
| Percent of Caucasian students enrolled                | 1.8%            | 1.9%            | 1.9%            | 1.9%            |  | 1.90%                 | 2.00%                 |
| Percent of Hispanic students enrolled                 | 3.6%            | 3.5%            | 3.3%            | 3.5%            |  | 3.50%                 | 3.90%                 |
|   |                 |                 |                 |                 |  |                       |                       |
| Percent of international students enrolled            | 6.6%            | 11.4%           | 12.1%           | 11.4%           |  | 11.40%                | 11.40%                |
|   |                 |                 |                 |                 |  |                       |                       |

**Objective 1.6. Increase the percentage of Maryland community college transfer students as a percent of undergraduate enrollment to 10% through 2023. Rollins (MHEC Data) -----Karasik/Turner (Estimates)**

| <b>Inputs:</b>  | <b>2016 Act</b> | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
|---|-----------------|-----------------|-----------------|-----------------|-----------------------|-----------------------|
| Percent of Maryland community college transfer students | 3.3%            | 3.3%            | 2.2%            | 2.4%            | 2.7%                  | 2.8%                  |

**Objective 1.7. Maintain the pool of college applicants to Morgan from urban school districts in Maryland at 40% in 2023. Rollins (MHEC Data ----- Gray-Cain/Turner (Estimates)**

| <b>Inputs:</b>                                      | <b>2016 Act</b> | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
|---|-----------------|-----------------|-----------------|-----------------|-----------------------|-----------------------|
| Percent of freshman applicants from urban districts | 34.1%           | 29.60%          | 35.0%           | 36.0%           | 37%                   | 37%                   |
| Percent of students accepted from urban districts   | 61.4%           | 61.10%          | 65.0%           | 66.0%           | 67%                   | 67%                   |
| Percent of students enrolled from urban districts   | 33.6%           | 48.1%           | 38.0%           | 38.0%           | 40%                   | 40%                   |

**Objective 1.8 Increase the number of bachelor's degree recipients in the STEM fields to 240 by 2023. Rollins (MHEC Data)-----Yu, Scott, Bapna/Boghossian (Estimates)**

| <b>Outputs:</b>   | <b>2016 Act</b> | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
|---|-----------------|-----------------|-----------------|-----------------|-----------------------|-----------------------|
| Total number of STEM bachelor recipients <sup>5</sup>                         |                 |                 |                 |                 |                       |                       |
| ENGR  | 124             | 119             | 137             | 190             | 155                   | 158                   |
| SCMNS   | 68              | 61              | 71              | 95              | 90                    | 100                   |
| SBM   | 18              | 30              | 22              | 42              | 30                    | 42                    |
| TOTAL   | 210             | 210             | 230             | 327             | 275                   | 300                   |
| [Number of underrepresented minority STEM] Bachelor's recipients <sup>6</sup> |                 |                 |                 |                 |                       |                       |
| ENGR  | 92              | 97              | 95              | 78              | 89                    | 90                    |
| SCMNS   | 53              | 45              | 58              | 79              | 69                    | 75                    |



|  |       |     |     |     |     |  |     |     |
|--|-------|-----|-----|-----|-----|--|-----|-----|
|  | SBM   | 14  | 28  | 19  | 34  |  | 25  | 35  |
|  | TOTAL | 159 | 170 | 172 | 191 |  | 183 | 200 |
| Number of women STEM bachelor's recipients |       |     |     |     |     |  |     |     |
|  | ENGR  | 35  | 35  | 22  | 27  |  | 27  | 28  |
|  | SCMNS | 48  | 39  | 45  | 52  |  | 55  | 60  |
|  | SBM   | 14  | 11  | 7   | 9   |  | 11  | 16  |
|  | TOTAL | 97  | 85  | 74  | 88  |  | 93  | 104 |
|  |       |     |     |     |     |  |     |     |

5 STEM fields include the following programs: Actuarial Science, Biology, Chemistry, Computer Science, Information Systems, Civil Engineering, Electrical Engineering, Industrial Engineering, Mathematics, Physics, Engineering Physics, and Transportation Systems.  
6 Underrepresented minorities include Hispanics, Native Americans, Native Hawaiians/Pacific Islanders, and African Americans.

**Objective 1.9 Increase the number of bachelor's degrees awarded in teacher education to 70 in 2023. Rollins (MHEC Data) -----Bridges/Prime (Estimates)**

|   | 2016 Act | 2017 Act | 2018 Act | 2019 Act |  | Estimated 2020 | Estimated 2021 |
|---|----------|----------|----------|----------|--|----------------|----------------|
| <b>Outputs:</b>                                       |          |          |          |          |  |                |                |
| Number of baccalaureates awarded in teacher education | 65       | 90       | 87       | 75       |  | 78             | 88             |
| Praxis pass rate                                      | 100%     | 100%     | 100%     | 100%     |  | 100%           | 100%           |
| Number of new hires teaching in Maryland schools      | 18       | 27       | 26       | 23       |  | 20             | 22             |
|   |          |          |          |          |  |                |                |

**Objective 1.10. Increase the percentage of bachelor's recipients satisfied with education received in preparation for graduate/professional study to 98% by 2023. Rollins/Alao/ -----Turner (Estimates)**

|  | 2015 Act | 2016 Act | 2017 Act | 2019 Act |  | Estimated 2020 | Estimated 2021 |
|--|----------|----------|----------|----------|--|----------------|----------------|
| <b>Inputs:</b>   |          |          |          |          |  |                |                |
| Percent of students who attend graduate/professional Schools | 26%      | 21%      | 48%      | 44%      |  | 45%            | 45%            |

| <b>Outcomes:</b>  |                |                |                |                |      |      |
|---|----------------|----------------|----------------|----------------|------|------|
| Percent of students rating preparation for grad. /prof. school as (excellent, good or fair) | 2016<br>N = 21 | 2017<br>N = 21 | 2018<br>N = 16 | 2019<br>N = 14 |      |      |
|   |                |                |                |                | 2020 | 2021 |
| Excellent   | 52%            | 48%            | 12%            | 36%            | 40%  | 45%  |
| Good  | 34%            | 43%            | 69%            | 43%            | 45%  | 50%  |
| Fair  | 14%            | 9%             | 6%             | 21%            | 15%  | 5%   |
| Poor  | 0%             | 0%             | 13%            | 0%             | 0%   | 0%   |
| Total Excellent, Good, Fair   | 100%           | 100%           | 87%            | 100%           | 100% | 100% |

**Objective 1.11. Increase the percentage of bachelor's recipients satisfied with education received in preparation for the workforce to 98% by 2023. Rollins/Alao/-----Turner (Estimates)**

| <b>Inputs:</b>   | 2016<br>Act | 2017<br>Act | 2018<br>Act | 2019<br>Act |  | Estimated<br>2020 | Estimated<br>2021 |
|--|-------------|-------------|-------------|-------------|--|-------------------|-------------------|
| Percent of bachelor's recipients employed one year after graduation                          | 90%         | 87%         | 81%         | 69%         |  | 70%               | 72%               |
| Percent of bachelor's recipients employed in Maryland one year after graduation <sup>7</sup> | 64%         | 70%         | 76%         | 50%         |  | 55%               | 60%               |

| <b>Outcomes:</b>  |                |                |                |                |      |      |
|---|----------------|----------------|----------------|----------------|------|------|
| Percent of students rating preparation for jobs (excellent, good or fair) | 2016<br>N = 82 | 2017<br>N = 33 | 2018<br>N = 34 | 2019<br>N = 22 |      |      |
|   |                |                |                |                | 2020 | 2021 |
| Excellent   | 16%            | 21%            | 21%            | 36%            | 44%  | 46%  |
| Good  | 48%            | 36%            | 35%            | 41%            | 44%  | 44%  |
| Fair  | 18%            | 34%            | 20%            | 13%            | 12%  | 10%  |
| Poor  | 6%             | 3%             | 12%            | 5%             | 0%   | 0%   |
| Uncertain   | 12%            | 6%             | 12%            | 5%             | 0%   | 0%   |

|   |                    |                    |                    |                    |                       |                       |
|---|--------------------|--------------------|--------------------|--------------------|-----------------------|-----------------------|
| Total Excellent, Good, Fair   | 82%                | 91%                | 76%                | 90%                |                       |                       |
|   |                    |                    |                    |                    |                       |                       |
| <b>Objective 1.12. Increase the percentage of employers satisfied with employees who are Morgan bachelor's recipients to 95% by 2023. Rollins/Alao/-----Turner (Estimates) Hanover Research</b> |                    |                    |                    |                    |                       |                       |
| <b>Outcomes:</b>  | <b>2016 Act</b>    | <b>2017 Act</b>    | <b>2018 Act</b>    | <b>2019 Act</b>    | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
| Percent of employers satisfied with employees who are Morgan bachelor's recipients  | <b>2016 N = 25</b> | <b>2017 N = 90</b> | <b>2018 N = 60</b> | <b>2019 N = 76</b> |                       |                       |
| Very Satisfied  | 24%                | 37%                | 35%                | 42%                | 45%                   | 47%                   |
| Satisfied   | 64%                | 52%                | 55%                | 53%                | 55%                   | 53%                   |
| Unsatisfied   | 12%                | 7%                 | 5%                 | 4%                 | 0%                    | 0%                    |
| Very Unsatisfied  | 0%                 | 4%                 | 5%                 | 1%                 | 0%                    | 0%                    |
| Total Very Satisfied and Satisfied  | 88%                | 89%                | 90%                | 95%                | 100%                  | 100%                  |
|   |                    |                    |                    |                    |                       |                       |

**Goal 2: Enhancing Morgan’s Status as a Doctoral Research University**

*Morgan will enhance its status as a Doctoral Research University.*

**Objective 2.1. Increase research grants and contract awards to \$38 million by 2023. May/Isuk (data).....(Value) All Estimates**

| <b>Inputs:</b>   | <b>2016 Act</b>  | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> |  | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
|--|--|-----------------|-----------------|-----------------|--|-----------------------|-----------------------|
| Number of faculty engaged as Principal Investigators in funded research or contracts   | 70   | 70              | 70              | 84              |  | 89                    | 92                    |
| <b>Outcomes:</b>   |  |                 |                 |                 |  |                       |                       |
| Value of grants and contracts (\$M)  | 32M  | 31M             | 34M             | 31.3M           |  | 32M                   | 35M                   |
| Summarize and/or list activities that contributed to the Attainment of this objective: | D-RED assistance to faculty in proposal development, review, and submission; dissemination of funding opportunities; D-RED assistance with forming cross-disciplinary teams; periodic faculty training from sponsor representatives and other external practitioners.                                |                 |                 |                 |  |                       |                       |
| Please describe additional resources required to attain this objective:                | Consider returning a portion of F & A funds to D-RED and the generating academic units; provide incentivize to promote greater faculty participation in sponsored research; provide some start-up funding for new faculty hires; provide mentoring and proposal writing training support to faculty. |                 |                 |                 |  |                       |                       |

**Objective 2.2. Increase scholarly publications and activities per full-time tenured/tenure track faculty to 3.5 by 2023. Alao/ Data and estimates**

| <b>Outputs:</b>  | <b>2016 Act</b> | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> |  | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
|--|-----------------|-----------------|-----------------|-----------------|--|-----------------------|-----------------------|
| Number of scholarly publications and activities per full-time tenured/tenure track faculty | 3.1             | 3.1             | 3.2             | 3.4             |  | 3.5                   | 3.6                   |
|  |                 |                 |                 |                 |  |                       |                       |

| <b>Objective 2.3. Increase the number of doctoral degrees awarded to 55 by 2023. Rollins/Alao/----- Garrison (Estimates)</b> |  |                 |                 |                 |  |                       |                       |
|--|--|-----------------|-----------------|-----------------|--|-----------------------|-----------------------|
| <b>Outputs:</b>  | <b>2016 Act</b>  | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> |  | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
| Total Doctoral degree recipients   | 54   | 53              | 54              | 71              |  | 60                    | 60                    |
| Doctoral degree recipients in STEM   | 7  | 9               | 9               | 12              |  | 10                    | 10                    |
| Doctoral degree recipients in Non-STEM   | 47   | 44              | 45              | 59              |  | 50                    | 50                    |
| Summarize and/or list activities that contributed to the Attainment of this objective:                                       | Doctoral productivity is ongoing in all programs and supported by all the Schools and College. |                 |                 |                 |  |                       |                       |
| Please describe additional resources required to attain this objective:  | We always need additional support for doctoral students and research.                          |                 |                 |                 |  |                       |                       |

**Goal 3: Improving and Sustaining Morgan’s Infrastructure and Operational Processes**

*Morgan will enhance its infrastructure and processes.*

**Objective 3.1. Reduce campus electricity usage by 7% by 2023 through effective conservation measures, persistent curtailment, and enhanced efficiency services for the expanding number of facilities on its campus. Premdat (Actual and Estimates)**

| <b>Output:</b>  | <b>2016<br/>Act</b>  | <b>2017<br/>Act</b> | <b>2018<br/>Act</b> | <b>2019<br/>Act</b> |  | <b>Estimated<br/>2020</b> | <b>Estimated<br/>2021</b> |
|---|--|---------------------|---------------------|---------------------|--|---------------------------|---------------------------|
| Reduced Electricity Usage <sup>8</sup><br><b>New objective</b>                          | 3%   | 2.0%                | -2.0%               | -2%                 |  | -2%                       | -2%                       |
| Summarize and/or list activities that contributed to the Attainment of this objective : | Normalizing for degree days, the University curtailed more than 8% of electricity in FY18. This is mainly due to the lighting upgrade project which occurred in FY17 when approximately 95 % of our interior lights were upgraded to LEDs. |                     |                     |                     |  |                           |                           |
| Please describe additional resources required to attain this objective :                | A comprehensive Energy Performance Contract (EPC) can provide the necessary funding for energy projects designed to boost our savings.   |                     |                     |                     |  |                           |                           |

**Objective 3.2. Reduce campus natural gas usage by 7% by 2023. Premdat (Actual and Estimates)**

| <b>Outputs:</b>   | <b>2016<br/>Act</b>   | <b>2017<br/>Act</b> | <b>2018<br/>Act</b> | <b>2019<br/>Act</b> |  | <b>Estimated<br/>2020</b> | <b>Estimated<br/>2021</b> |
|---|---|---------------------|---------------------|---------------------|--|---------------------------|---------------------------|
| Reduced Natural Gas Usage <sup>8</sup><br><b>New objective</b>                          | 4%  | 2%                  | 6%                  | 6%                  |  | 4%                        | 2%                        |
| Summarize and/or list activities that contributed to the Attainment of this objective : | The actual readings were normalized for heating degree days. The University's natural gas consumption continues to increase to meet the demand of a growing campus and program changes. |                     |                     |                     |  |                           |                           |
| Please describe additional resources required to attain this objective :                | A comprehensive Energy Performance Contract (EPC) can provide the necessary funding for energy projects designed to boost our savings.  |                     |                     |                     |  |                           |                           |

**Goal 4: Growing Morgan’s Resources**

*Morgan will expand its human capital as well as its financial resources.*

**Objective 4.1. Increase private and philanthropic donations to \$40 million by 2023. Howard (Actual and Estimates)**

| <b>Output:</b>   | <b>2016<br/>Act</b>  | <b>2017<br/>Act</b> | <b>2018<br/>Act</b> | <b>2019<br/>Act</b> |  | <b>Estimated<br/>2020</b> | <b>Estimated<br/>2021</b> |
|--|--|---------------------|---------------------|---------------------|--|---------------------------|---------------------------|
| Cumulative Private and philanthropic donations (\$M)                                   | \$34M  | \$40M               | \$51M               | \$63M               |  | 64M                       | \$65M                     |
| Summarize and/or list activities that contributed to the Attainment of this objective: | Solicitation of individuals, corporations, and foundations through face-to-face, grant writing, direct mail, telemarketing, email marketing, federated campaigns and events fundraising. |                     |                     |                     |  |                           |                           |
| Please describe additional resources required to attain this objective:                |  |                     |                     |                     |  |                           |                           |

**Objective 4.2. Increase the alumni giving rate to 17% by 2023 Howard (Actual and Estimates)**

| <b>Outputs:</b>  | <b>2016<br/>Act</b>              | <b>2017<br/>Act</b> | <b>2018<br/>Act</b> | <b>2019<br/>Act</b> |  | <b>Estimated<br/>2020</b> | <b>Estimated<br/>2021</b> |
|--|----------------------------------|---------------------|---------------------|---------------------|--|---------------------------|---------------------------|
| Calendar Year Alumni Giving Rate (%)   | 16.6%                            | 17.0%               | 17.0%               | 17.0%               |  | 17%                       | 18%                       |
| Summarize and/or list activities that contributed to the Attainment of this objective: | Solicitation of reachable alumni |                     |                     |                     |  |                           |                           |
| Please describe additional resources required to attain this objective:                |                                  |                     |                     |                     |  |                           |                           |

| <b>Goal 5: Engaging with the Community</b>   |   |                 |                 |                 |  |                       |                       |
|--|---|-----------------|-----------------|-----------------|--|-----------------------|-----------------------|
| <i>Morgan will engage with community residents and officials in the use of knowledge derived from faculty and student research.</i>  |   |                 |                 |                 |  |                       |                       |
| <b>Objective 5.1. Increase partnerships with Baltimore City public schools, government agencies, businesses and industries, non-profits and community organizations to 375 by 2023. Taylor/IKHINMWIN</b> |   |                 |                 |                 |  |                       |                       |
| <b>Outcomes:</b>   | <b>2016 Act</b>   | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> |  | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
| Number of partnerships with Baltimore City public schools  | 155   | 160             | 165             | 175             |  | 200                   | 225                   |
| Number of partnerships with other state public schools   | 21  | 25              | 30              | 40              |  | 45                    | 50                    |
| Number of partnerships with government agencies, businesses and industries, non-profits, and community organizations   | 373   | 375             | 377             | 378             |  | 380                   | 382                   |
| Summarize and/or list activities that contributed to the Attainment of this objective  | 1. Campus Pals: Morgan students provide tours of Morgan State University for middle and elementary school students. 2. KWANZAA Cultural Celebration for K through 12 grade students. 3. Two day YES to College Summit for middle school students from Md. Demand D.C. public schools. Weekend tutoring and mentoring programs: College Discovery, MSU Tutoring, Asante, Kreative Kids, and SASY. Afterschool programs: Brother to Brother, College Explorers, and KUUMBA. |                 |                 |                 |  |                       |                       |
| Please describe additional resources required to attain this objective   | All programs have student coordinators who receive work-study or are on contracts. Additional funds would allow the programs to grow.   |                 |                 |                 |  |                       |                       |
| <b>Objective 5.2. Increase the number of students participating in University sponsored community service to 630 by 2023. Taylor/lkhinmwin</b>   |   |                 |                 |                 |  |                       |                       |
| <b>Outputs:</b>  | <b>2016 Act</b>   | <b>2017 Act</b> | <b>2018 Act</b> | <b>2019 Act</b> |  | <b>Estimated 2020</b> | <b>Estimated 2021</b> |
| Number of students participating in University sponsored community service   | 646   | 650             | 2000            | 2000            |  | 2000                  | 2000                  |
| Summarize and/or list activities that contributed to the Attainment of this objective  | 1. Campus Pals tour program. 2. KWANZAA Cultural Celebration. 3. Two day YES to College program. 4. College Discovery program. 5. MSU Tutoring program. 6. Asante tutoring program. 7. Kreative Kids program. 8. SASY program. 9. Brother to Brother program. 10. College Explorers program. 11. KUUMBA program. 12. VSAP program.  |                 |                 |                 |  |                       |                       |
| Please describe additional resources required to attain this objective   | All programs are coordinated by student workers, additional work-study funds and state funds would allow the number of Morgan student coordinators to grow.   |                 |                 |                 |  |                       |                       |



## MORGAN STATE UNIVERSITY

**Commission Assessment:** The Commission continues to focus its attention on equity gaps in college outcomes among minority college students and their white peers. A central topic of the 2019 Completion Summit MHEC held in April was on college completion and equity. One of the speakers, Dr. Nikki Edgecombe of the Community College Research Center (CCRC), discussed ways institutions can create more equitable and inclusive pathways for students to achieve their educational goals.

The principles she posited include: 1) knowing your students, 2) understanding the obstacles to their success, 3) adopting and adapting responsive policies and practices, and 4) scaling and institutionalizing continuous improvement. In reference to this, she stated *“Targeted interventions are probably one of the more powerful vehicles we have for addressing gaps in attainment. They are not always popular, but universal interventions often times may lift all boats but maintain gaps...”*

For your institution, please describe: 1) one or more targeted interventions and the population(s) served, 2) the identified obstacles the students might face, 3) the metrics used to evaluate the intervention(s) and 4) the evidence used to assess and adapt the intervention(s) to ensure its intended effects.

### **Institutional Response:**

Morgan is providing information on two targeted interventions.

The Center for Academic Success and Achievement (CASA) CASA Academy

The CASA Academy is an alternative admissions program sponsored by the Center for Academic Success and Achievement at Morgan State University. Transitioning high school students who have applied to Morgan State University, but fail to meet the requirements for regular admission, are referred to the Center from the Office of Undergraduate Admissions and invited to apply to the summer program. The students profiles are described using two tiers: (1) SAT 920-880/ACT 16 and a cumulative GPA of 2.0 or (2) SAT 870-840/ACT 15 and it is based on the qualifying criteria. All participants who successfully complete the program are guaranteed admission to the University for the subsequent fall semester.

One of the obstacles that students face when they are referred to the CASA Academy program is a feeling of inadequacy and being underprepared for college. The CASA Academy program is designed to ease the transition from high school to college for students whose academic profile and performance suggest the need for early intervention to improve their potential for success in college. Upon acceptance to the Academy, participants must enroll and successfully complete (earn a grade of C or better) a sequence of three non-credit courses designed to strengthen the student's background in English, mathematics, and reading comprehension and vocabulary development.

Students are also introduced to a Strengths-based orientation seminar as well as a common reading experience with the book club that meets once each week. StrengthsQuest is a program developed by the Gallup Organization which helps students identify their natural talents. A student's strengths quest – your quest to achieve excellence and become all you can be through your own natural talents – is really a quest to help students discover, develop, and apply who they are. A strengths quest is a revolutionary approach to achieving. Adopting a strengths perspective to one's life and fully embracing it can have a radical impact on one's motivation. Through the Strengths-based orientation seminar, taught by the CASA team of academic advisors, students learn that their overall academic experience can be greatly enhanced by the perspective and direction they take in setting goals and making key decisions.

Additionally, to enhance the Strengths-based orientation seminar, CASA students are introduced to the customized version of Thriving in College and Beyond, designed specifically for historically Black colleges and Universities. The text is designed to introduce students to the culture and excellence that defines HBCUs while at the same time introducing students to learning skills fundamental to success in college.

The common reading experience for CASA Academy students focuses on a relevant theme for students each summer. Some of the themes and issues we have covered are HIV/Aids, violence in the community, and socio-economics and social justice.

The CASA Academy is an academically intense and rigorous program. It is offered for a six-week period during the summer. Courses are held Monday through Friday between 9:00 a.m. and 5:00 p.m. Additional supplemental instruction, as well as academic, personal, and leadership development seminars are held in the evenings between 6:30 p.m. and 8:30 p.m. Participants' primary purpose and goal of participating in the CASA Academy is to improve their skill development in the identified core areas in order to gain admission to the University.

Students in the CASA Academy must agree to meet the following standards:

- Successfully complete all CASA Academy courses with a grade of C or better
- Attend all scheduled CASA Academic classes and sponsored activities
- Participate in all mandatory seminars, workshops, activities, etc.
- Adhere to the University's Code of Student Conduct
- Adhere to the CASA Academy Code of Student Conduct

During the CASA Academy program, students are hired to serve as peer tutors/mentors. Peer tutors/mentors (Strengths Leaders) are provided training prior to the beginning of the program. CASA Academy participants are required to attend tutoring every day for each of their courses. In addition to the tutors/mentors, the program hires supplemental instructors to provide assistance to students in the developmental math course that is offered.

The successful completion rates (average 95%) are the metrics used to evaluate success of this program. Additionally, the Office of Institutional Research has found that students who participate in the CASA Academy program have comparable retention and graduation rates to those students who enter the University through regular admission.

## Second Year Experience (SYE)

Morgan State University was awarded a Lumina Grant in 2017. A significant component of this grant was the designing and planning for implementation of a Second Year Experience (SYE) program which is being coordinated through the Center for Academic Success and Achievement (CASA). The SYE program will be designed to engage and support students and help drive them to personal and academic success in the second year. The targeted population for this program is all returning first-year full-time students.

Several obstacles were identified for our second-year students. One of them is the indecisiveness about deciding on a major and an awareness of career/professional opportunities post-graduation. Often the literature uses the term “sophomore slump”, a time when second-year students feel lost, unmotivated and confused or undecided about their majors.

One of the high impact practices of SYE programs that has been shown to have a positive influence on second year engagement and retention includes activities that enhance career readiness. A major part of the SYE program at Morgan is providing second-year students with opportunities to engage in experiential learning experiences. Well-planned, supervised and assessed experiential learning programs can stimulate academic inquiry, promote interdisciplinary learning, civic engagement, career development, cultural awareness, leadership, and other professional and intellectual skills.

Academic advising is the centerpiece of the SYE program. Research shows that interaction with advisors, both formal and informal, is a predictor of student success. The SYE program at Morgan State is making it a priority to create an environment in which advisors and students develop meaningful academic and intellectual engagement. Academic advisors will have the opportunity to enhance the experiential learning experiences of their advisees by assisting them with the selection and fulfillment of their experiences: internships, research projects, community service, service-learning courses, study abroad, volunteering, and job shadowing. Student participation will be documented through the completion of an Experiential Learning Plan (ELP) which will be completed by the student with the support of the student’s academic advisor. CASA will provide a support mechanism for this endeavor by offering training for advisors in preparation for this responsibility. Beginning in the fall of 2019, academic advisors with the Center for Academic Success and Achievement (CASA) will become the SYE Coaches working with all second-year students to assist them with identifying and engaging in meaningful experiential learning opportunities.

To advance the SYE program, lessons learned through holding focus groups with students are being implemented. Their responses were thoughtful and critical to the success of our SYE program so that it becomes a true partnership. The metrics used to evaluate the implementation of the SYE program are second to third year retention rates.

Additionally, the evidence being used to assess/adapt the intervention are the number of students who complete an experiential learning plan (ELP). This plan has two reporting mechanisms and an app for students to access with their phones has been developed. Part 1 of the ELP, “Explore”, asks students questions that provide demographics/profiles of the students as well as identifying goals they hope to achieve through their participation in the opportunity. Part 2, “Engage”, asks

students to describe what they are doing as part of their experiential learning opportunity. Part 3, “Reflect” requires students to reflect on the skills they have learned and what they have learned about themselves.

Of the 859 second-year students who entered the fall of 2018, 59.6% completed ELP 1, 9.9% completed ELP 2, and 8.6% completed all three components of the plan including ELP 3 the reflection. Through expanding the types of opportunities in 2019, it is expected that the number of students who participate in the SYE program will increase. Also, “campus to career” field trips were added last year and it was, by far, the most popular experiential opportunity in which students participated. The student focus group suggested that field trips be advertised according to specific majors or areas of study. Also, the program is training a group of third-year students who participated in the program to become SYE Ambassadors in the fall of 2019. As the SYE program enters its second year, it is anticipated that the University will reach its goals of increasing second to third year retention rates.



Morgan State University  
Performance Accountability Report Fall 2019

|   |   | <u>Year</u><br><b>2018</b>   | <u>Year</u><br><b>2019</b> | <u>1-Year Summary/Change</u> |                 |
|---|---|--|----------------------------|------------------------------|-----------------|
| <b>Goal 1: Enhancing Student Success.</b>   |   |  |                            |                              |                 |
| Objective 1.1.  | Increase the graduation rate of Morgan undergraduates to 45% by 2023                            | 37%  | 38%                        | +1%                          | 7% from Target  |
| Objective 1.2.  | Increase graduation rate of Pell recipients to 40% by 2023                                      | 32%  | 36%                        | +4%                          | 4% from Target  |
| Objective 1.3.  | Increase the second-year retention rate of Morgan undergraduates to 80% by 2023                 | 75%  | 72%                        | -3%                          | 8% from Target  |
| Objective 1.4.  | Increase the percent of high ability freshmen to 27% by 2023                                    | 16%  | 14%                        | -2%                          | 13% from Target |
| Objective 1.5.  | Increase the diversity of undergraduate students to 18% by 2023                                 | 18.40%   | 18%                        | No-Chg.                      | On Target       |
| Objective 1.6.  | Increase the % of MD-Comm. College Transfer enrollment to 10% through 2023                      | 2.20%  | 2.40%                      | No-Chg.                      | 8% from Target  |
| Objective 1.7.  | Maintain the pool of applicants from MD urban school districts at 40% in 2023                   | 35%  | 36%                        | +1%                          | 4% from Target  |
| Objective 1.8   | Increase the # of B.S. degree recipients in STEM fields to 240 by 2023                          | 230  | 327                        | +97                          | 87 Above Target |
| Objective 1.9   | Increase the # of degree awarded in teacher education to 70 in 2023                             | 87   | 75                         | -12                          | 5 Above Target  |
| Objective 1.10.   | Increase the % of students satisfied with their preparation for grad/prof. study to 98% by 2023 | 87%  | 100%                       | +13%                         | 2% Above Target |
| Objective 1.11.   | Increase the % of students satisfied with their preparation for the workforce to 98% by 2023.   | 76%  | 90%                        | +14%                         | 8% from Target  |
| Objective 1.12.   | Increase the % of employers satisfied with degree recipients from MSU to 95% by 2023.           | 90%  | 95%                        | +5%                          | On Target       |
| <b>Goal 2: Enhancing Morgan's Status as a Doctoral Research University</b>                                  |   |  |                            |                              |                 |
| Objective 2.1.  | Increase research grants and contract awards to \$38 million by 2023.                           | 34M  | 31.3M                      | -2.7M                        | 6.5M            |
| Objective 2.2.  | Increase scholarly publications and activities per tenured/tenure track faculty to 3.5 by 2023. | 3.2  | 3.4                        | +0.2                         | On Target       |
| Objective 2.3.  | Increase the # of doctoral degrees awarded to 55 by 2023.                                       | 54   | 71                         | +17                          | 16 Above Target |
| <b>Goal 3: Improving and Sustaining Morgan's Infrastructure and Operational Processes</b>                   |   |  |                            |                              |                 |
| Objective 3.1.  | Reduce campus electricity usage by 7% by 2023 through effective conservation strategies.        | -2.00%   | -2%                        | No-Chg.                      | 5% from Target  |
| Objective 3.2.  | Reduce campus natural gas usage by 7% by 2023.  | 6%   | 6%                         | No-Chg.                      | 13% from Target |
| <b>Goal 4: Growing Morgan's Resources</b>   |   |  |                            |                              |                 |
| Objective 4.1.  | Increase private and philanthropic donations to \$40 million by 2023.                           | \$51M  | \$63M                      | +\$12M                       | Above Target    |
| Objective 4.2.  | Increase the alumni giving rate to 17% by 2023.   | 17%  | 17%                        | No-Chg.                      | On Target       |
| <b>Goal 5: Engaging with the Community (Public Schools, Government Agencies, Businesses, Organizations)</b> |   |  |                            |                              |                 |
| Objective 5.1.  | Increase partnerships with Baltimore City Community to 375 by 2023                              | 377  | 378                        | +1                           | Above Target    |
| Objective 5.2.  | Increase the # of students participating in MSU sponsored comm.-service to 630 by 2023.         | 2000   | 2000                       | No-Chg.                      | Above Target    |
|   |   | <i>Up/No Change on 17 of the 21 PAR objectives [81%]<br/> Down on 4 of the 21 objectives [19%]<br/> Above/On Target on 11 of the 21 objectives [52%]</i> |                            |                              |                 |

# PERFORMANCE ACCOUNTABILITY REPORT



**Tuesday, August 6, 2019**



# ACKNOWLEDGEMENTS

## TEAMWORK

We begin by thanking all of the Academic and non-academic divisions for improving the quality of the Performance Accountability Report with their reports, insights and feedbacks. We also like to thank the following stakeholders for their support and commitment to excellence:

- Board of Regents
- Office of the President
- Division of Academic and Student Affairs;
- Division of Finance & Management
- Division Academic Outreach & Engagement
- Division of Enrollment Management & Student Success
- Division of Institutional Advancement
- Division of Research & Economic Development
- Students
- Administrative Assistants



# PERFORMANCE ACCOUNTABILITY REPORT (PAR)

- The Performance Accountability Report (PAR) is an annual report submitted to the Maryland Higher Education Commission (MHEC). The report is aligned to our five Strategic Goals and State Post-Secondary Education Plan.
  
- In accordance with MHEC guidelines the PAR is divided into 3 major parts:
  - (1) Narrative (sharing and telling our own story)
  - (2) Data and estimates (performance and progress on key indicators and benchmarks)
  - (3) Response to MHEC questions (performance accountability)



## HIGHLIGHTS ON SOME KEY INDICATORS

- Graduation Rate is up by **6%** since 2015: From 32% in 2015 to 38% in 2019
- Second-year retention rate is above **70%** for the past eight years (72% for 2019)
- Nos. of B.S. degree in STEM fields is up by **135** since 2015: From 192 in 2015 to 327 in 2019
- Total Nos. of Doctoral degrees is up by **17** since 2016: From 54 in 2016 to 71 in 2019
- Number of faculty engaged as Principal Investigators in funded research or contracts is on the rise: From 70 in 2016 to 84 in 2019 **(+14)**

# **SOME CONTINUOUS AREAS FOR IMPROVEMENT**

## **PERCENT OF MARYLAND COMMUNITY COLLEGE TRANSFER STUDENTS**

The percentage of Maryland community college transfer students is 2.4% for 2019. This is 7.6% from our benchmark of 10% by 2023.

This is an opportunity to build on and improve our MOU's and transfer agreements with community colleges statewide; and in-turn, increase enrollment of community college students.

## **PEER AND ASPIRANT PEER GROUP FOR COMPARISONS AND BENCHMARKING**

- New Carnegie Classification (R2) and Designation of Pre-eminent Public Urban Research University
- Collaborate with leadership team and pertinent stakeholders
- Collaboration with MHEC to identify funding peers



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

**TOPIC:** Morgan State University Policy on Department Chair Appointment

**COMMITTEE:** Academic and Student Affairs

**DATE OF MEETING:** August 6, 2019

**BRIEF EXPLANATION:** The Policy on Department Chair Appointment is updated consistent with the current policies and practices in peer and aspirant institutions to keep Morgan competitive in recruiting and retaining high-caliber faculty with appointment as Department Chairs.

Department Chair will be appointed to the 12-month administrative position by the College/School Dean with the approval of the Provost and Senior Vice President for Academic Affairs. Appropriate adjustments will be made to the compensation of the appointed Department Chair. Department Chairs serve at the pleasure and their appointment may be terminated upon the recommendation of the Dean and approval by the Provost.

If the faculty members who is being appointed to the Department Chair position is on tenure-track, the appointment will be as “Interim Department Chair”. Upon receiving tenure the appointment will be as “Department Chair”.

The policy outlines general Department Chair duties and responsibilities in the areas of Department Governance, Curriculum and Instruction, Research Administration and Operations, Faculty Affairs and Professional Development, Student Success, Department Operations, and External Relations.

To ensure the Department Chair role is being carried out in line with the University’s standard of excellence, the College/School Dean will complete an annual performance review of the Department Chair. The Department Chair and College/School Dean shall meet in-person to discuss the review once completed to create specific, measurable, achievable, relevant and time-bound goals for the upcoming year in line with the Department’s mission.

**FISCAL IMPACT:** There is no additional fiscal impact.

**PRESIDENT’S RECOMMENDATION:** Approval

**COMMITTEE’S ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**BOARD ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

## **MORGAN STATE UNIVERSITY POLICY ON DEPARTMENT CHAIR APPOINTMENT**

**New Policy:** No revision to August 27, 1987 policy

**Issuing Authority:** Morgan State University Board of Regents

**Document Development Coordination:** Office of the Provost/ Senior Vice President for Academic Affairs (SVPAA)

**Source documents reviewed:** *University of Maryland Policy on the Review of Department Chairs and Directors of Academic Units*

MORGAN STATE UNIVERSITY

Morgan State University Policy on  
Department Chair Appointment,  
Responsibilities and Evaluation

Approved by the Board of Regents on August 6, 2019  
Effective September 1, 2019

1 **Purpose** - The purpose of the Morgan State University Department Chair Appointment Policy is to outline the standards for the roles and responsibilities, appointment and evaluation of Department Chairs. As the Academic Leader of their respective departments, this Policy sets forth criteria and process for appointment to Department Chair and expectations for service and evaluation once appointed. This Policy applies to faculty members with an administrative assignment of Department Chair.

## 2 **Policy Statement**

The academic department is an administrative unit of the University. The Department Chair is responsible to the Dean for the administration of the department and the academic leadership of the department faculty.

## 3 **Department Chair Search**

When there is a vacancy in a Department Chairperson position, the Dean of the College/School shall appoint a search committee of three to five faculty, preferably of senior rank and tenured. To the extent possible, the committee should consist of members of the faculty from a relevant or cognate field. The search committee will be charged with the task of screening applications, interviewing candidates and making recommendations to the Dean. The Dean will in turn make a recommendation to the Provost and Senior Vice President for Academic Affairs (the "Provost") for appointment.

If the recommendation is to appoint a faculty member on tenure track (i.e., not tenured) to the Department Chair position, the appointment will be as "Interim Chair".

## 4 **Appointment**

- a. The Department Chair appointment may occur through the recruitment of external or internal candidates. To be eligible to serve as a Department Chair, the faculty member must have a tenure or tenure-track appointment and a substantial record of instructional excellence and scholarship within the faculty member's discipline.
- b. The Department Chair shall be appointed to the position by the College/School Dean upon the prior written approval of the Provost.
- c. The Department Chair serves at the pleasure and the position may be terminated upon the recommendation of the Dean and written approval by the Provost.
- d. Department Chair positions are 12-month academic administrator positions (see the Manual for Executive and Professional Administrative Staff).

## 5 Compensation

- a. Internal Appointments Effective on or after September 1, 2019.** When a person is selected for appointment as Department Chair and converted from a 9 1/2-month to a 12-month appointment, the person appointed shall also receive an annual stipend of Ten Thousand Dollars (\$10,000.00) in addition to their current faculty salary, which said total salary shall be paid over 12 months. Salary raises, if assigned as a percentage of existing salary, will be computed on the total salary of the Department Chair, *i.e.*, including the stipend. When the 9 1/2-month to 12-month transition occurs at the juncture of a fiscal year, the 9 1/2-month salary should be the salary for the new fiscal year, not the old fiscal year. The total increase, therefore, is the result of two smaller adjustments: the fiscal year salary raise and the 9 1/2-month to 12-month salary conversion. When the appointment as Department Chair ends, and the person returns to a 9 1/2-month faculty appointment, the annual stipend of Ten Thousand Dollars (\$10,000.00) shall cease and be removed, and the person shall only be paid the current 9 1/2-month salary.
- b. External Hires.** For persons whose initial appointment is that of department chair, the letter of offer/acceptance will include a statement regarding transition in the future from a 12-month appointment to a 9 1/2-month appointment. This will be designed to place the 9 1/2-month faculty salary within the range of other senior faculty in the department on 9 1/2-month appointments.
- c. Policy Transition.** Unless the terms of the appointment stated otherwise, when a department chair (appointed prior to 9/1/19) moves from a 12-month to a 9 1/2 month appointment, any stipend received shall cease and be removed, and the person shall only be paid the then current 9-1/2 month salary.

## 6 Chair Responsibilities

The Department Chair shall be responsible for the leadership of the Department. Duties are those listed here, including but not limited to additional department-related duties assigned to the Department Chair by the Dean:

- Department Governance
  - Work with faculty, students and staff to establish a long-term vision for the Department that is consistent with the University mission.
  - Assess Department progress in meeting Department goals.
  - Ensure faculty members are informed and updated on Department, College/School and University expectations.
  - Ensure Department compliance with College/School and University systems, rules and regulations.
  - Coordinate the development and implementation of Department-specific policies/guidelines.



- Preside over all Department meetings.
- Serve on Departmental, College/School and University committees.
- Serve as a representative of the Department to the College/School Dean and wider institution.
  
- Curriculum and Instruction
  - Provide leadership for curriculum development and review.
  - Develop course schedules in collaboration with faculty members and College/School Deans to ensure Departmental and student needs are met.
  - Utilize the historic Departmental enrollment data and other College/School or University wide trends and indices to schedule appropriate number of course sections to accommodate expected number of students at any given semester.
  - Learn and utilize new technologies that will enhance department performance, student success and incorporate the use of analytics in decision-making.
  - Communicate and collaborate with other entities across campus regarding curriculum (including Curriculum Committee, Academic Standards Committee and Graduate programs).
  - Initiate new academic courses, programs, and projects when appropriate.
  - Conduct Department program assessments.
  - Ensure the timely submission of course schedules.
  - Assist faculty in creating and revising curriculum.
  - Make faculty teaching assignments.
  - Assure faculty teaching assignments are in compliance with the University Faculty Workload Policy and ensure that the faculty members are assigned appropriate instructional responsibilities. Assure that any reductions in instructional workload strictly comply with University policy and to ensure that the faculty member has documented reasons for any requests for course load reduction and has received proper written approvals prior to any course load reductions.
  - Monitor Department-specific accreditation requirements.
  - Teach courses in the Department. Department Chair's teaching load is determined by the Morgan State University policies and guidelines on administrative faculty workload and based on the Dean's recommendation and requires approval by the Provost.
  
- Research Administration and Operations
  - Assure that faculty understand and adhere to federal and State laws and regulations, and University guidelines regarding sponsored research.
  - Approve faculty research project applications.
  - Oversee research administration and operations to assure that faculty have the services necessary to conduct research.

- Faculty Affairs and Professional Development
  - Encourage teaching and learning excellence throughout the Department.
  - Mentor faculty.
  - Carry out the Chair's responsibilities as set forth in the Morgan State University Appointment, Promotion, and Tenure policy (APT Policy), e.g. evaluation and recommend faculty appointment, promotion, and tenure.
  - Monitor and assure faculty compliance and/or observance of APT Policy provisions.
  - Assure the proper composition, assignment, and operation of Departmental Review Committees in compliance with the APT Policy.
  - Prepare recommendations for faculty merit increases when merited.
  - Exercise leadership in actively recruiting and retaining faculty members to ensure Departmental needs are met.
  - Monitor the progress of Department faculty search committees to assure progress and institutional goals for faculty recruitment are met.
  - Make faculty committee assignments.
  - Conduct annual performance reviews of all faculty members.
  - Commence the merit increase process by providing recommendations to the Dean based on the College/School criteria.
  - Review and recommend faculty requests for sabbaticals, leaves of absences, travel authorizations and other relevant Department personnel functions.
  
- Student Success
  - Actively recruit and retain students through orientations, competitions, awards, clubs, etc.
  - Manage student administrative requests for waivers, course overrides to courses within the Department, excess credit, independent study and internship requests, etc.
  - Meet with students, as appropriate, regarding concerns about courses, faculty, and policies.
  - Coordinate Department and new student participation in orientation activities.
  - Work with advisors and facilitator dispute resolution.
  
- Department Operations
  - Oversee daily operations of the Department including business, facilities, and services.
  - Review and recommend appropriate revisions to the University catalog regarding matters related to Department requirements and schedules.
  - Manage resources for the advancement of Departmental and program vision and mission.
  - Oversee, review, prepare, submit for approval and monitor departmental budget and expenditures.

- External Relations
  - Work with Dean to promote the Department to the wider institution.
  - Serve as the Department representative to the outside community.
  - Ensure Department involvement in academic professional organizations specific to Department discipline.

## **7 Interim Chair**

The Dean of the School/College shall recommend appointment of an “Interim Chair” to fulfill the responsibilities of the Department Chair if any of the following occurs:

1. The position of Department Chair is vacated, and the search process pursuant to this Policy is not completed to appoint a Department Chair. In these cases, once the search process concludes and a Department Chair is appointed, the Interim Chair returns to the Interim Chair’s previous position.
2. The search process pursuant to this Policy is completed and the recommendation of the Dean to the Provost is to appoint a faculty member on tenure track (i.e., not tenured) to the Department Chair position. In these cases, if an Interim Chair who is on tenure-track receives tenure, the Interim Chair title shall change to “Department Chair”.

## **8 Performance Review**

To ensure the Department Chair role is being carried out in line with the University’s standard of excellence, the College/School Dean will complete an annual performance review of the Department Chair. The review will focus on the Chair’s performance in fulfilling the Department Chair duties as set forth in this Policy. The review will also include an evaluation of the Department Chair’s success in preparing performance reviews for departmental faculty and meeting with individual faculty to discuss the results. In an effort to gain a well-rounded perspective, the evaluation process will include feedback from faculty members regarding their Chair.

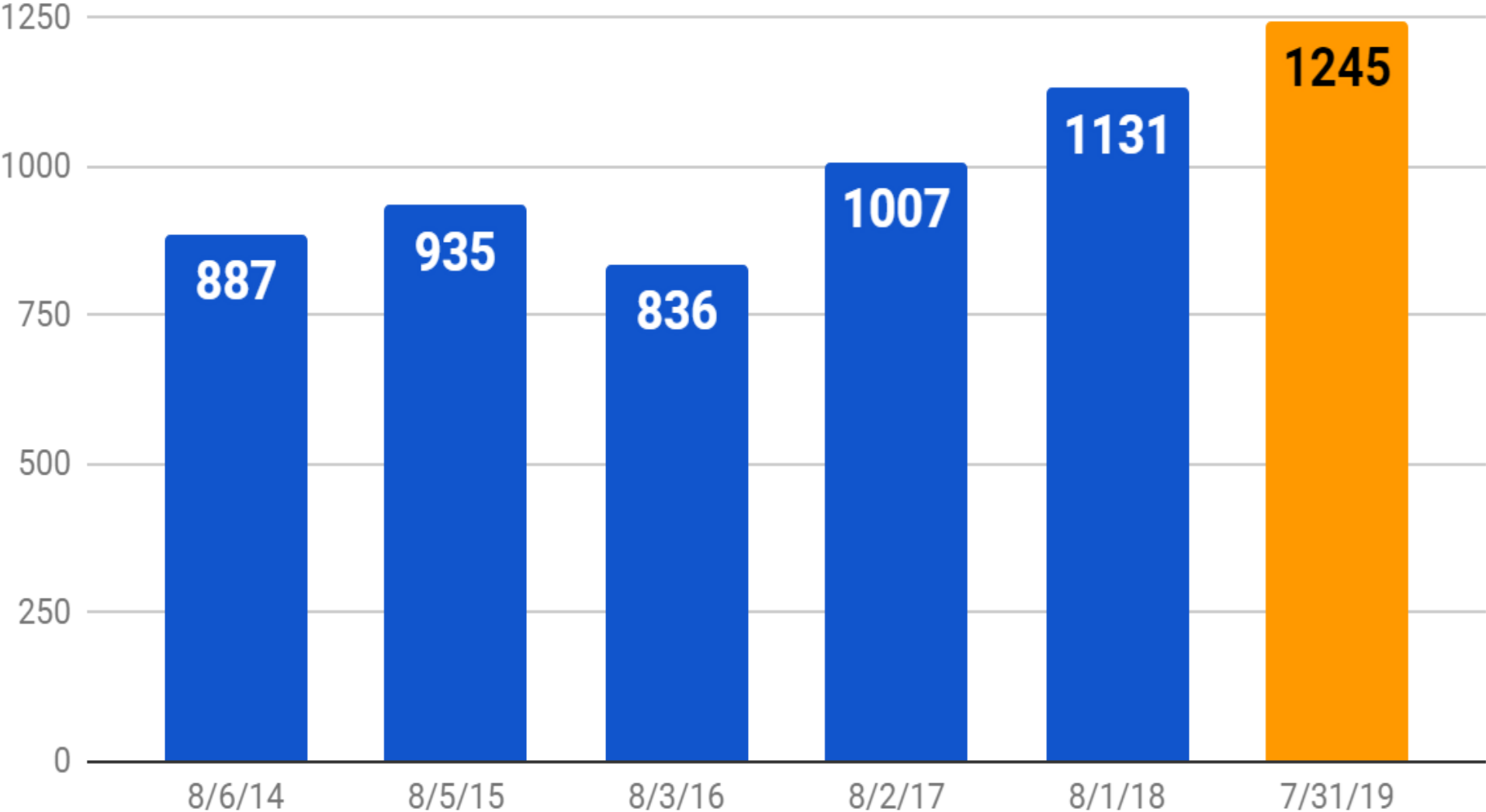
The Department Chair and College/School Dean shall meet in-person to discuss the review once completed. In addition to reviewing the previous year’s performance, the Chairs and Deans shall create specific, measurable, achievable, relevant and time-bound goals for the upcoming year in line with the Department’s mission. If necessary, they will include actions around the areas of deficiency identified in the performance review to develop a pathway to improvement.

# ENROLLMENT UPDATE

Board of Regents Meeting

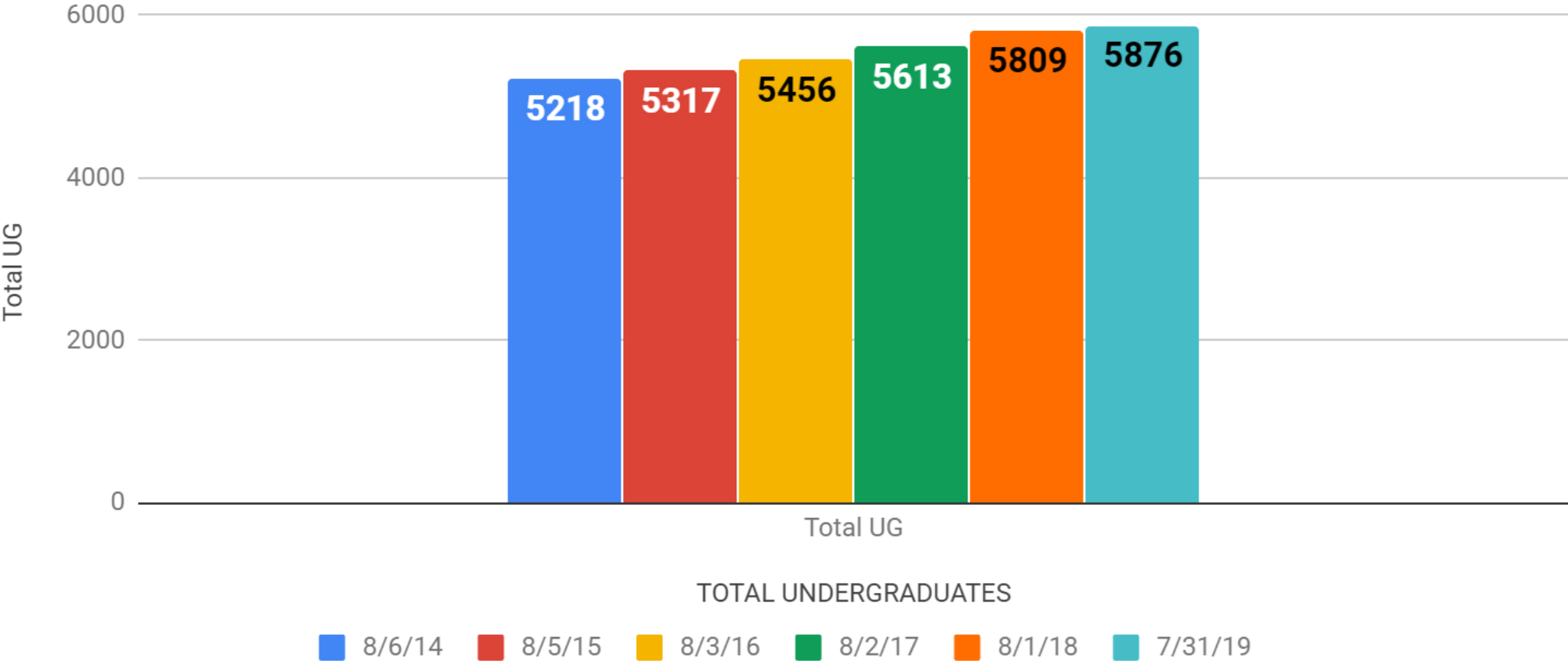
August 6, 2019

# 10% INCREASE IN NEW STUDENTS, AS OF END OF JULY

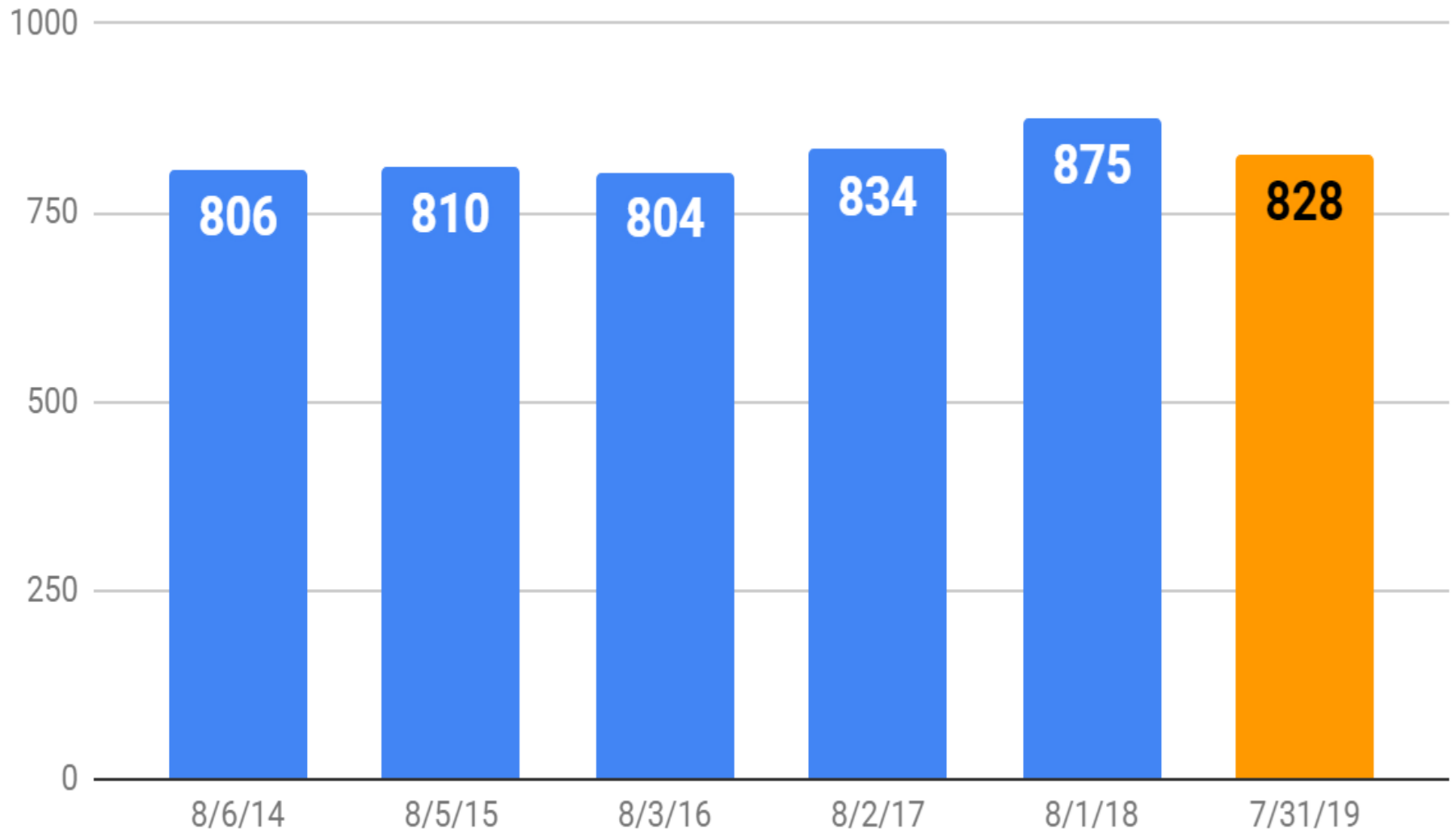


New Undergraduates as of end of July (not including CASA)

# 1% INCREASE IN TOTAL UNDERGRADUATE ENROLLMENT, AS OF END OF JULY

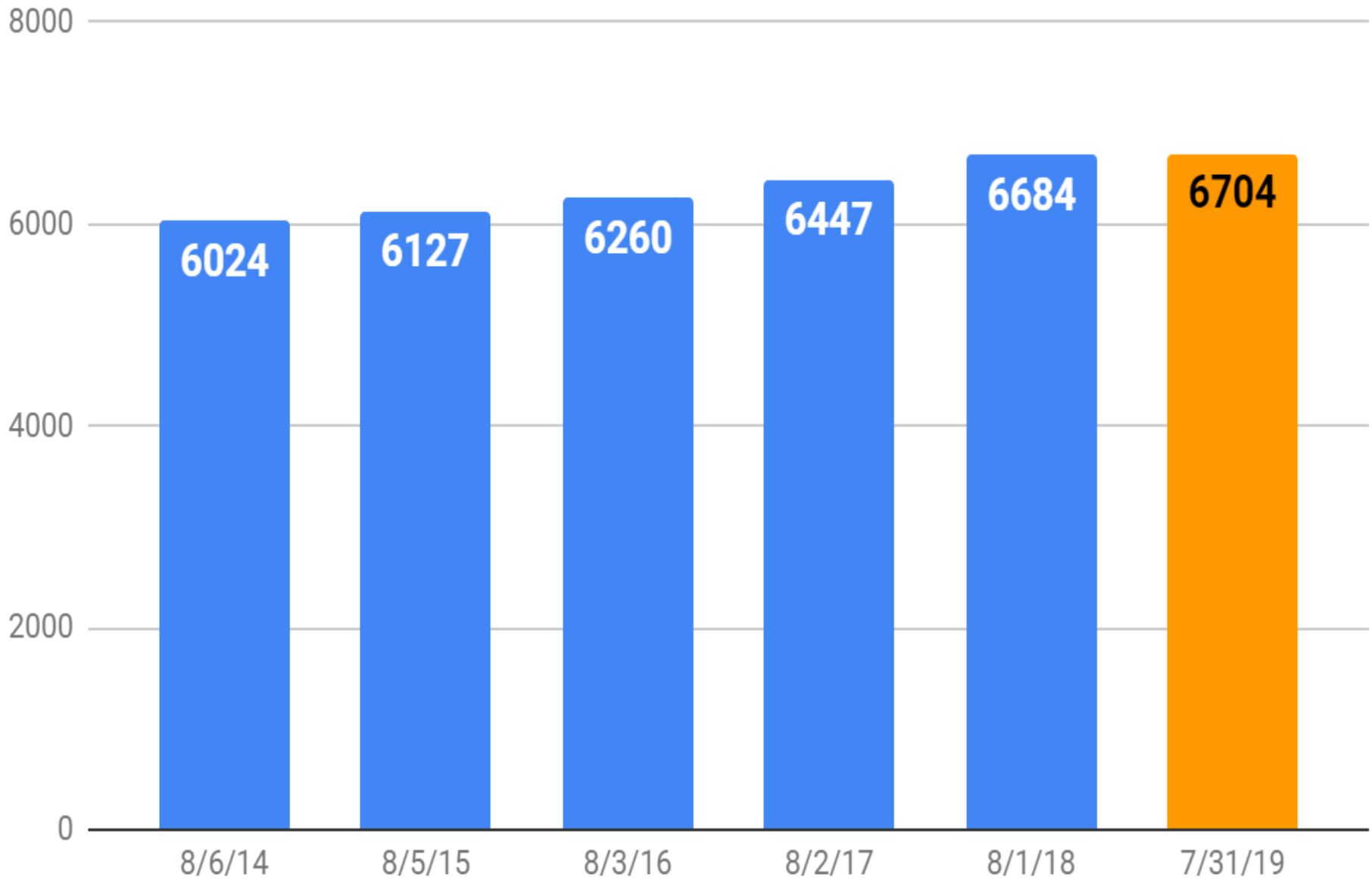


# 5% DECREASE IN GRADUATE ENROLLMENT, AS OF END OF JULY






Total Graduate Enrollment as of end of July

# .3% INCREASE IN TOTAL HEADCOUNT ENROLLMENT, AS OF END OF JULY





# FALL 2019 PROJECTIONS

| 2019 MHEC projections                     | # still needed to meet projection | # enrolled from August 1-end of registration period last fall (2018) | Likelihood of meeting projection based on past performance                            |
|---|-----------------------------------|--|---|
| <b>Total UG</b><br><br><b>6476</b>        | <b>600</b>                        | <b>1021</b>  |    |
| <b>Total G</b><br><br><b>1326</b>         | <b>498</b>                        | <b>457</b>   |    |
| <b>Total headcount</b><br><br><b>7802</b> | <b>1098</b>                       | <b>1478</b>  |  |



# #THE MORGAN WAY

**64%** OF TEAMS  
W/ GPA **3.0** OR HIGHER



**237** STUDENT-ATHLETES  
**53%** NAMED TO  
**AD HONOR ROLL**

HIGHEST TEAM  
**GPA**



MEN'S TENNIS  
**3.88**



WOMEN'S TENNIS  
**3.32**

**47** STUDENT-ATHLETES  
ACHIEVED  
**4.0** GPA

2018-2019  
DEPARTMENT GPA:  
**2.90**



MORGAN ATHLETICS ACADEMIC SCORECARD | 2018 - 2019



## NCAA Division I Academic Progress Rate Cohort Composition - Teams Awarding Athletically Related Financial Aid

### I. Receipt of Athletically Related Financial Aid

- A. Definition. For teams that awarded athletically related aid, the APR cohort was comprised of student-athletes who received institutional financial aid based in any degree on athletics ability and were enrolled full time as of the start of the fifth week of classes or the institution's official census date, whichever was earlier.
- B. Subcommittee Findings. The subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

### II. Term Athletically Related Financial Aid Awarded.

- A. Definition. Student-athletes who received athletically related financial aid for only one term should be included in the team's APR cohort for the term in which he or she received the aid.
- B. Subcommittee Findings. Based on corrections made following the preliminary report, the subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

### III. Full-Time Enrollment.

- A. Definition. A student-athlete must be enrolled in at least a minimum full-time program of studies leading to a baccalaureate or equivalent degree as defined by the institution, but not less than 12 semester or quarter hours.
- B. Subcommittee Findings. The subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

### IV. Exhausted Eligibility and Graduated.

- A. Definition. Student-athletes who have exhausted their eligibility and graduated shall not be included in the APR cohort. Even if the student-athlete received athletics aid and was enrolled full time in a postgraduate program, he or she should be excluded from the cohort.
- B. Subcommittee Findings. The subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

### V. Exhausted Eligibility and Enrolled Beyond Five Years of Actual Full-Time Enrollment.

- A. Definition. Student-athletes who have exhausted their eligibility and are enrolled beyond 10 semesters or 15 quarters of actual full-time enrollment shall not be included in the APR cohort even if the student-athlete received athletics aid and was enrolled full time.
- B. Subcommittee Findings. The subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

### VI. Exhausted Eligibility and Five Years Beyond Initial Full-Time Collegiate Enrollment.

- A. Definition. Student-athletes who are five years beyond initial full-time collegiate enrollment and have exhausted eligibility shall not be included in the APR cohort even if such students meet the above criteria.
- B. Subcommittee Findings. The subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

## Multisport - Cohort Composition

### I. Teams Awarding Athletically Related Financial Aid.

- A. Definition. A multisport student-athlete receiving athletics aid will be included in the cohort of the sport in which his or her aid counts toward the team limit.
- B. Subcommittee Findings. Based on corrections made following the preliminary report, the subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

## APR Retention

- A. Definition. A student-athlete was considered retained if he or she returned to the institution for the next regular academic term and was enrolled full time as of the start of the fifth week of classes or the institution's official census date, whichever was earlier.
- B. Subcommittee Findings. Based on corrections made following the preliminary report, the subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

## APR Eligibility

- A. Definition. A student-athlete was considered eligible for purposes of APR if he or she satisfied all applicable academic eligibility requirements (e.g., institutional, conference and NCAA) in order to be academically eligible to compete in the next regular academic term.
- B. Subcommittee Findings. Based on corrections made following the preliminary report, the subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.

- C. Actions. No action required.

## Graduation

### I. Awarding Eligibility in Fifth Year

- A. Definition. A student-athlete is considered "graduated" for purposes of the APR if he or she completed all graduation requirements (e.g., academics and administrative) and was considered by the institution to be graduated.  
After completion of the 10th semester/15th quarter, a student-athlete must graduate in order to earn the APR eligibility point for the 10th semester/15th quarter. A student-athlete who completed five years of enrollment and did not graduate will lose the eligibility point for the 10th semester/15th quarter. A student-athlete may use summer hours completed after the 10th semester/15th quarter to complete graduation requirements, as long as they are completed prior to the beginning of the next regular academic term.
- B. Subcommittee Findings. The subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

### II. Awarding Eligibility after Graduation

- A. Definition. Student-athletes who graduate will always be awarded the retention point for any future terms in which they are included in the APR cohort. In order to earn the eligibility point, he or she must meet all applicable academic requirements (e.g., six-hour requirement) to be eligible to compete.
- B. Subcommittee Findings. The subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

## Delayed-Graduation Points

- I. A. Definition. A student-athlete may be awarded a delayed-graduation point if he or she graduated fall 2015 or later, was not part of the APR cohort in the term of graduation and lost a retention point or eligibility point in his or her last term in the APR cohort, or would have if the APP had been implemented before the 2003-04 academic year.
- B. Subcommittee Findings. Based on corrections made following the preliminary report, the subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

## Graduation Success Rate

- I. A. Definition. The GSR is calculated for student-athletes who received institutional financial aid based in any degree on athletics ability during the academic year in which they entered the institution or, for those athletics programs/institutions that do not offer athletically related financial aid, the rate is calculated on a subset of recruited student-athletes.
- B. Subcommittee Findings. Based on corrections made following the preliminary report, the subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

## Policies and Procedures for Certifying Continuing Eligibility

- I. As part of the APP Data Review process the Committee on Academics requires each institution to develop a written policy and step-by-step procedures for certifying continuing eligibility.
- A. Definition. N/A
- B. Subcommittee Findings. The institution submitted the requested policies and procedures.
- C. Actions. No action required.

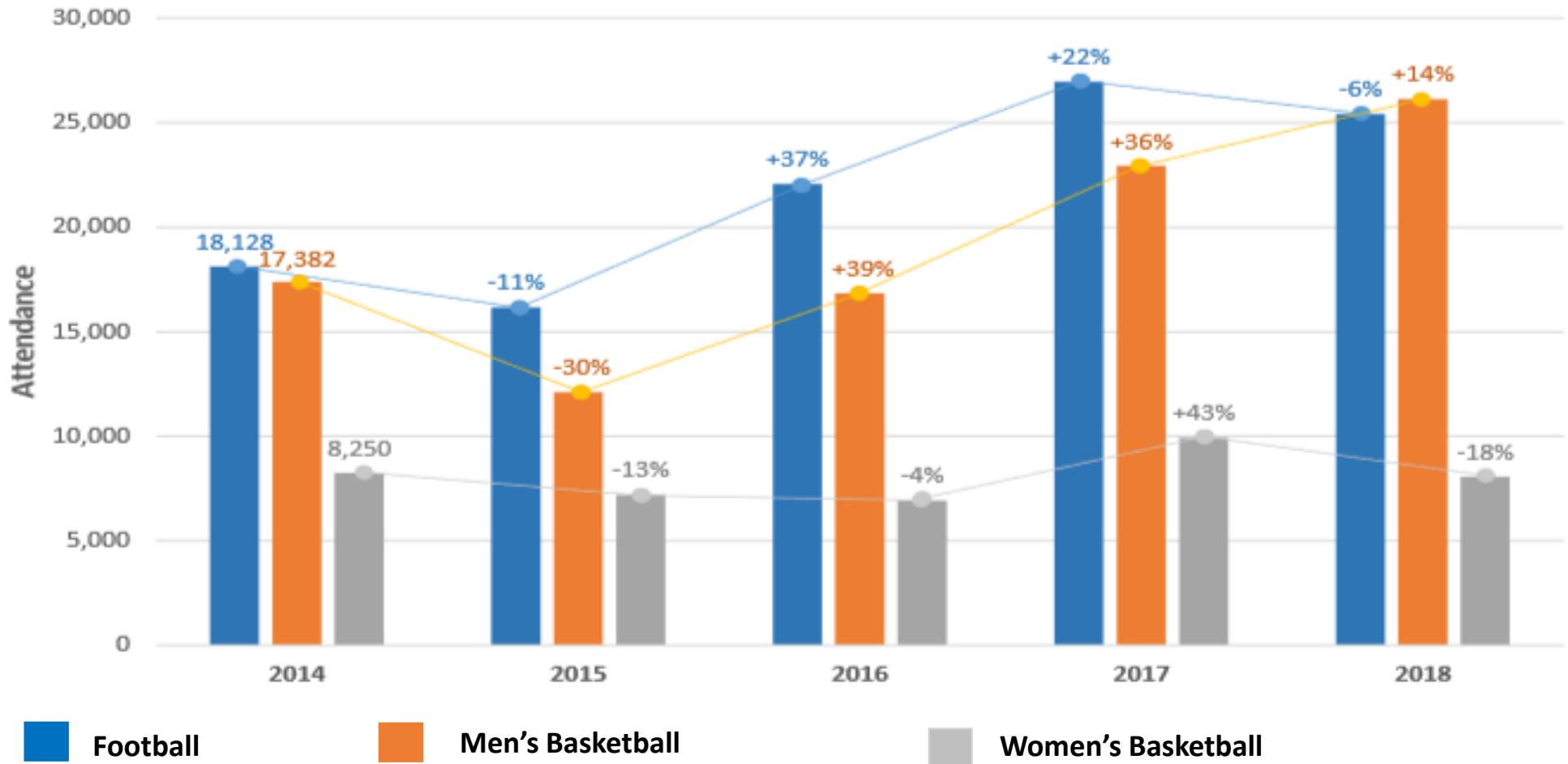
## Policies and Procedures for collecting, certifying and submitting the NCAA Division I Academic Performance Program data

- I. As part of the APP Data Review process the Committee on Academics requires each institution for collecting and submitting the NCAA Division I Academic Performance Program data.
- A. Definition. N/A
- B. Subcommittee Findings. The institution submitted the requested policies and procedures.
- C. Actions. No action required.

## Miscellaneous Reporting Items

- I. A. Definition. N/A
- B. Subcommittee Findings. The subcommittee considers the institution's APP data in this particular area to be in substantial conformity with NCAA Division I Committee on Academics' Policies and Procedures.
- C. Actions. No action required.

## Revenue-Generating Sports Year-by-Year Breakdown



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MORGAN STATE UNIVERSITY  
GENDER AND SEXUAL-BASED HARASSMENT AND VIOLENCE POLICY

|  |    |   |
|--|----|---|
| I. POLICY STATEMENT .....  | 4  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| II. SCOPE AND APPLICABILITY.....                                       | 4  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| A. Individuals covered and protected by this Policy .....              | 4  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| B. Jurisdiction.....   | 4  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| C. Reports involving minors or suspected child abuse and neglect ..... | 5  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| III. DEFINITIONS.....  | 5  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| A. Consent .....   | 5  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| B. Coercion.....   | 6  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| C. Complainant.....  | 6  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| D. Complicity.....   | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| E. Confidential Employees.....   | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| F. Employee .....  | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| G. Force .....   | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| H. Gender-Based Harassment.....  | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| I. Incapacitation.....   | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| J. Interim Measures .....  | 8  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| K. No Contact Order.....   | 8  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| L. Parties.....  | 8  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| M. Prohibited Conduct .....  | 8  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| N. Relationship Violence.....  | 9  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| 1. Domestic Violence .....   | 9  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| 2. Dating Violence .....   | 9  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| O. Respondent.....   | 9  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| P. Responsible Employee.....   | 9  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| Q. Retaliation .....   | 10 | Formatted: Font: Myriad Pro Cond, 12 pt           |
| R. Sexual Coercion.....  | 11 | Formatted: Normal                                 |
| SR. Sexual Exploitation .....  | 11 | Formatted: Font: (Default) Myriad Pro Cond, 12 pt |
| TS. Sexual Harassment.....   | 12 | Formatted: Font: Myriad Pro Cond, 12 pt           |
| UF. Sexual Intimidation.....   | 13 | Formatted: Font: Myriad Pro Cond, 12 pt           |
| VU. Sexual Violence .....  | 13 | Formatted: Font: Myriad Pro Cond, 12 pt           |

|   |    |   |
|---|----|---|
| 1. <i>Sexual Assault I – Nonconsensual sexual intercourse</i> ..... | 13 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 2. <i>Sexual Assault II – Nonconsensual sexual contact</i> .....    | 14 | Formatted: Font: Myriad Pro Cond, 12 pt |
| WV. Stalking .....  | 14 | Formatted: Font: Myriad Pro Cond, 12 pt |
| IV. TITLE IX COORDINATOR AND TITLE IX TEAM .....                    | 14 | Formatted: Font: Myriad Pro Cond, 12 pt |
| V. REPORTING OPTIONS .....  | 15 | Formatted: Font: Myriad Pro Cond, 12 pt |
| A. Reports to Law Enforcement .....                                 | 15 | Formatted: Font: Myriad Pro Cond, 12 pt |
| B. Reports to the University .....                                  | 16 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 1. Time period for reporting .....                                  | 16 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 2. Responsible Employees .....                                      | 16 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 3. Reports by Students and Employees Not Required to Report .....   | 17 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 4. Public Awareness Events and Programs .....                       | 17 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 5. IRB-Approved Research .....                                      | 18 | Formatted: Font: Myriad Pro Cond, 12 pt |
| VI. PRIVACY AND CONFIDENTIALITY .....                               | 18 | Formatted: Font: Myriad Pro Cond, 12 pt |
| A. Distinction between privacy and confidentiality .....            | 18 | Formatted: Font: Myriad Pro Cond, 12 pt |
| B. Requests for Confidentiality .....                               | 18 | Formatted: Font: Myriad Pro Cond, 12 pt |
| C. Records .....  | 19 | Formatted: Font: Myriad Pro Cond, 12 pt |
| D. Release of Information .....                                     | 19 | Formatted: Font: Myriad Pro Cond, 12 pt |
| VII. OBTAINING HELP AND SUPPORT .....                               | 19 | Formatted: Font: Myriad Pro Cond, 12 pt |
| A. Finding a Safe Place .....                                       | 20 | Formatted: Font: Myriad Pro Cond, 12 pt |
| B. Seeking Medical Attention and Preserving Evidence .....          | 20 | Formatted: Font: Myriad Pro Cond, 12 pt |
| C. Obtaining Support .....  | 20 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 1. On-Campus Resources: Confidential .....                          | 21 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 2. On-Campus Resources: Non- Confidential .....                     | 21 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 3. Off-Campus and Community Resources .....                         | 22 | Formatted: Font: Myriad Pro Cond, 12 pt |
| VIII. REMEDIAL AND PROTECTIVE MEASURES                              | 24 | Formatted: Font: Myriad Pro Cond, 12 pt |
| A. Types of Remedial and Protective Measures .....                  | 24 | Formatted: Font: Myriad Pro Cond, 12 pt |
| B. Interim Suspension or Separation from University .....           | 25 | Formatted: Font: Myriad Pro Cond, 12 pt |
| IX. ACADEMIC FREEDOM AND FIRST AMENDMENT PROTECTION .....           | 25 | Formatted: Font: Myriad Pro Cond, 12 pt |
| X. AMNESTY FOR ALCOHOL AND DRUG POSSESSION AND CONSUMPTION ....     | 26 | Formatted: Font: Myriad Pro Cond, 12 pt |
| XI. CONSENSUAL RELATIONSHIPS AND PROFESSIONAL CONDUCT .....         | 26 | Formatted: Font: Myriad Pro Cond, 12 pt |
| XII. FALSE REPORTS .....  | 26 | Formatted: Font: Myriad Pro Cond, 12 pt |
| XIII. EDUCATION, TRAINING, AND PREVENTION PROGRAMS                  | 26 | Formatted: Font: Myriad Pro Cond, 12 pt |
| XIV. RIGHTS AND DISCIPLINARY PROCEEDINGS FOR ALLEGATIONS OF         |    | Formatted: Font: Myriad Pro Cond, 12 pt |

PROHIBITED CONDUCT

.....28

XV. ALLEGATIONS OF PROHIBITED CONDUCT AGAINST THIRD PARTIES NOT AFFILIATED WITH THE UNIVERSITY  
PROCEDURES FOR  
RESOLVING REPORTS OF PROHIBITED CONDUCT.....273

**Error! Hyperlink reference not valid.**A.Complaints against Students and Employees  
.....32

**Error! Hyperlink reference not valid.**B.Complaints against Third Parties Not Affiliated with the University.....32

**Error! Hyperlink reference not valid.**C. Implementation**Error! Bookmark not defined.**

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## I. POLICY STATEMENT

Morgan State University (the “University”) is committed to maintaining an academic and working environment in which students, faculty, and staff feel safe and are free to develop intellectually, professionally, personally, and socially. Such an environment must be free from all forms of Gender and Sexual-Based Harassment and Violence (collectively, “Prohibited Conduct”) in addition to free from Retaliation. It is the responsibility of all members of the University community to create a safe and inclusive environment that is free from Gender-Based Harassment and Violence. Such Prohibited Conduct subverts the mission of the University and threatens the well-being, and employment, academic, and social opportunities and experiences of students, faculty and staff; thus it is expressly prohibited and will not be tolerated.

The University does not discriminate on the basis of sex or gender in employment or any of its programs or activities. Sexual harassment, sexual assault, and other categories of sexual misconduct are forms of sex discrimination that are not only prohibited under the Morgan State University Gender And Sexual-Based Harassment And Violence Policy (the “Policy”), but also under federal and state discrimination laws. In accordance with Title IX of the Education Amendments of 1972 (“Title IX”), the federal law that prohibits discrimination on the basis of sex in federally funded educational programs and activities, the Violence Against Women Reauthorization Act of 2013 (“VAWA”), Title VII of the Civil Rights Act of 1964 (“Title VII”), and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”), this Policy is designed to provide for the prompt, equitable, and impartial investigation and resolution of incidents of Prohibited Conduct.

This Policy provides the expectations for maintaining a safe, inclusive, and nondiscriminatory environment and the process for reporting and resolving alleged violations of the Policy. Students, faculty, and staff who violate this Policy may face disciplinary action up to and including expulsion or termination from the University.

This Policy applies to all reported incidents of Gender and Sexual-Based Harassment and Violence and replaces both the University’s Sexual Harassment Policy and Sexual Assault Policy.

## II. SCOPE AND APPLICABILITY

### A. Individuals covered and protected by this Policy

This Policy ~~and associated procedures~~ applies to the conduct of, and protect all University students, faculty, and staff—regardless of gender, sexual orientation, gender identity or gender expression.

This Policy also applies to contractors and other third parties within the University’s control. This includes individuals doing business with the university and/or working on behalf of the University in any capacity, volunteers, visitors, and guests.

### B. Jurisdiction

This Policy applies to Prohibited Conduct that occurs:

- (1) On campus, which includes any University facility or University property;

(2) Off campus, if the conduct:

- occurred in connection with a University sponsored, recognized, or approved program (e.g., University- sponsored study abroad or internship program);
- occurred within facilities that are located on University-owned land and/or leased property;
- impedes equal access to any University education program or activity or has the effect of creating a hostile education or employment environment for a member of the University community, or
- otherwise threatens the health and/or safety of a member of the University community.

In determining whether the University has jurisdiction over off-campus conduct that is not part of a University sponsored, recognized, or approved program, the University will consider the following factors:

- the seriousness of the alleged conduct,
- the risk of harm involved,
- whether both parties are members of the University community, and
- whether the off-campus conduct is part of a series of actions that occurred both on and off campus.

### **C. Reports involving minors or suspected child abuse and neglect<sup>1</sup>**

All members of the University community are required to comply with applicable laws and regulations regarding the reporting of child abuse and neglect. Under Maryland law , University employees who learn or have reason to believe that a child under the age of 18 has been subjected to abuse or neglect, including sexual abuse, must report this abuse or neglect to law enforcement or the appropriate child protective services agency. This reporting obligation includes past incidents of abuse or neglect – meaning individuals must report suspected child abuse or neglect even if the abuse occurred in the past and the victim is now an adult. In order to ensure compliance with the law, employees shall notify University Police within 48 hours of the event that caused them to believe that a child has been subjected to abuse or neglect. University Police will take immediate steps to assist with the protection of the child and comply with all applicable legal reporting requirements.

## **III. DEFINITIONS**

For the purposes of this Policy, the following terms have the definitions provided below. Please note that some of these terms may also be used in other contexts, such as in connection with criminal or legal proceedings, and their meaning may be different in those contexts.

### **A. Consent**

Clear, voluntary and unambiguous agreement, expressed in mutually understandable words or actions, to engage in a specific sexual activity.

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<sup>1</sup> Md. Code Ann. Fam. Law §§ 5-701, 5-704, 5-705. More information on mandatory reporting of child abuse and neglect can be found on the Maryland Department of Human Resources website.

**Consent must be obtained.** It is the responsibility of the person who wants to engage in the sexual activity to ensure that they have consent from the other party, and that the other party is capable of consent. Accordingly, when there is a dispute as to whether sexual activity was consensual, the University's investigation will assess whether the person initiating the sexual activity knew, or should have known, that the sexual activity was not consensual or that the other party was incapable of providing consent.

**Consent must be affirmative.** Consent requires an affirmative demonstration, through words or actions that conveys a clear willingness to engage in the sexual activity.

As a result:

- An individual cannot infer consent through silence, lack of resistance, or absence of a verbal "no" or "stop."
- Consent cannot be inferred by the existence of a current or prior dating or sexual relationship between individuals.
- Consent to any one form of sexual activity does not automatically imply consent to other forms of sexual activity.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent cannot be obtained from someone who is incapacitated.

**Consent must be ongoing.** Consent must be present throughout the sexual activity and may be withdrawn at any time. However, withdrawal of consent requires an outward demonstration, through understandable words or actions, which clearly conveys that a party is no longer willing to engage in the sexual activity. If there is any confusion as to whether there is consent or whether prior consent has been withdrawn, the parties should stop the activity until the confusion is resolved.

**Consent must be voluntary.** Consent can never be obtained by use of physical force, threats, intimidating behavior or coercion. Furthermore, consent cannot be obtained by taking advantage of an individual's inability to give consent because of incapacitation.

#### B. Coercion

Words and/or conduct that substantially impairs an individual's ability to voluntarily choose whether to engage in a sexual activity. It exists when a person applies an unreasonable amount of pressure on another for sex. For example, when a person makes clear that they do not want sex, want to stop, or that going past a certain point of sexual interaction is unwanted, continued pressure can be coercive. Coercion is evaluated based on the intensity, frequency, and duration of the words or actions.

#### C. Complainant

Individual who experienced the reported Prohibited Conduct, regardless of whether that individual made the report, participated in the University's investigation, or filed a formal complaint alleging violations of this Policy. If an individual who experienced Prohibited Conduct chooses not to file

a formal complaint, the University may at its discretion initiate an investigation and serve as the Complainant in any proceeding under this Policy ~~and accompanying Procedures~~.

#### D. Complicity

Any act that knowingly aids, facilitates, promotes, or encourages the commission of Prohibited Conduct by another person.

#### E. Confidential Employees

University employees who are not required to report incidents of Prohibited Conduct to the University's Title IX Coordinator. The only confidential employees at the University are employees at the:

- Harriet A. Woolford University Health Center
- University Counseling Center
- University Memorial Chapel

#### F. Employee

Faculty or staff employee, regardless of type (*i.e.*, regular or contractual).

#### G. Force

Physical violence and/or imposing on someone physically to gain sexual access. Force can include threats, intimidation, and coercion that are used to overcome resistance.

#### H. Gender-Based Harassment

Unwelcome verbal, physical, or electronic conduct of a nonsexual nature based on sex, sex-stereotyping, sexual orientation, gender identity or gender expression that has the purpose or effect of unreasonably interfering with an individual's academic or work performance (*i.e.*, it is sufficiently severe, persistent, or pervasive to create an intimidating, hostile, humiliating, demeaning, or offensive working or learning environment). For example, harassment for exhibiting what is perceived as a stereotypical characteristic for one's sex or for failing to conform to stereotypical notions of masculinity or femininity, regardless of the actual or perceived sex, gender, sexual orientation, gender identity, or gender expression may violate this Policy.

#### I. Incapacitation

A state where an individual cannot make an informed and rational decision to engage in sexual activity because the individual lacks the mental and/or physical ability to understand the nature of the sexual activity (*i.e.*, the who, what, where, why, or how of the sexual activity). There are a number of causes for incapacitation, including, but not limited to:

- Being asleep or unconscious
- Intermittent consciousness
- Existence of a mental, physical, or developmental disability
- Consumption of alcohol or other drugs (includes prescription and illegal drugs)

Alcohol or drug use is one of the primary causes of incapacitation, but consumption alone is insufficient to establish incapacitation. Incapacitation is a state beyond intoxication, impairment

of judgment, or “drunkenness.” The impact of alcohol and drugs vary from person to person, and evaluating whether an individual is incapacitated and unable to give consent, requires an assessment of whether the consumption of alcohol or other drugs has rendered the individual physically helpless and substantially incapable of:

- Making decisions about the potential consequences of the sexual activity;
- Appraising the nature of one’s own conduct;
- Communicating consent to the sexual activity; or
- Communicating unwillingness to engage in the sexual activity.

An individual who is incapacitated is unable to consent to sexual activity. Under this Policy, in evaluating incapacitation, the University will assess whether the Respondent knew or should have known, the Complainant was incapacitated.

**J. Interim Measures**

Temporary actions taken by the University to protect the safety and wellbeing of the parties and to foster a more stable and safe environment during the University’s investigation and resolution process. Interim Measures are initiated based on information gathered when an incident of Prohibited Conduct is reported to the University. Interim Measures are not intended to be permanent and thus may be amended or withdrawn as additional information is gathered.

**K. No Contact Order**

An official University directive that serves as notice to an individual that they are prohibited from physical, verbal, electronic, written, and/or third party contact and communications with another individual. The University may issue a No Contact Order as a remedial and protective measure, including as an interim measure, in order to enhance the safety of all parties, the broader University community, and/or to protect the integrity of the University’s investigation and resolution process.

**L. Parties**

Refers to the Complainant and Respondent collectively.

**M. Prohibited Conduct**

All gender and sexual-based conduct prohibited under this Policy to include, but not limited to, sexual harassment, gender-based harassment, sexual violence, sexual exploitation, sexual intimidation, relationship violence, stalking, complicity, and all other conduct of a sexual nature. Prohibited Conduct can occur between people of the same sex or between people of different sexes. It can also include both intentional conduct and conduct that results in negative effects, even if those negative effects were unintended.

N. Relationship Violence

Relationship violence is a broad term that encompasses Domestic Violence and Dating Violence.

1. ***Domestic Violence***<sup>2</sup>

Domestic violence refers to sexual or physical abuse committed by any of the following individuals:

- a current or former spouse or intimate partner of the Complainant;
- a person with whom the Complainant shares a child in common;
- a person who is cohabitating with or who has cohabitated with the Complainant as a spouse or intimate partner;
- a person similarly situated to a spouse of the Complainant; or
- any other person against an adult or youth complainant who is protected from those acts by Maryland's domestic and family laws.

For the purposes of this Policy, individuals are not covered within the scope of this definition solely by virtue of their status as a roommate or former roommate in University housing or as a co-tenant or former co-tenant in off-campus housing shared with other students.

2. ***Dating Violence***

Physical or sexual abuse committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. Whether the relationship is of a romantic or intimate nature is determined by a variety of factors, which include:

- the length of the relationship;
- the type of relationship; and
- the frequency of interaction between the persons involved in the relationship.

O. Respondent

An individual accused of engaging in conduct that violates this Policy.

P. Responsible Employee

All non-confidential employees are strongly encouraged to report incidents of Prohibited Conduct. However, individuals identified as Responsible Employees have a duty to report incidents of Prohibited Conduct.

Responsible Employees are individuals: 1) who have the authority to address Prohibited Conduct; 2) who have a duty to report incidents of Prohibited Conduct; or 3) whom a member of the University community could reasonably believe has such authority or duty. The University has designated the following individuals as Responsible Employees:

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<sup>2</sup> In addition to violating this Policy, domestic abuse is also a crime under Maryland law. Complainants may seek relief from the court by filing a petition for a peace or protective order against the Respondent. Maryland law provides criminal penalties for violations of certain orders of protection.

- Every employee who has been designated as a Campus Security Authority.<sup>3</sup> This includes the following:
  - Vice President for Student Affairs
  - Associate Vice President for Student Affairs
  - Chief Judicial Officer
  - Judicial Coordinator
  - Executive Director of Campus and Public Safety
  - Chief of Police
  - Director of the Office of Residence Life and Housing
  - Assistant Director of Student Life, Office of Residence Life and Housing
  - Resident Directors, Resident Assistants, and Desk Attendants in the Office of Residence Life and Housing
  - Director of Diversity and Equal Employment Opportunity/EEQ
  - Director of Human Resources
  - Director of Athletics
  - Athletic Coaches and Trainers
  - Director of Student Activities
  - Assistant Coordinator of Student Activities
  - Assistant Coordinator of University Events
  - Faculty Advisors for Student Clubs and Organizations
- University Administrators. This includes the following:
  - University President
  - Chief of Staff
  - Provosts
  - Vice Presidents
  - Deans
- Employees with supervisory responsibilities for other employees or students
- Faculty Members (including regular and adjunct faculty)
- Campus Police
- Any employee who accompanies students abroad or is a local contact for students abroad

Responsible Employees who learn of or witness Prohibited Conduct involving a student, employee, or third-party are required to immediately report such Prohibited Conduct to their supervisor or Department Chair and to the University's Title IX Coordinator. Responsible Employees may also report Prohibited Conduct to the University Police when needed.

**Q. Retaliation**

Acts or words against an individual because of the person's participation in a complaint, investigation, and/or resolution of an allegation of Prohibited Conduct.

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<sup>3</sup> Campus Security Authorities are individuals required to report certain crimes to the University's Office of Police and Public Safety in compliance with the Clery Act.

- Retaliation can be committed by one individual or a group of individuals, not just by a Respondent or Complainant.
- Retaliation may include intimidation, threats, coercion, harassment, and adverse employment or educational actions.

Individuals who report violations of this Policy in good-faith will be protected from Retaliation.

Retaliation is strictly prohibited under Title IX and this Policy. Accordingly, any individual who is found to have engaged in retaliation is subject to discipline, which can include expulsion or termination of employment. A report of retaliation will be viewed as a separate offense under this Policy; this means that an individual may be found responsible for retaliation even if no one is found responsible in the underlying report of Prohibited Conduct. Individuals who believe they are being subjected to retaliation should promptly contact the University's Title IX Coordinator.

#### R. Sexual Coercion

The use of unreasonable pressure in an effort to compel another individual to initiate or continue sexual activity against the individual's will. A person's words or conduct are sufficient to constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity. Sexual Coercion includes, but is not limited to, sexual intimidation, manipulation, threats of emotional or physical harm, and blackmail. Examples of sexual coercion include threatening to disclose another individual's private sexual information, or threatening to harm oneself if the other party does not engage in the sexual activity.

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#### R.S. Sexual Exploitation

Non-consensual or abusive sexual advantage of another person for one's own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited, or taking advantage of another person's sexuality.

Examples of sexual exploitation include, but are not limited to:

- observing another individual's nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved;
- non-consensual sharing or streaming of images, photography, video, audio recordings of nudity or sexual activity, or distribution of such without the knowledge and consent of all parties involved (includes, but is not limited to, posting and/or distribution of such images/audio via social media, text messages, group chats, etc.);
- knowingly exposing another individual to a sexually transmitted disease or virus without his or her knowledge;
- inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity; and
- threatening to disclose an individual's sexual orientation, gender identity, or gender expression.

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### S.T. Sexual Harassment

Sexual Harassment is a form of unlawful sex discrimination and means any unwelcome sexual advances, unwelcome requests for sexual favors, or other unwelcome verbal, physical, or electronic conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, evaluation of academic work, or participation in a University-sponsored educational program or activity;
2. Submission to or rejection of such conduct by an individual is used as a basis for an academic, employment, or activity or program participation decision affecting that individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance, (*i.e.*, it is sufficiently severe, persistent, or pervasive to create an intimidating, hostile, humiliating, demeaning or sexually offensive working or learning environment).

Sexual harassment:

- May be blatant and involve an overt action, threat, or reprisal; or may be subtle and indirect, with a coercive aspect that is unstated but implied.
- May or may not include an intent to harm.
- May not always be directed at a specific individual.
- May be committed by anyone, regardless of gender, age, position, or authority. While there may be a power differential between the parties, often due to differences in age, educational, employment, or social status, harassment can occur in any context.
- May be committed by a stranger, an acquaintance, or someone with whom the Complainant has a current or previous relationship, including a romantic or sexual relationship.
- May be committed by or against an individual or may be a result of the actions of an organization or group.
- May occur in the classroom, in the workplace, in residential settings, or in any other setting.
- May occur by or against an individual of any sex, gender identity, gender expression, or sexual orientation.
- May be committed in the presence of others or when the parties are alone.
- May occur through electronic communications, including email, text message, and social media.

The following are examples of behavior of a sexual nature that if unwelcome, may constitute sexual harassment:

**Physical Conduct:** touching, hugging, kissing, fondling, or touching oneself sexually for others to view.

**Verbal Conduct:** sexual or “dirty jokes,” comments on physical attributes or an individual’s body, spreading sexual rumors, bragging about one’s sexual activity in front of others, using sexually degrading words or sounds to a person or to describe a person, sexually explicit statements or stories that are not legitimately related to employment duties.

**Visual Conduct:** leering, displaying or distributing sexually explicit drawings, pictures, and/or written material.

**Written Conduct:** letters, emails, instant messaging, text messaging, blogs, web pages, and social media containing comments, words, or images of conduct described above.

**Quid pro quo:** making an academic or employment decision dependent on whether an individual submits to sexual advances, threatening reprisals after an individual has turned down sexual advances, offering academic or employment benefits in exchange for sexual favors.

A person’s subjective belief alone that a behavior is offensive does not necessarily make that behavior sexual harassment. The behavior must be objectively offensive meaning that a reasonable person in similar circumstances would find the behavior hostile, intimidating, or abusive based upon a totality of the circumstances.

A single isolated incident of sexual harassment may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to create a hostile environment, particularly if the harassment is physical.

#### F.U. Sexual Intimidation

Threatening behavior of a sexual nature directed at another person.

Sexual intimidation includes, but is not limited to:

- threatening to sexually assault another person;
- engaging in indecent exposure; and
- gender-based stalking, including cyber-stalking

#### U.V. Sexual Violence<sup>4</sup>

Physical sexual acts perpetrated without consent. Sexual violence includes rape, sexual assault, sexual battery, and sexual coercion.

**1. Sexual Assault I – Nonconsensual sexual intercourse** involves any act of sexual intercourse with another individual without consent. Sexual intercourse includes vaginal or anal penetration, however slight, with any body part or object, or oral penetration involving mouth to genital contact.

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<sup>4</sup> In addition to violating this Policy, certain acts of sexual violence are crimes in the State of Maryland. Additional information on Maryland’s sexual assault laws can be found on the Maryland Coalition Against Sexual Assault (MCASA) website.

2. **Sexual Assault II – Nonconsensual sexual contact** involves any intentional touching of the intimate parts of another person, causing another to touch one’s intimate parts, or disrobing or exposure of another without consent. Intimate parts may include genitalia, groin, breast, or buttocks, or the clothing covering them, or any other body part that is touched in a sexual manner. Sexual contact also includes attempted sexual intercourse.

**WV. Stalking<sup>5</sup>**

A course of gender-based physical or verbal conduct directed at another individual that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

- A “course of conduct” consists of at least two acts.
- “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical treatment or professional counseling.
- A “reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim.
- Stalking includes cyber-stalking (i.e., using electronic means such as the Internet, social media, blogs, cell phones, texts, etc., to pursue, harass, or make unwelcome contact with another person in an unsolicited fashion).

**IV. TITLE IX COORDINATOR AND TITLE IX TEAM**

The Title IX Coordinator is responsible for the administration of this Policy and oversees the University’s response to, and investigation and resolution of, all reports of Prohibited Conduct. The Title IX Coordinator leads the University’s Office of Diversity and Equal Employment Opportunity (“Office of Diversity and EEO”), which is also staffed by the Deputy Title IX Coordinator. The Deputy Title IX Coordinator is primarily responsible for investigating complaints of Prohibited Conduct and assists the Title IX Coordinator with case management, training, and prevention.

The Office of Diversity and EEO is located on the University’s West Campus in Truth Hall, in the new Martin D. Jenkins Hall, Room -327403. The University’s Title IX Coordinator is Tanyka M. Barber. She can be reached at 443-885-3559 or 443-885-358080 or at . The University’s Deputy Title IX Coordinator is Shawn Essien and she can be reached at 443 885 3559 or at shawn.essien@morgan.edu. Individuals may also send an email to titleixcoordinator@morgan.edu.

The Title IX Coordinator also leads the University’s Title IX Team. Members of the Title IX Team include the Title IX Coordinator, Deputy Title IX Coordinator, Chief Judicial Officer, and Chief of University Police. On some occasions, based on the nature of the Prohibited Conduct, members of the Title IX Team may also include Title IX investigators, members of the Office of

<sup>5</sup> In addition to violating this Policy, stalking is a crime in Maryland.

General University Counsel, and/or members from Student Affairs, the Provost’s Office, and Human Resources.

Individuals are encouraged to contact the Title IX Coordinator with any concerns about this Policy or the University’s application of Title IX. Parties also have the right to seek redress from state and federal governmental agencies, including the Department of Education’s Office of Civil Rights at 215.656.8541 or ocr.philadelphia@ed.gov; U.S. Equal Employment Opportunity Commission at 1.800.669.4000; and the Maryland Commission on Civil Rights at 410.767.8600.

**V. REPORTING OPTIONS**

It is important for individuals who experience Prohibited Conduct to be aware of their options in order to make informed choices when reporting their experience. The information below discusses the various options available for reporting an incident of Prohibited Conduct. Individuals who experience Prohibited Conduct are encouraged to explore all available options for resolution, including resolution under this Policy and with law enforcement. The University and criminal justice processes are not mutually exclusive; and an individual can choose to pursue both a report under this Policy and criminal investigation at the same time.

**A. Reports to Law Enforcement**

Individuals who experience Prohibited Conduct are strongly encouraged to report the incident to law enforcement. Reporting an incident of Prohibited Conduct to law enforcement does not preclude an individual from also reporting the incident to the University. Reports made to the University and law enforcement may be pursued simultaneously; and the outcome of one investigation does not determine the outcome of the other.

University Police can assist individuals in reporting an incident of Prohibited Conduct to the appropriate law enforcement agency. Individuals who report incidents of Prohibited Conduct to University Police should understand that University Police are Responsible Employees under this Policy and will forward the report to the University’s Title IX Coordinator, regardless of whether the incident constitutes a crime under the law.

| Contact Information  |  |
|--|--|
| <b>Morgan State University Police</b>  | <b>Baltimore City Police, Northeast District</b>   |
| The police station is open 24-hours a day and located in the Washington Service Center<br>Emergency: 443-885-3103<br>Non-emergency: 443-885-3100<br>msupolice@morgan.edu | 1900 Argonne Drive, Baltimore, MD 21228<br>Emergency: 911<br>Non-emergency: 410-396-2444 |

When a Complainant wishes to pursue criminal charges related to an incident of Prohibited Conduct, the criminal investigation will be handled by the University Police Department and/or Baltimore City Police Department.

## B. Reports to the University

The University can only take corrective action and provide support when it becomes aware of a problem. Accordingly, individuals who believe they have experienced conduct that violates this Policy are encouraged to promptly report the incident to the University by:

- Contacting the Office of Diversity and EEO  
West Campus, new Martin D. Jenkins Hall Truth Hall, Room 327403 •  
titleixcoordinator@morgan.edu • 443885-3559 or 443-885-3580
- Contacting the Office of Student Rights and Responsibilities  
George W.F. McMechen Hall, Room 602 Truth Hall, Room 205 • 443-885-3527
- Contacting the Office of Police and Public Safety University Police • 443-885-3100
- Contacting ~~or~~ other Responsible Employees

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Deciding whether to report and choosing how to proceed are personal decisions. When reporting an incident of Prohibited Conduct, a Complainant does not need to decide whether to request any particular course of action. Choosing to report an incident and deciding how to proceed after making the report is a process that unfolds over time. The University makes every effort to respect an individual's autonomy in how to proceed with a report of Prohibited Conduct. Resources are available to support an individual regardless of the course of action ultimately chosen.

### 1. Time period for reporting

The University does not impose a time limit for reporting incidents of Prohibited Conduct. However, individuals are strongly encouraged to report the incident as soon as possible after the incident occurred in order to maximize the University's ability to respond promptly and effectively. Delays may make it more difficult to gather relevant and reliable information and impair the University's ability to respond and take appropriate action.

### 2. Responsible Employees

The University has designated the following people as Responsible Employees:

- Every employee who has been designated as a Campus Security Authority.<sup>6</sup> This includes the following:
  - Vice President for Student Affairs
  - Associate Vice President for Student Affairs
  - Chief Judicial Officer
  - Judicial Coordinator
  - Executive Director of Campus and Public Safety
  - Chief of Police
  - Director of the Office of Residence Life and Housing
  - Assistant Director of Student Life, Office of Residence Life and Housing

<sup>6</sup> Campus Security Authorities are individuals required to report certain crimes to the University's Office of Police and Public Safety in compliance with the Clery Act.

- Resident Directors, Resident Assistants, and Desk Attendants in the Office of Residence Life and Housing
- Director of Diversity and EEO
- Director of Human Resources
- Director of Athletics
- Athletic Coaches and Trainers
- Director of Student Activities
- Assistant Coordinator of Student Activities
- Assistant Coordinator of University Events
- Faculty Advisors for Student Clubs and Organizations
- University Administrators. This includes the following:
  - University President
  - Chief of Staff
  - Provosts
  - Vice Presidents
  - Deans
- Employees with supervisory responsibilities for other employees or students
- Faculty Members (including regular and adjunct faculty)
- Campus Police
- Any employee who accompanies students abroad or is a local contact for students abroad

Responsible Employees will safeguard an individual's privacy, but are **required** to immediately share all known details about alleged violations of this Policy. Responsible Employees are obligated to report allegations of Prohibited Conduct to their supervisor or Department Chair and to the University's Title IX Coordinator in order for the University to provide timely support for all parties and to allow for an effective institutional response. Responsible Employees may also report Prohibited Conduct to the University Police when needed.

Responsible Employees should not attempt to investigate or resolve the matter on their own. The Title IX Coordinator will make every effort to work collaboratively with the Responsible Employee in order to operate with discretion and maintain privacy of the individuals involved.

Responsible Employees cannot remain anonymous when reporting Prohibited Conduct they learn of, witness, or is disclosed to them by students, employees, or third-parties.

### **3. Reports by Students and Employees Not Required to Report**

All students and employees who are not otherwise required to report as a Responsible Employee are **strongly encouraged** to report any Prohibited Conduct perpetrated by a member of the University community or occurring at a University program or activity.

### **4. Public Awareness Events and Programs**

Public awareness events and programs (*e.g.*, Take Back the Night) at which students or employees disclose experiences of Prohibited Conduct are **not considered notice** to the University for the purpose of this Policy unless the individual disclosing their experience also initiates a complaint under this Policy. Disclosures of incidents of Prohibited Conduct made to faculty or as part of

classroom discussion or coursework are considered “reports” to the University and will be forwarded to the University’s Title IX Coordinator.

#### **5. IRB-Approved Research**

Disclosures of incidents of Prohibited Conduct that are made as part of an Institutional Review Board-approved human subjects research study, including the University’s campus climate study, are *not considered notice* to the University for the purpose of this Policy unless the individual disclosing their experience also initiates a complaint under this Policy.

### **VI. PRIVACY AND CONFIDENTIALITY**

The University is committed to protecting the privacy of all individuals involved in an incident reported under this Policy. Every effort will be made to respect and safeguard the privacy interests of the individuals involved in a manner consistent with the need for a careful assessment of the allegations and any necessary steps to eliminate the misconduct, prevent its recurrence, and address its effects.

#### **A. Distinction between privacy and confidentiality**

##### **1. Privacy**

Privacy generally means that information related to a reported incident will only be shared with a limited number of individuals “who need to know” the information in order to assist in the review, investigation and/or resolution of the incident. While not bound by confidentiality, these individuals will be discrete and respect the privacy of all individuals involved in the process. If a decision is made to pursue disciplinary action against a Respondent, information related to the report will be shared with him or her.

When the parties involved are students, information regarding a reported incident will not be shared with either party’s parents or guardians unless the party has signed a waiver that complies with FERPA or there is an articulable threat to the health or safety of the party or other individuals.

While a Responsible Employee cannot offer confidentiality to an individual who discloses an incident of Prohibited Conduct, the Responsible Employee will maintain the privacy of all individuals involved by sharing the information related to the report with only those who “need to know” as outlined above.

##### **2. Confidentiality**

Confidentiality means that information shared with a designated campus or community professional will only be disclosed with the individual’s express written permission, unless there is an imminent threat of harm to self or others. An individual can seek confidential assistance and support by speaking with specifically designated Confidential Employees as identified in section III.E. of this Policy and using the Confidential Resources identified in section VII.C. of this Policy.

#### **B. Requests for Confidentiality**

When a Complainant requests that their name or other identifiable information not be shared with the Respondent or that no formal action be taken, the Title IX Coordinator, in consultation with

the Title IX Team, will balance this request with the University's obligation to provide a safe and non-discriminatory environment to the Complainant and the rest of the University community.

If the University honors the request for confidentiality, it will still take all reasonable steps to investigate and respond to the report, but its ability to do so may be limited based on the nature of the Complainant's request. At times, in order to maintain safety and a non-discriminatory environment, the University will not be able to honor a Complainant's request for confidentiality. In such circumstances, the Title IX Coordinator will inform the Complainant prior to starting a formal investigation. The Complainant can choose not to participate in the University's investigation and in such cases the University's ability to meaningfully investigate the incident and/or pursue disciplinary action against the alleged perpetrator may be limited.

### **C. Records**

The Title IX Coordinator will maintain records of all incidents reported, and all complaints made under this Policy as well as their outcomes in order to track patterns and systematic concerns. Reports that end at the Initial Review stage or that are resolved through Voluntary Resolution are not part of a student's conduct file or an employee's personnel record. Affirmative findings of responsibility in matters resolved through the Investigation and Determination of Responsibility process are part of a student's conduct record and an employee's personnel record. Such records shall be used in reviewing any further conduct, or developing sanctions, and shall remain a part of a student's conduct record or an employee's personnel record. Student conduct records are maintained in the Office of Student Rights and Responsibilities in accordance with the University's document retention schedule. Personnel records are maintained in the Office of Human Resources in accordance with the University's document retention schedule.

### **D. Release of Information**

If a report made under this Policy discloses a serious and immediate threat to the University community, University Police will issue a timely warning notification to protect the health or safety of the community as required by the Clery Act. This timely warning notification will not include any identifying information about the Complainant.

Pursuant to the Clery Act and state law, anonymous statistical information regarding reported criminal incidents must be shared with University Police for inclusion in the daily crime log. This information will also be included in the University's Annual Security Report and annual report to the Maryland Higher Education Commission. The University may also share aggregate and not personally identifiable data about reports, outcomes, and sanctions.

All University proceedings are conducted in accordance with the requirements of Title IX, the Clery Act, FERPA, state and local law, and University policy. No information, including the identity of the parties, will be released from such proceedings except as required or permitted by law or under University policy.

## **VII. OBTAINING HELP AND SUPPORT**

Members of the University community who experience Prohibited Conduct are urged to immediately seek help. In addition to filing a report with law enforcement and the University, help



also includes seeking medical treatment and obtaining confidential counseling or crisis response. It is important for individuals who experience Prohibited Conduct to attend to any physical injuries as well as their emotional well-being.

#### **A. Finding a Safe Place**

Prohibited Conduct can be traumatic and shatter a person's sense of security. In the immediate aftermath of an incident, it is important to seek a safe place. Individuals who are in immediate danger or seriously injured should dial 911.

#### **B. Seeking Medical Attention and Preserving Evidence**

If it is safe to do so, individuals are encouraged to take precautions in order to preserve any evidence that may help with a criminal prosecution or University investigation. Regardless of whether a person intends to file criminal charges, they are encouraged to obtain a forensic medical exam in order to preserve evidence that may be on their body and clothes. A forensic examination will allow a trained healthcare professional to assess the individual's medical needs and collect evidence that can later be used if the person decides to pursue a criminal complaint. Mercy Medical Center located at 345 St. Paul Street, Baltimore MD 21202, has specially-trained nurses who can perform a forensic exam and provide medical care to individuals who have experienced sexual violence.

If possible, individuals should refrain from showering or bathing, brushing their teeth, washing their hands, and urinating or defecating. The best way to preserve evidence is to go to the hospital in the clothing worn at the time of the assault. Individuals who end up changing their clothes should take the clothes worn during the assault with them to the hospital. Try to use a paper bag to store any clothing rather than a plastic bag, which can degrade or contaminate forensic evidence. In addition to the physical evidence on the body and clothes, evidence may also include text messages, emails, voicemail messages, social network postings, photographs, and written documents such as cards, notes, and letters. Individuals should preserve this evidence as well in order to assist investigators if a person decides to file a complaint with law enforcement and/or the University.

Individuals who experience sexual violence are encouraged to be examined by a healthcare professional even if they have no visible injuries and do not want a forensic exam. Individuals may go to Mercy Medical Center and have a medical exam performed without having any forensic evidence collected. In addition, students can go to the [Harriet A. Woolford University Health Center](#) ("[University Health Center](#)"), located on campus, where medical staff can perform a physical exam and screen and provide treatment for STIs and pregnancy. The University can also arrange transportation to the hospital for any student wanting a forensic medical examination performed.

#### **C. Obtaining Support**

It is important to find people who can provide support after experiencing a form of Prohibited Conduct. Individuals may use any of the confidential resources listed below to access confidential assistance or to explore reporting options without initiating further action from the University.

This means that Confidential Employees and the other confidential resources listed below will not share information about an individual (including whether that individual has received services) without the individual's consent, unless there is an imminent threat of harm to self or others.

Individuals who choose to discuss incidents of Prohibited Conduct with Confidential Employees or utilize only Confidential Resources should understand that the University will not be able to conduct an investigation into the particular incident, or pursue disciplinary action against the alleged perpetrator, unless the incident is reported to the University's Title IX Coordinator directly by the victim, law enforcement, or someone who does not have the obligation to keep it confidential. Individuals who initially choose only to disclose Prohibited Conduct to Confidential Employees or Confidential Resources may report the incident to the University's Title IX Coordinator or law enforcement at a later time to initiate an investigation.

1. On-Campus Resources: Confidential

**University Counseling Center**

Carter Grant Wilson [Administration Building](#), Room 202 • 443-885-3130 • [www.morgan.edu/counselingcenter](http://www.morgan.edu/counselingcenter)

The University Counseling Center is staffed by trained counselors who can provide confidential support and assistance to current students. The [University Counseling Center](#) offers individual and group counseling for those who experience sexual misconduct, relationship violence, and stalking as well as to students who may need support in assisting a friend who is a survivor. There is no cost for counseling services. Counselors are available for appointments from 8:00 am to 5:00 pm Monday through Friday. If you are coming to the [University Counseling Center](#) for a brief consultation, for the first time or in an emergency, you may speak with the counselor on Walk-In duty for up to thirty minutes. Walk-in hours are Monday-Friday, 10 a.m. - 3 p.m. A counselor is also available on call 24 hours a day, 7 days a week in case of emergency. Students may contact their Residence Hall Director or the Campus Police (x3103) to get in touch with the counselor on call.

**University Memorial Chapel**

443-885-5105 • [www.morgan.edu/universitychapel](http://www.morgan.edu/universitychapel)

Clergy of various faiths are available for students, faculty, and staff to discuss religious, spiritual, and personal issues.

**University Health Center**

443-885-3236 • [www.morgan.edu/healthservices](http://www.morgan.edu/healthservices)

The ~~University Health Center~~ is staffed by confidential licensed healthcare providers. The ~~University health Health center-Center~~ offers complete physical exams, screening and treatment for sexually transmitted infections (STIs), emergency contraception, and pregnancy tests. The closest hospital that can conduct a forensic medical examination is Mercy Medical Center in Downtown Baltimore.

2. On-Campus Resources: Non- Confidential

**Title IX Coordinator/Deputy Title IX Coordinator - Office of Diversity & EEO**

West Campus, new Martin D. Jenkins Hall~~Truth Hall~~, Room 327~~403~~ • 443-885-3559/443-885-3580 • [titleixcoordinator@morgan.edu](mailto:titleixcoordinator@morgan.edu) • [www.morgan.edu/eo](http://www.morgan.edu/eo)

The Office of Diversity and ~~EEO~~Equal Employment Opportunity (EEO) is charged with the day-to-day implementation of the University's nondiscrimination policies as well as the coordination of Title IX related policies, procedures, training and prevention efforts.

#### **Office of Student Rights & Responsibilities**

George W. F. McMechen Hall~~Truth Hall~~, Room 602~~205~~ • 443-885-3527

The Office of Student Rights and Responsibilities has the primary responsibility to manage and direct the University's efforts in matters involving student conduct. The Office of Student Rights and Responsibilities enforces the Code of Student Conduct and oversees the adjudication of an extensive range of student misconduct.

#### **University Police**

Washington Service Center • 443-885-3103 • [msupolice@morgan.edu](mailto:msupolice@morgan.edu) • [www.morgan.edu/police](http://www.morgan.edu/police)

The University Police and Public Safety Department serves to provide a safe and secure campus environment conducive to education for Morgan State University students, faculty, staff and visitors. The Department provides police coverage and response 24 hours a day, 365 days a year. The Department is comprised of sworn police officers, civilian personnel, police communication operators, parking enforcement officers, and security officers. The Department responds to criminal offenses, service requests, complaints, and incidents. In addition, the Department is responsible for issuing timely warnings as needed, maintaining campus crime logs, and compiling the Annual Campus Security and Fire Safety Report (Clery Report).

### 3. Off-Campus and Community Resources

#### **House of Ruth**

2201 Argonne Drive, Baltimore, MD 21218 • 410-889-7884 • [www.hruth.org](http://www.hruth.org)

Provides confidential transitional shelter, legal (including assistance with obtaining protective/peace orders), counseling, and advocacy services to individuals who have experienced intimate partner violence.

#### **Maryland Coalition Against Sexual Assault (MCASA)**

P.O. Box 8782, Silver Spring, MD 20907 • 301-328-7023 • [www.mcasa.org](http://www.mcasa.org)

Sexual assault advocacy and referral organization. MCASA provides valuable information and resources for sexual assault survivors, including the locations of rape crisis and recovery centers located across the state of Maryland so survivors can find help when they are home and away from the campus.

#### **TurnAround, Inc.**

8503 LaSalle Road, Towson, MD, 21286 • 410-377-8111 • [www.turnaroundinc.org](http://www.turnaroundinc.org)

Provides confidential counseling, crisis intervention, referral and support services to individuals who have experienced sexual assault and domestic violence.

#### **National Domestic Violence Hotline**

1-800-799-SAFE (7223)

The National Domestic Violence Hotline operates 24-hour confidential and free support for survivors. Individuals who have experienced abuse, have abused, or are trying to help a friend in an abusive relationship can speak with an advocate via telephone or instant message.

**National Sexual Assault Hotline**

1-800-656-HOPE (4673) • <https://ohl.rainn.org/online>

The National Sexual Assault Hotline was created by the Rape, Abuse & Incent National Network (RAINN). It provides 24-hour confidential support and referral information for survivors. Individuals can also use online instant messaging to connect with a confidential support specialist.

**Sexual Assault Legal Institute (SALI)**

P.O. Box 8782, Silver Spring, MD 20907 • 301-565-2277 •

[www.mcasa.org/for-survivors/sali/](http://www.mcasa.org/for-survivors/sali/)

Provides legal assistance to sexual assault survivors.

**Tahirih Justice Center**

571-282-6161 • <http://www.tahirih.org/>

The Tahirih Justice Center works to protect immigrant women and girls seeking justice in the United States from gender-based violence. Tahirih provides holistic legal services, case management, advocacy, and education. It can assist domestic violence and sexual assault survivors with adjustment to their immigration status and with family law matters.

**The Pro Bono Counseling Project (PBCP)**

1-877-323-5800

PBCP links Maryland individuals and families with limited resources with licensed mental health professionals who can provide counseling and therapy at no cost.

**Protective Orders and Peace Orders**

<http://mdcourts.gov/courtforms/joint/ccdcvpo001br.pdf>

Under certain circumstances, a person may be entitled to obtain a protective order or a peace order. A protective order can require the abuser to stay away from you and your residence and provide other relief for up to one year with the possibility of being renewed for an additional period of time. A peace order can require the abuser to stay away from you for up to 6 months and can be renewed for an additional period of time.

**Maryland Criminal Injuries Compensation Board**

[www.dpscs.state.md.us/victimservs/cicb/index.shtml](http://www.dpscs.state.md.us/victimservs/cicb/index.shtml)

Provides aid and assistance to victims of crime such as reimbursement for medical and dental expenses, counseling expenses, loss earnings, disability, and crime scene clean up.

**Office of the Public Defender for Baltimore City**

The Office of the Public Defender provides low-cost representation for individuals in criminal cases.

**Office of the Baltimore City State's Attorney**

The Office of the State's Attorney prosecutes crimes occurring in Baltimore City and provides victim/witness assistance.

**U.S. Department of Education, Office for Civil Rights**

The Wanamaker Building, 100 Penn Square East, Suite 515, Philadelphia, PA 19107 • 215-656-8541 • ocr.philadelphia@ed.gov • www2.ed.gov/ocr

Federal agency where individuals may file an external Title IX complaint.

**Equal Employment Opportunity Commission**

10 S. Howard Street, 3<sup>rd</sup> Floor, Baltimore, MD 21201 • 1-800-669-4000 • www.eeoc.gov

Federal agency where employees may file an external sex discrimination/harassment complaint.

**Maryland Commission on Civil Rights**

6 St. Paul Street, Suite 900, Baltimore, MD 21202 • 410-767-8600 • www.mccr.maryland.gov

State agency where employees may file an external sex discrimination/harassment complaint.

**VIII. REMEDIAL AND PROTECTIVE MEASURES**

The University may implement remedial and protective measures for the parties involved and/or for the larger University community in order to enhance safety and protect the integrity of the University's process. The University will offer reasonable and appropriate measures to protect the parties and facilitate their continued access to University employment or education programs and activities. These measures may be both remedial (designed to address an individual's safety and well-being and continued access to educational opportunities) or protective (involving action against another individual). Remedial and protective measures may be temporary or permanent. Remedial and protective measures are available regardless of whether the Complainant pursues disciplinary action through the University's process or pursues criminal charges with law enforcement.

The Title IX Coordinator has the discretion to determine the appropriateness of remedial and protective measures, including any interim measures. All individuals are encouraged to report concerns to the University's Title IX Coordinator about the adequacy of remedial and protective measures or failure of another person to abide by any restrictions imposed by a remedial or protective measure. Violations of remedial and protective measures, including any interim measures, will be addressed under this Policy and the University will take appropriate, responsible, and prompt action to enforce such measures.

**A. Types of Remedial and Protective Measures**

Remedial and protective measures may include, but are not limited to:

- Issuance of a No Contact Order
- Access to counseling services and assistance setting up initial appointments, both on and off campus
- Arranging for medical services
- Academic accommodations and support services such as tutoring

- Academic schedule modification, including the ability to drop a course without penalty or to transfer sections
- Work schedule or job assignment modifications
- Residence modification
- Escort service to assure safe movement to and from classes, activities, and/or job site.
- Limiting access to certain University facilities
- Restrictions on campus activities
- Voluntary leave of absence
- Pre-disciplinary leave (with or without pay)
- Suspension from employment
- Any other measure that can be tailored to achieve the goals of this Policy

**B. Interim Suspension or Separation from University**

In certain circumstances, the alleged Prohibited Conduct may require the University to place a student or student organization on interim suspension or impose leave for an employee. Pending the resolution of an incident of Prohibited Conduct, the individual or organization may be denied access to campus, campus facilities and/or all other University activities or privileges for which the individual or organization might otherwise be eligible.

*Students.* The Title IX Coordinator or designee shall make a request for interim suspension to the Division of Student Affairs. Upon receipt of the request, the Vice President for Student Affairs or designee shall hold a show cause hearing to provide the Respondent with the opportunity to demonstrate why the interim suspension should not be imposed. Such interim suspension and/or loss of privileges, including removal from housing, is to become immediately effective without prior notice, if the Vice President for Student Affairs or designee determines that the continued presence of the student or student organization on the University campus poses a substantial and immediate threat of harm to the safety or well-being of an individual, the broader University community, or to the performance of normal University functions.

*Employees.* The Title IX Coordinator or designee may request that an employee be suspended or assigned other duties pending the outcome of the investigation and determination of responsibility of an incident of Prohibited Conduct. Such requests shall be made to the Provost (faculty) or Vice President for Finance and Management (non-faculty staff) in consultation with the appropriate area Vice President and/or Director of Human Resources (non-faculty staff) and proceed in accordance with the appropriate faculty handbook, collective bargaining agreement, and/or applicable employee policies and procedures.

**IX. ACADEMIC FREEDOM AND FIRST AMENDMENT PROTECTION**

This Policy shall not be interpreted to infringe on First Amendment rights, academic freedom or freedom of expression. The fact that speech or a particular expression is offensive is not, standing alone, a sufficient basis to establish a violation of this Policy. In order to violate this Policy, the

conduct must be sufficiently serious to interfere with an individual's ability to participate in employment or educational programs and activities from both a subjective and objective perspective. Prohibited Conduct, as described in this Policy, is neither a legally protected expression nor the proper exercise of academic freedom.

#### **X. AMNESTY FOR ALCOHOL AND DRUG POSSESSION AND CONSUMPTION**

Sometimes students may be reluctant to seek help after experiencing Prohibited Conduct, or reluctant to help others who may have experienced Prohibited Conduct because they fear being disciplined for underage alcohol consumption and/or consumption of other drugs. To encourage reporting, a student who reports Prohibited Conduct, either as a Complainant or third party witness, will not face disciplinary action for their consumption of alcohol or drugs at or near the time of the incident. Because alcohol and drug misuse can negatively impact a student's physical and emotional well-being, the University may still refer a student for health or medical intervention related to their alcohol or drug use.

#### **XI. CONSENSUAL RELATIONSHIPS AND PROFESSIONAL CONDUCT**

Sexual or other intimate relationships between a faculty or staff member and a student or between supervisor and employee, while not expressly forbidden, are generally deemed very unwise. Power differences between faculty and students or between supervisors and supervisees make the subordinate's voluntary consent to even an apparently consensual relationship questionable. Romantic or sexual relationships where there is a differential in power or authority produce risks for every member of the University community and undermine the professionalism of faculty and supervisors. Individuals should also be aware that these relationships may impact third parties based on perceived or actual favoritism or special treatment based on the relationship. Wherever a power differential exists between persons who are romantically or sexually involved, the parties must realize that if a complaint alleging Prohibited Conduct is subsequently filed, mutual consent will not necessarily be accepted as a reasonable defense.

#### **XII. FALSE REPORTS**

The University will not tolerate the false reporting of Prohibited Conduct. The University takes the accuracy of information very seriously as an accusation of Prohibited Conduct may carry severe consequences for the accused. A good-faith complaint that results in a finding of not responsible is not considered a false or fabricated accusation of Prohibited Conduct. However, when a Complainant or third party witness is found to have fabricated allegations or given false information with malicious intent or in bad faith, the Complainant or third party witness may be subject to disciplinary action, including termination of employment or expulsion from the University. Not only is it a violation of this Policy to make an intentionally false report, but such conduct may also violate state criminal statutes and civil defamation laws.

#### **XIII. EDUCATION, TRAINING, AND PREVENTION PROGRAMS**

The University is committed to preventing Prohibited Conduct on its campus. To that end, the University provides regular and ongoing prevention education and awareness programs. Incoming students and new employees are exposed to primary prevention and awareness programs as part of their orientation. Current students, faculty, and staff receive ongoing training on how to prevent

gender-based harassment, sexual misconduct, relationship violence, stalking, and related retaliation. Educational initiatives for employees shall comply with Md. Code Ann., State Pers. & Pens. § 2-203.1. The Title IX Coordinator is responsible for overseeing the University's training and educational programs related to this Policy. To learn more about the University's prevention programs or to request training, please contact the Office of Diversity and EEO at 443-885-3559 or 443-885-3580 or [titleixcoordinator@morgan.edu](mailto:titleixcoordinator@morgan.edu).

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As part of the University's commitment to provide a learning and work environment free from Prohibited Conduct, this Policy will be disseminated widely to the University community through email communication, publications, websites, new employee orientations, student orientations, and other appropriate channels of communication.

#### **XIV. RIGHTS AND DISCIPLINARY PROCEEDINGS FOR ALLEGATIONS OF PROHIBITED CONDUCT**

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The University offers a number of options for conducting disciplinary proceedings for allegations of Prohibited Conduct made against University students and University employees in a prompt, fair, and impartial manner. All reported incidents of Prohibited Conduct are investigated and resolved under the oversight of the Title IX Coordinator or designee and use a preponderance of evidence standard (i.e., it is more likely than not that the alleged misconduct occurred). If the alleged Prohibited Conduct occurred during the course and scope of a respondent's ( "Respondent " ) enrollment and/or employment at the University, the Respondent may be subject to sanctions related to their student and/or employment status.

##### **A. Rights of University Students Alleging or Responding to Allegations of Prohibited Conduct**

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University students are entitled to the specific rights described within this subsection. University students who are alleging or responding to allegations of Prohibited Conduct are entitled to the following:

1. The right to treatment with dignity, respect, and sensitivity by the University during all phases of the disciplinary proceedings;
2. The right to a fair and impartial investigation;
3. The right to experience a safe living, educational, and work environment;
4. The right to be informed in writing of available on and off campus counseling and support services;
5. The right to employment, housing, and academic accommodations as necessary;
6. The right to be free from retaliation;
7. The right to have a complaint investigated by individuals who receive annual training on sexual misconduct, relationship violence, and stalking;
8. The right to disciplinary proceedings and resolutions that are prompt and equitable and provide an opportunity for the Complainant and the Respondent to be heard;
9. The right of the Complainant to be notified in writing of the availability of interim measures;

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10. The right, where possible, for the Complainant not to be negatively impacted by the interim measures employed by the University;

11. The right for the Respondent to be presumed not responsible for violating this Policy and for an outcome based solely on the evidence presented during the investigation and resolution of a complaint;

12. The right not to be discouraged by University officials from reporting an incident to law enforcement;

13. The right to timely written notice of:

i. The reported violation, including the date, time, and location of the alleged violation, and the range of potential sanctions associated with the alleged violation;

ii. The student's rights and responsibilities under this Policy and information regarding other civil and criminal options;

iii. The date, time, and location of each hearing, meeting, or interview that the student is required or permitted to attend;

iv. A final determination made by the University regarding whether Prohibited Conduct occurred and the basis for the determination;

v. Any sanction(s) imposed, as permitted by law; and

vi. The student's rights to an appeal of the final determination and a description of the appeal process;

14. The right to participate in the disciplinary proceedings, including:

i. Access to the case file and evidence regarding the incident obtained by the University during the investigation or considered by the University's adjudicating official or body, with personally identifiable or other protected information redacted as required by applicable law;

ii. Offering testimony at a hearing or, in the alternative, to the University's adjudicating official or body;

iii. Submitting evidence, witness lists, and suggested specific questions to be posed to the other student involved in the disciplinary proceedings by investigators or the University's adjudicating official or body;

iv. Providing and reviewing testimony electronically or in a way in which the students are not required to be in the physical presence of one another;

v. Reviewing and providing written responses to reports and proposed findings; and

vi. Appealing a determination or a sanction; and

15. The right to assistance by a licensed attorney, an advocate supervised by an attorney, or a trained advocate throughout the disciplinary proceedings, including by the attorney or advocate's:

i. Attendance at hearings, meetings, and interviews with the party;

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ii. Private consultations with the party during hearings, meetings and interviews, except during questioning of the party at a hearing, and

iii. Assistance with the party's exercise of any right during the disciplinary proceedings; and

16. Notwithstanding whether the student accesses counsel paid for by the Maryland Higher Education Commission (MHEC) as described Section XIV(B)(4) of this Policy, the presence of no more than two (2) people, including a personal supporter of the student's choice, an attorney, or an advocate, at any hearing, meeting, or interview during the disciplinary proceedings.

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**B. Procedures for Investigating Allegations of Prohibited Conduct Involving a University Student.**

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When the University investigates allegations of Prohibited Conduct involving a University student, the following procedures shall apply:

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1. The University shall provide each student involved in disciplinary proceedings with notice, presented in an appropriate and sensitive format, before the start of the disciplinary proceedings, of:

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i. The student's right to the assistance of an attorney or an advocate;

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ii. The legal service organizations and referral services available to the student; and

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iii. The student's right to have a personal supporter of the student's choice at any hearing, meeting, or interview during the disciplinary proceedings.

2. The University shall use the preponderance of the evidence standard when reviewing allegations of Prohibited Conduct. Preponderance of the evidence means that the evidence gathered and information provided during an investigation supports a finding that it is more likely than not that the Respondent violated the Policy.

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3. The University is authorized to use mediation or other informal mechanisms for resolving an allegation of Prohibited Conduct under this Policy only if:

i. The student who made the allegation requests an informal mechanism;

ii. All parties to the allegation, and the University, agree to the use of the informal mechanism;

iii. The University participates in the informal mechanism by providing trained staff;

iv. Any party may end the informal mechanism at any time in favor of a formal resolution proceeding; and

v. The alleged Prohibited Conduct does not involve Sexual Assault or Sexual Coercion.

4. The University must permit a current or former student who makes a complaint or responds to a complaint on which a formal Title IX investigation is initiated, and who was enrolled as a student at the University at the time of the incident that is the basis of the complaint, to access counsel paid for by MHEC, unless the student knowingly and voluntarily chooses

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not to have counsel, and provide that in accordance with COMAR 13B.09.01.

i. A student may select and retain an attorney prior to the conclusion of the formal Title IX proceedings.

ii. A student may obtain from MHEC, through MHEC's website, a list of licensed attorneys and legal services programs willing to represent students on a pro bono basis or at fees equivalent to those paid to attorneys under civil legal services programs administered by the Maryland Legal Services Corporation, established under Title II of the Human Services Article.

iii. The University may not discourage a student from retaining an attorney.

iv. A student's attorney may seek reimbursement of certain legal costs and fees from MHEC's Legal Representation Fund for Title IX Proceedings, subject to the availability of funding.

vi. MHEC is not required to pay a student's attorney's fees for representation in a criminal or civil matter.

5. The University shall not allow questioning or consider certain evidence during any adjudication proceeding, including:

i. A student's prior sexual history with an individual other than a party to the proceedings, except to:

a. Prove the source of injury;

b. Prove prior sexual misconduct;

c. Support a claim that a student has an ulterior motive; or

d. Impeach a student's credibility after that student has put their own prior sexual conduct at issue; and

ii. A student's history of mental health counseling, treatment, or diagnosis, unless the student consents.

### C. Rights of University Employees Responding to Allegations of Prohibited Conduct

University employees are entitled to the rights described within this subsection. University employees who are alleging or responding to allegations of Prohibited Conduct are entitled to the following:

1. The right to treatment with dignity, respect, and sensitivity by other University employees during all phases of the disciplinary proceedings;

2. The right to a fair and impartial investigation;

3. The right to disciplinary proceedings and resolutions that are prompt and equitable and provide an opportunity for the Complainant and the Respondent to be heard;

4. The right to timely written notice of:

i. The reported violation, including the date, time, and location of the alleged violation, and the range of potential sanctions associated with the alleged

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violation;

- ii. The employee's rights and responsibilities under this Policy;
- iii. The date, time, and location of each hearing, meeting, or interview that the employee is required or permitted to attend;
- iv. A final determination made by the University regarding whether Prohibited Conduct occurred and the basis for the determination;
- v. Any sanction(s) imposed; and
- vi. The employee's rights to an appeal of the final determination and a description of the appeal process;

5. The right to participate in the disciplinary proceedings, including:

- i. Access to the case file and evidence regarding the incident obtained by the University during the investigation or considered by the University's adjudicating official or body, with personally identifiable or other protected information redacted as required by applicable law;
- ii. Offering testimony at a hearing or, in the alternative, to the University's adjudicating body or official;
- iii. Submitting evidence, witness lists, and suggested specific questions to be posed to the other party involved in the disciplinary proceedings by investigators or the University's adjudicating body or official;
- iv. Providing and reviewing testimony electronically or in a way in which the parties are not required to be in the physical presence of one another;
- v. Reviewing and providing written responses to reports and proposed findings; and
- vi. Appealing a determination or a sanction;

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D. Procedures for Investigating Allegations of Prohibited Conduct Involving a University Employee.

When the University investigates allegations of Prohibited Conduct involving a University employee, the following procedures shall apply:

- 1. The University shall use the preponderance of the evidence standard when reviewing allegations of Prohibited Conduct. Preponderance of the evidence means that the evidence gathered and information provided during an investigation supports a finding that it is more likely than not that the Respondent violated the Policy.
- 2. The University is authorized to use mediation or other informal mechanisms for resolving an allegation of Prohibited Conduct under this Policy only if:
  - i. The employee who made the allegation requests an informal mechanism;
  - ii. All parties to the allegation, and the University, agree to the use of the informal

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mechanism;

iii. The University participates in the informal mechanism by providing trained staff;

iv. Any party may end the informal mechanism at any time in favor of a formal resolution proceeding; and

v. The alleged Prohibited Conduct does not involve Sexual Assault or Sexual Coercion.

3. The University shall not allow questioning or consider certain evidence during any adjudication proceeding, including:

i. An employee's prior sexual history with an individual other than a party to the proceedings, except to:

a. Prove the source of injury;

b. Prove prior sexual misconduct;

c. Support a claim that an employee has an ulterior motive; or

d. Impeach an employee's credibility after that employee has put their own prior sexual conduct at issue; and

ii. An employee's history of mental health counseling, treatment, or diagnosis, unless the employee consents.

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~~PROCEDURES FOR RESOLVING REPORTS OF PROHIBITED CONDUCT~~

~~A. Complaints against Students and Employees~~

~~The University offers a number of options for resolving incidents of Prohibited Conduct against students and employees in a prompt, fair, and impartial manner. All reported incidents of Prohibited Conduct are investigated and resolved under the oversight of the Title IX Coordinator or designee and use a preponderance of evidence standard (i.e., it is more likely than not that the alleged misconduct occurred). If the Prohibited Conduct occurred during the course and scope of a student's employment at the University, the student-employee may be subject to sanctions both in connection with their employment and in connection with their student status.~~

~~B. Complaints against Third Parties Not Affiliated with the University~~

~~The University does not tolerate Prohibited Conduct by third parties when the third party has been brought into contact with members of the University community through a University program or activity. While individuals who are not students or employees of the University are not subject to discipline under the University's internal process, the University will provide a prompt and equitable response that is consistent with this Policy and the law. For example, the University may refer the matter to local law enforcement or may deny the third party access to University's buildings or grounds.~~

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~~C. Implementation~~

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The President shall develop rules and procedures that govern the investigation and adjudication of reports received under this Policy. The procedures for investigating and resolving reports under this Policy can be found on the University's website.

**XV. Allegations of Prohibited Conduct against Third Parties Not Affiliated with the University**

The University does not tolerate Prohibited Conduct by third parties when the third party has been brought into contact with members of the University community through a University program or activity. While individuals who are not students or employees of the University are not subject to discipline under the University's internal process, the University will provide a prompt and equitable response that is consistent with this Policy and the law. For example, the University may refer the matter to local law enforcement or may deny the third party access to University's buildings or grounds.

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**Finance and Facilities Committee**  
**Earl S. Richardson Library – Room 120C**  
**Tuesday, August 6, 2019**  
**9 a.m. – 12 p.m.**

- |    |                                |                       |
|----|--------------------------------|-----------------------|
| A. | Remarks by the Chair .....     | Dr. Shirley M. Malcom |
| 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. Willie May          |
| • | Division of Institutional Advancement Update .....                 | Ms. Donna Howard        |
| • | Division of Enrollment Management and Student Success Update ..... | Dr. Kara Turner         |
| • | Update on Online Programs Outsourcing .....                        | Dr. Maurice Taylor      |
| • | Update on Food Service RFP .....                                   | Mr. Sidney Evans        |
| • | Budget Updates   |                         |
| ○ | FY 2019 Operating Closing Summary .....                            | Handout                 |
| ○ | FY 2020 Operating Budget Overview .....                            | Handout                 |
| ○ | FY 2021 Preliminary Operating Budget .....                         | Handout                 |
| ○ | FY 2021 Capital Budget Request Update .....                        | Ms. McCalla/Mrs. Wilder |

**ITEMS FOR ACTION**

- |   |  |                         |
|---|--|-------------------------|
| • | Finance and Facilities Committee Minutes of May 7, 2019 .....                  | Chairwoman Malcom       |
| • | Gender and Sexual-Based Harassment and Violence Policy .....                   | Dr. David Wilson, et al |
| • | Adjustment to Non-Exempt Salary Structure .....                                | Mr. Sidney Evans        |
| • | Amended Definition of Confidential Employee for Collective Bargaining Purposes | Mr. Sidney Evans        |
| • | MEDCO Housing Agreement .....  | Mr. Sidney Evans        |



# **ITEMS FOR INFORMATION**



# CAPITAL PROJECTS UPDATE

May – July 2019

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

## A. PRELUDE

This summer’s concentration and challenge has been in preparing the residential buildings for the students fall semester return.

### Residence Life/Physical Plant Summer Work

Much time has been spent working with Residence Life staff and projects in readying the rooms for fall occupancy. The majority of the staff has been fixing plumbing issues, replacing AC units, cleaning rooms, painting – to name a few projects. Much of the Physical Plant and Residence Life maintenance and housekeeping staff have been working six to seven days per week and late in the evenings on various projects. They have made tremendous progress. In addition to the CAP FIN money, the University has spent (or is in process of spending) in excess of \$2,243,000.

|   |                    |
|---|--------------------|
| HBCU CAP FIN Loan (related to residence life projects (see project list at end of document) | \$2,115,000        |
| University Expenditures:  |                    |
| Painting, ceiling repairs toilet partitions   | \$ 400,000         |
| Preventative maintenance, plumbing repairs, pipe insulation                                 | \$ 230,000         |
| Repair/replace HVAC (heating ventilation, air conditioning units                            | \$ 625,000         |
| Exhaust fans, plumbing repairs, hot water heater replacement                                | \$ 105,000         |
| Replace mini blinds   | \$ 30,000          |
| Replace restroom cabinets/vanities Harper Tubman/Baldwin/Cumming                            | \$ 250,000         |
| Supplemental temp cleaning services   | \$ 248,000         |
| Public space furniture replacement  | \$ 250,000         |
| Air monitoring/testing, mold removal and clean up   | \$ 30,000          |
| Fire, life safety – replace/repair smoke detectors, fire extinguishers/cabinets             | \$ 15,000          |
| Overtime  | \$ 60,000          |
| <b>TOTAL EXPENDITURES (actual/estimated):</b>   | <b>\$4,358,000</b> |

**I would like to publicly thank the Physical Plant and Residence Life staff for all of their hard work in getting these spaces ready for the fall semester. They continue to work tirelessly to ensure a positive student experience.**

**HBCU CAP FIN Loan:** The CAP FIN expenditures, to date, total \$4.8 million out of \$7.8 million for deferred maintenance. This includes costs for non-related residence life projects.

**Physical Plant (“PPD”):** Residence Life maintenance and repair work continues and has been the concentration of work, in addition to the added deferred maintenance projects funded through CAP FIN loan money and any emergency projects that arose. This is the first summer with the complete involvement of the Physical Plant in making repairs and readying rooms for the fall semester.

**Planning:** We are appreciative to the funding received by the State for our capital projects. Our capital budget was submitted to the State and our budget meetings with the Department and Budget Management (DBM) start at the end of July to present/discuss our five-year capital budget request. We continue to plan-out our future projects (beyond the next five years).

We remain grateful for the HBCU CAP FIN loan money and for the newly appropriated state of Maryland funding for deferred maintenance projects (both capital and operational).

**Design and Construction Management:** Tyler Hall continues to take shape. Work is concentrating on the interiors and the sitework.

Chemical and lab clean up continues, along with the continuation of the development of safety protocols for labs and other areas.

**Interns:** We have two interns working with DCM for the 2019-2020 school year. Both students are from the Construction Management program. We welcome them as a part of our team.

**MBE Goals for Capital Projects:** We continually monitor the contractors' MBE payments. As of June 2019, many of our in-progress projects are exceeding the University MBE goal of 30% with an average of 32.56%. Out of \$197.5 million paid out in contracts, payments to date to MBEs equates to \$64.3 million.

## **B. PLANNING**

### **NEW HEALTH & HUMAN SERVICES BUILDING**

We received approval of the Part II Program, which means the design effort can commence.

### **CAPITAL BUDGET**

The FY 2021-2025 Capital Budget Request was submitted to DBM. Our FY 2021 Capital Budget Request totals \$25,233,000 and the five-year request totals \$467,020,000.

### **NEW SCIENCE BUILDING**

DBM submitted additional comments on our program requesting that we reduce the square footage of the building, affecting several areas. We have evaluated the reductions with the Sciences, determined the impact and developed a position paper with our concurrences, objections and counterproposals. We will be meeting with DBM in September to discuss and refine the project.

The programming for the Part II document was initiated; it begins to define each space for the design team.

### **CARTER GRANT WILSON RENOVATION**

The Part I Program was initiated. It is the justification for the project that is required by DBM.

### **WASHINGTON SERVICE CENTER**

The building condition survey for the Washington Service Center was received. The findings will be used to help define the demolition program.

### **THURGOOD MARSHALL APARTMENTS**

Documentation was submitted to the Clearinghouse to review in preparation for the demolition of the apartments.

## **C. PHYSICAL PLANT**

Most of the summer has been spent working on resolving issues at the various residence halls in order to ready them for the start of the fall semester. This work required close coordination with the Residence Life staff and includes but is not limited to: replacing over 400 heating/air conditioning units, building exhaust fans, painting, wall/ceiling repairs, ceiling replacements, fixing plumbing issues, replacing the boiler at Harper Tubman, window treatment replacement, elevator upgrades, restroom repairs in various residence buildings, and many more

projects. This work was also challenged by the near constant use of the buildings/rooms throughout the summer for various summer programs.

In addition to the Residence Life work, the Physical Plant also attended to the campus resolving the many cooling issues experienced campus-wide. The Department also installed a high-speed overhead door for the Student Center loading dock.

To date, \$4.8 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 for student housing since student housing projects are not funded by the State. CAP FIN projects include:

- **Harper Tubman** – roof replacement, boiler and elevator upgrades, and boiler replacement were completed.
- **Cummings** – roof replacement was completed.
- **Portage Avenue** – roof replacement was completed, and elevator upgrades are in progress.
- **Dixon Lab** – greenhouse work, fume hood repairs, sprinkler upgrades, pipe re-insulation, and cooling tower replacement work continues. It is anticipated to be completed by late summer.
- **Rawlings** – complete
- **Montebello and Student Housing** – work replacing PTAC units (heating/air conditioning units) in various spaces continues.
- **ADA** – inspections and door opener repairs continue.
- **Various Spaces** – painted classrooms/offices around campus.
- **Murphy Fine Arts** (Turpin Lamb theater) – new lighting control system in progress.
- **Murphy** – chiller replaced.
- **McMehen** – cooling tower replaced.

Please see Section H for energy graphs and project photos.

## 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 site of the old Soper Library.

Work is moving along well. Major systems (mechanical, electrical and plumbing) and equipment are in place and are being hooked up; drywall is being installed; elevators have been approved for construction use; and all stairs are operational. The building should be water-tight by mid-August. Substantial completion is still on schedule, and move-in planning meetings were initiated in June.

The Physical Plant – particularly the plumbing, electrical and mechanical sections – continue to regularly walk through the building to become familiar with the systems.

The construction manager/trades have hired 31 people from the local communities to work on the project (their goal was 19).

### **SSB (Student Services Building)**

|                          | <b>Appropriation</b> | <b>Obligations</b> | <b>Balance</b> |
|--------------------------|----------------------|--------------------|----------------|
| <b>Design</b>            | 7,257,000            | 7,279,826          | -22,826        |
| <b>Construction</b>      | 69,107,000           | 68,633,127         | 473,873        |
| <b>Capital Equipment</b> | 6,910,000            |                    | 6,910,000      |

## Operating Capital

|              |                     |                     |                    |
|--------------|---------------------|---------------------|--------------------|
| <b>Total</b> | <b>\$83,274,000</b> | <b>\$75,912,953</b> | <b>\$7,361,047</b> |
|--------------|---------------------|---------------------|--------------------|

Architect: GWWO/Teeple Architects  
Construction Manager: Barton Malow/JLN  
LEED Commissioning: Setty & Associates International, PLLC

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

**SPENCER CHILLERS:** The systems are being commissioned, after which substantial completion should be achieved. The contractor is working on owner-requested changes. Work completion is anticipated by the end of 2019. This will be the last report for this project.

#### Campus Wide Utilities Phase IV (CWU P4):

|                   | Appropriation       | Obligations         | Balance            |
|-------------------|---------------------|---------------------|--------------------|
| Design            | 755,000             | 1,109,497           | -354,497           |
| Construction      | 10,628,258          | 9,200,103           | 1,428,155          |
| Capital Equipment |                     |                     | 0                  |
| <b>Total</b>      | <b>\$11,383,258</b> | <b>\$10,309,600</b> | <b>\$1,073,658</b> |

Design: Chillers / Steam: Kibart Engineers  
Construction Manager: Barton Malow

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

All demolition drawings (100%) are due by the end of August. ROTC will temporarily move to McMechen (levels 1-3) and Motor Pool will relocate to Portage Avenue. These spaces are being prepared as a part of the project.

Penza Baily: Demolition Design - \$433,645

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

The selection of the design team is in process, with interviews in July and negotiations with the selected firm in August.

### NEW SCIENCE COMPLEX PROJECT

Information is being collected from various science departments (chemistry and biology) for the Part II Program. The Phase II component defines each space in detail.

### JENKINS HALL (WEST CAMPUS)

The Vivarium work is nearing completion. This will be the last report for Jenkins Hall West Campus.

### DEFERRED MAINTENANCE

The list of deferred maintenance project for FY 20 and FY 21 were submitted to DBM. The FY 20 submission was submitted to the budget committees for approval as required by the legislative session. In addition to the FY 20 and FY 21 submissions, both parties were provided with a running list of deferred maintenance projects at MSU. The FY 20 and FY 21 list of projects can be found at the end of this report. The budget committees review is anticipated to be complete by mid-August. In the meantime, we are moving forward with preparing the bid documents for various projects. Projects are subject to change as the urgency of the projects change.

## **CAPITAL BUDGET (FY 2021 – 2025)**

The Capital Budget Request for FY 2021-2025 was submitted to DBM. Our budget meetings with DBM will be held in late July. The renovation of Carter Grant Wilson was added to the list of projects for FY 24. This work essentially entails gutting the building, bringing it up to code, and providing space for its new occupants (Graduate Studies and the Institute of Urban Studies). Demolition of Jenkins (Academic Quad) was also added to the list for FY 24.

## **E. MISCELLANEOUS PROJECTS**

### **HBCU CAP FIN LOAN PROJECTS**

To date, \$4.8 million of deferred work has been completed out of the \$7.8 million. Major work includes: roof replacement of the dorms, replacing air conditioning/heating units in dorms, new lighting control system for Turpin Lamb theater in Murphy, Dixon lab renovations, needed cooling tower for McMechen, renovated elevator and a new roof for Portage Avenue, and a new chiller for Murphy.

### **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. Work finally started in July as the funding was secured.

### **ATHLETICS: HUGHES STADIUM TRACK AND FIELD REPLACEMENT**

The project is moving along on schedule. The field is currently being installed to be followed by the track. It should be substantially complete by the time of the Board meeting with the track well underway.

### **NORTHWOOD POLICE (PUBLIC SAFETY)**

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

### **NORTHWOOD SHOPPING CENTER**

The developer is continuing to negotiate with a grocery store, they are feeling confident. Once the grocery store is signed, they will be 80% preleased. They are working with a major bank for financing. Once signed with the bank, they expect to start work (demolition fall of 2019) and anticipate opening in 2021.

### **WORK ORDER SYSTEM**

The money has been secured and DCM is moving forward with purchase/installation of the software. It should be installed by September. It is an "all" encompassing program and will take time to "fully" implement. The first areas will be the work order systems. We are all looking forward to this system.

### **STORM WATER MS4 PERMIT**

Faculty and students were engaged to do the research required and are performing well. This work is moving along, and we plan to meet the submission deadline to the State of Maryland Department of the Environment this fall.

### **PROPERTY**

We are working with the City of Baltimore to gain a right of entry permit to the Lake Clifton High School property, and are working to obtain the property from the City in early 2020. The property is 45 acres adjacent to Lake Clifton Park (a block off of Harford Road) and is less than two miles from campus.

We have advised the City of Baltimore that we would like to renew our lease for Lot Y (the large lot behind Murphy Fine Arts). We have two five-year options remaining on the lease.

No time frame has been secured for the Lois T. Murray School acquisition.

## **F. FIRE LIFE SAFETY**

The radioactive chemicals have been properly “boxed” and secured by the federal government. The federal site has been identified and the chemicals are anticipated to be moved by the end of August. Approximately 40% of the old chemicals have been removed from Spencer Hall. This project is ongoing.

Safety programs continue to be developed for labs and other areas such as workplace safety. The plan is to begin to rollout programs later this year, and to continue to build other safety programs and roll them out as they become available.

Air monitoring/mold sampling of buildings continues throughout campus as required. When a presence is evident, it is dealt with accordingly.

Staff has “inspected” the various safety areas (fire extinguishers, smoke detectors, etc.) in all residential buildings. Systems requiring replacement/repair are in process as the buildings are being readied for the fall semester.

## **G. POST - CONSTRUCTION AND EXISTING BUILDING RENOVATIONS**

**HUB:** No change on this item.

## **H. ATTACHMENTS**

1. Project Photos

# STUDENT SERVICES BUILDING



**MORGAN STATE UNIVERSITY**  
STUDENT SERVICES BUILDING ARCHITECTURE 2017

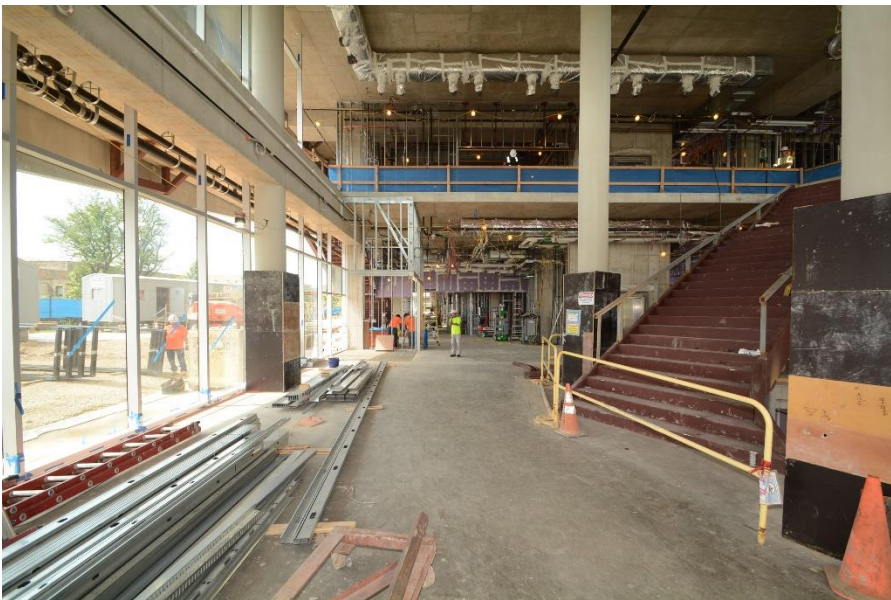
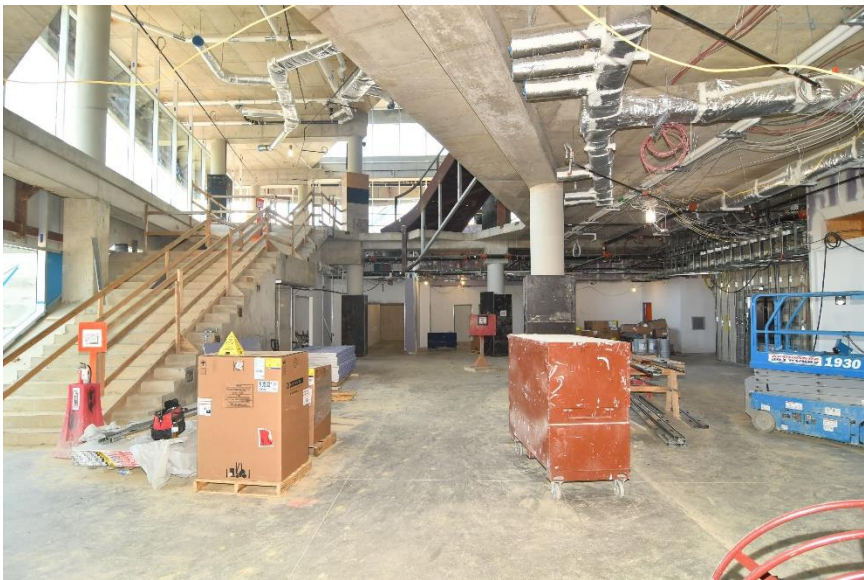
View From Northwest Corner



Morgan State University - Student Services Building  
Exterior Progression - Exterior - July 15, 2019 - Photo 2/21



1<sup>st</sup> level lobby looking up to the 2<sup>nd</sup> level lobby



2<sup>nd</sup> level lobby at stairs to 3<sup>rd</sup> level



HUGHES STADIUM TRACK AND FIELD REPLACEMENT

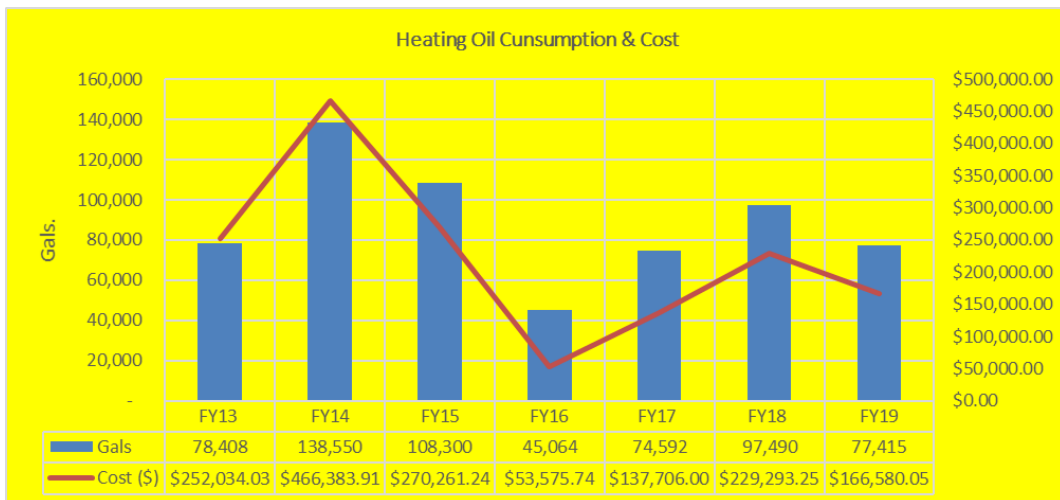
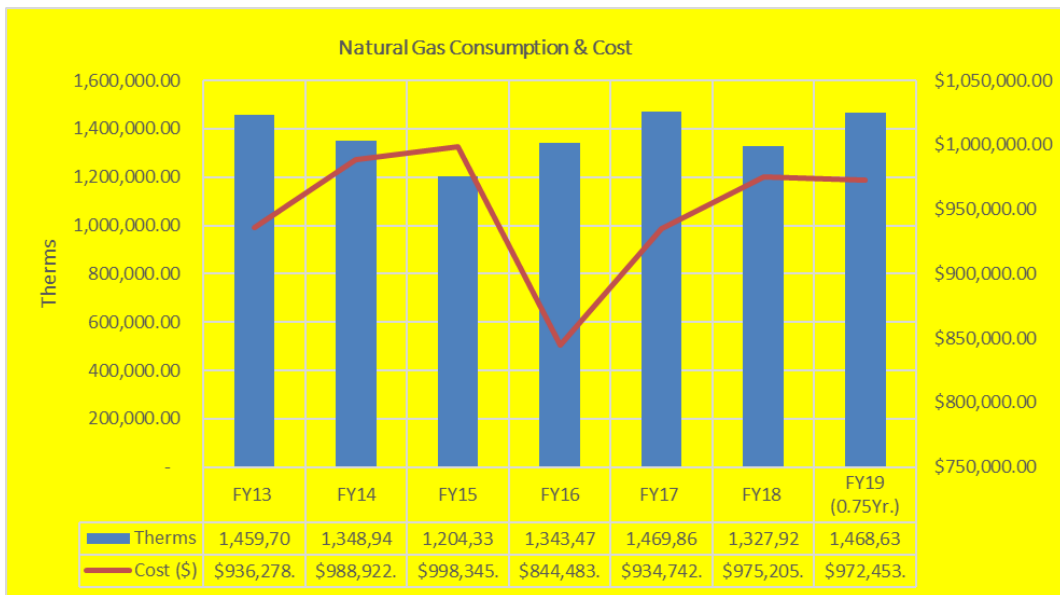
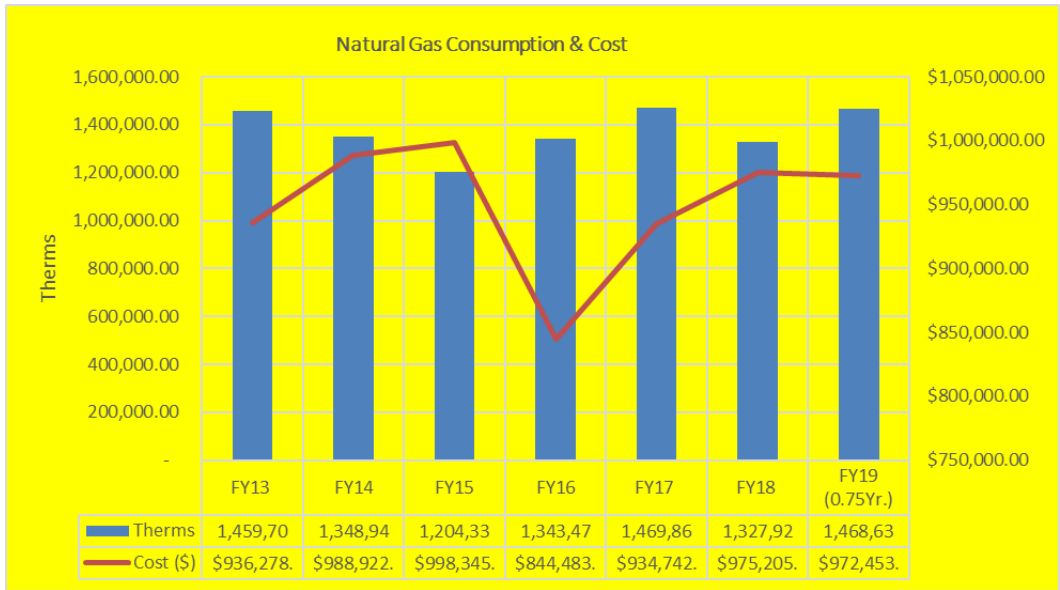


# PUBLIC SAFETY AT NORTHWOOD

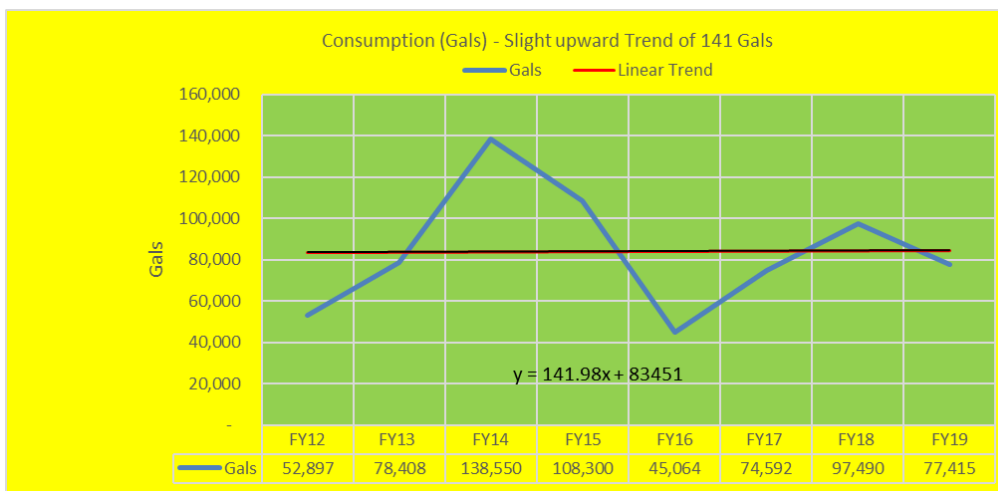
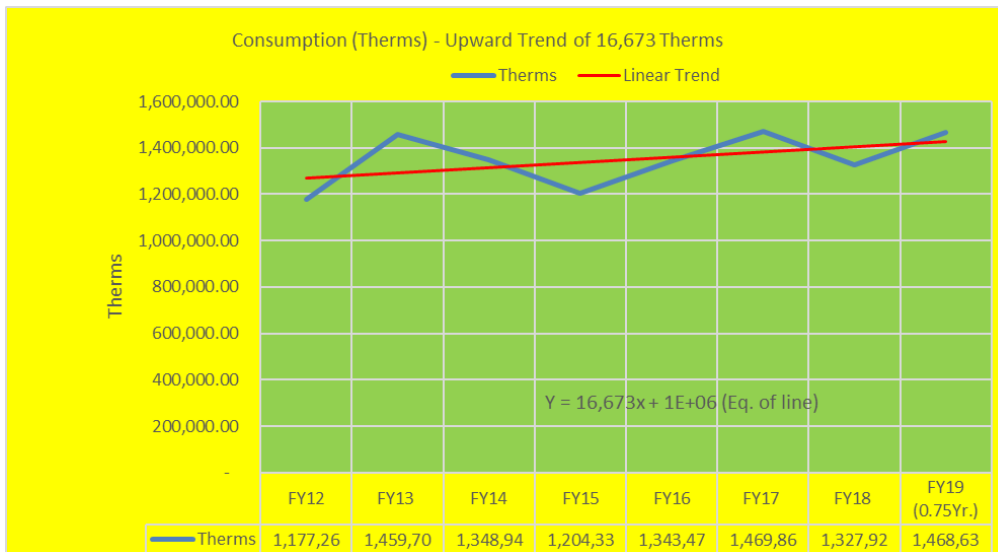
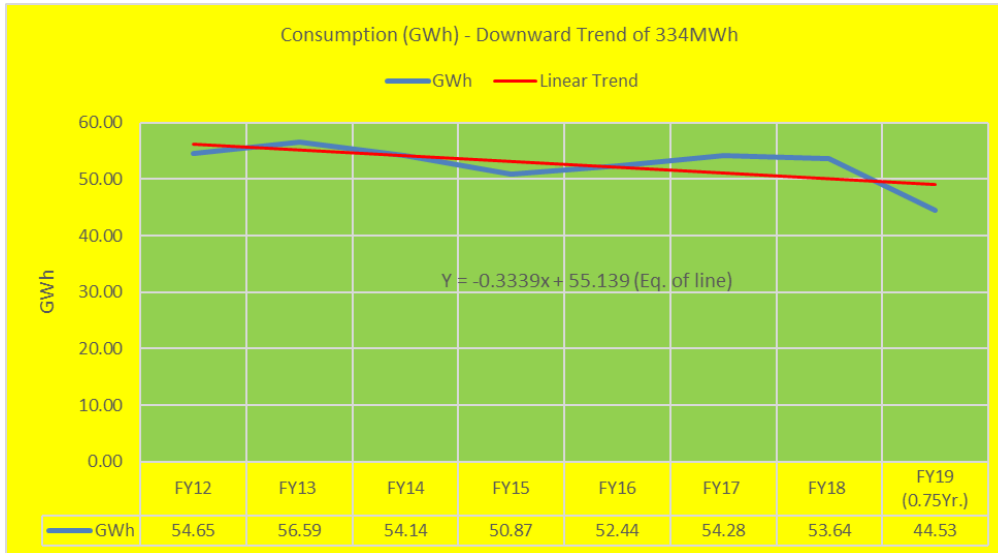


## PHYSICAL PLANT PROJECTS

### Energy Consumption/Costs



## Trends: Electric, Gas, Heating Oil



**PHYSICAL PLANT PROJECTS**



Dixon – New Cooling Tower

Holmes Hall – Water Proofing



Baldwin - Roof Replacement

Harper Tubman – Roof Replacement



**DEFERRED MAINTENANCE PROJECTS  
SUBMITTED TO THE STATE**

|   |                     |
|---|---------------------|
| <b>FY 2020 PROJECTS</b>   | <b>\$10,000,000</b> |
| • 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>   |
| <b>TOTAL</b>  | <b>\$11,850,000</b> |

|  |                     |
|--|---------------------|
| <b>FY2021 PROJECTS</b>   | <b>\$10,000,000</b> |
| • 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>    |
| <b>TOTAL</b>   | <b>\$12,450,000</b> |

**CAP FIN HBCU  
DEFERRED MAINTENANCE PROJECTS**

|  |                    |
|--|--------------------|
|  | <b>\$7,850,000</b> |
| • Dixon Lab Renovations  | \$3,107,275        |
| • Roof Replacements<br>(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 – August 6, 2019  
Reporting Period: July 1, 2018 – June 30, 2019**

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





## Contents

|   |    |
|---|----|
| I. INTRODUCTION .....   | 2  |
| II. BUSINESS DEVELOPMENT .....                                  | 3  |
| II. OFFICE of SPONSORED PROGRAM & RESEARCH ADMINISTRATION ..... | 5  |
| III. TECHNOLOGY TRANSFER & ECONOMIC DEVELOPMENT .....           | 6  |
| IV. RESEARCH INNOVATION & ADVOCACY .....                        | 7  |
| V. D-RED RESEARCH PROGRAM HIGHLIGHTS.....                       | 8  |
| PEARL Program Summary .....                                     | 8  |
| GESTAR Program Summary .....                                    | 9  |
| ASCEND Program Summary .....                                    | 10 |
| CAP Center Program Summary .....                                | 11 |
| Industrial Hemp Program Summary.....                            | 11 |
| Base 11 Rocketry Challenge Program Summary .....                | 14 |

## I. INTRODUCTION

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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:

- 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
- Commercialization of Faculty Generated Intellectual Property and Community Engagement

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

- Immediate Goal A sustainable \$50 million in Sponsored Research
- Increased Faculty and Student Research
- 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.

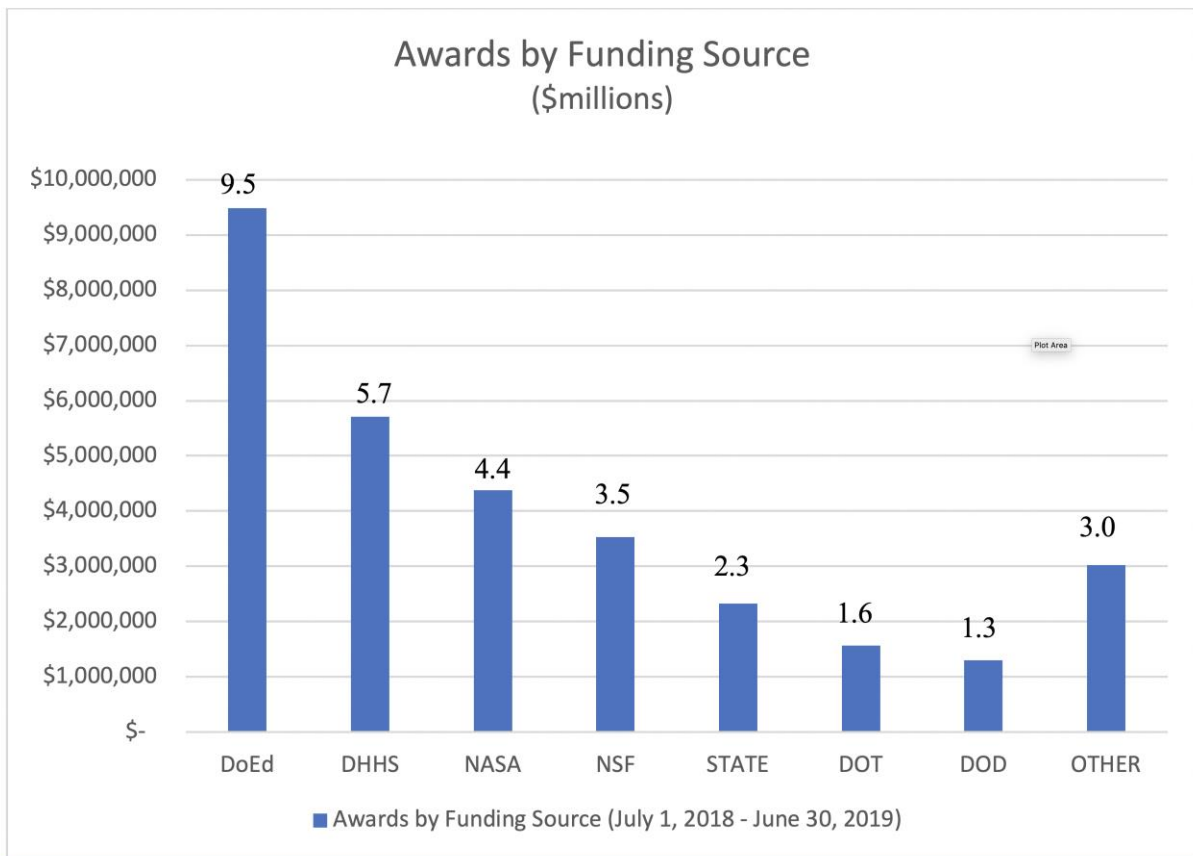
## II. BUSINESS DEVELOPMENT

### Grant & Contract Awards

For fiscal year 2019 (July 1, 2018 – June 30, 2019), MSU received **\$31.3M** to support Sponsored Research. The amount received for fiscal years 17 and 18 was **\$31.2M** and **\$34M** respectively.

### Awards Received by Sponsor/Agency

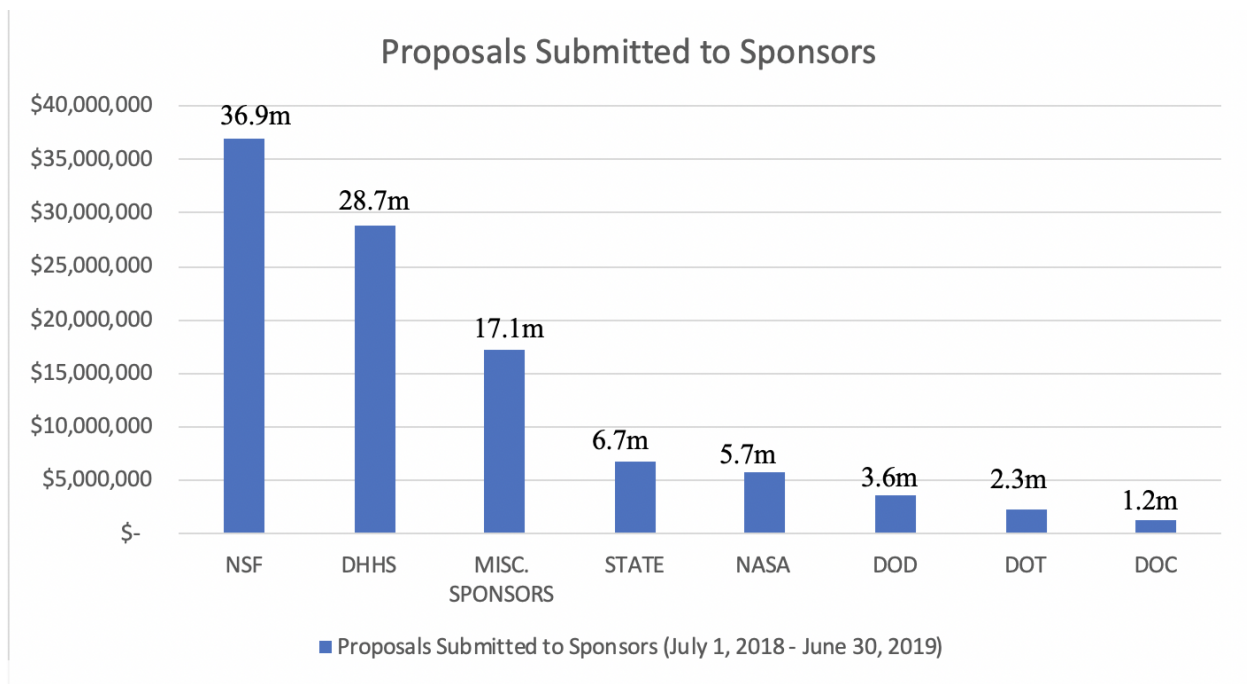
|  | #          | (\$)<br>Awarded     |
|--|------------|---------------------|
| DoEd - Department of Education                       | 7          | 9,485,137           |
| DHHS - Department of Health and Human Services       | 7          | 5,714,380           |
| NASA – National Aeronautics & Space Administration   | 15         | 4,375,028           |
| NSF – National Science Foundation                    | 17         | 3,528,902           |
| State of Maryland                                    | 31         | 2,327,441           |
| SubAwards from various sources                       | 28         | 2,575,126           |
| DoT - Department of Transportation                   | 5          | 1,573,100           |
| DoD - Department of Defense                          | 11         | 1,307,103           |
| NIST – National Institute of Sciences & Technologies | 1          | 218,488             |
| NSA – National Security Agency                       | 1          | 75,196              |
| DoJ – Department of Justice                          | 1          | 64,145              |
| USDA – U.S. Department of Agriculture                | 2          | 46,250              |
| DoI – Department of Interior                         | 1          | 40,000              |
| <b>Total</b>   | <b>127</b> | <b>\$31,330,296</b> |



## Proposals Submitted by Operating Unit

|              |  | # Proposals | (\$ ) Requested      |
|--------------|--|-------------|----------------------|
| CLA          | College of Liberal Arts                              | 4           | 393,006              |
| D-AOE        | Division of Academic Outreach & Engagement           | 1           | 180,000              |
| D-RED        | Division of Research & Economic Development          | 26          | 16,992,063           |
| SAP          | School of Architecture & Planning                    | 3           | 1,280,000            |
| SOBM         | School of Business & Management                      | 2           | 49,060               |
| SCHP         | School of Public Health & Policy                     | 14          | 8,163,608            |
| SCMNS        | School of Computer, Mathematical, & Natural Sciences | 35          | 41,235,580           |
| SEUS         | School of Education & Urban Studies                  | 9           | 2,263,937            |
| SOE          | School of Engineering                                | 30          | 30,510,654           |
| SOGS         | School of Graduate Studies                           | 2           | 126,090              |
| SOSW         | School of Social Work                                | 3           | 1,500,810            |
| <b>Total</b> |  | <b>129</b>  | <b>\$102,694,808</b> |

## Proposals Submitted to Sponsor/Agency



**Over 87% of our Sponsored Research Funding comes from the U.S. Federal Government.**

## Restricted Funds Accounting Report

**EXPENDITURES:** Morgan State University accrued \$ **27,245,988** in expenditures for external grants, contracts and cooperative agreements in FY2019

| Agency                       | YTD Activity        |
|------------------------------|---------------------|
| Department of Defense        | \$722,198           |
| Department of Transportation | \$1,427,814         |
| Homeland Security            | \$391,300           |
| NASA*                        | \$ 3,679,836        |
| National Science Foundation  | \$1,363,076         |
| Health and Human Services    | \$5,365,145         |
| Other Federal Sponsors       | \$2,433,680         |
| National Security Agency     | \$68,807            |
| Department of Education      | \$9,741,599         |
| State Local and Private      | \$2,052,530         |
| <b>Grand Total</b>           | <b>\$27,245,988</b> |

\*\$2.9M from GESTAR

## II. 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 sponsored 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, 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

During FY19, OSPR processed **151 proposals, contracts and awards** worth \$102.7M from 14 Morgan State University Operating Units. Morgan received **\$31.3M** in Awards, Sub Awards, Contracts and Grants from those efforts. It should be noted that a portion of this year’s income is from proposals submitted in prior years. **Thirty-three proposals (\$17,141,379)** were declined, but **96 proposals (\$81,446,810)** are pending final decision.

We are poised for a very rewarding FY20. We have already been recommended for ~\$7M/year for next five years from two NIH grants, have 4-years left on a \$1M/per year IDIQ from NIST for professional and technical services, and will be receiving portions of \$1.6M grant that we won from Base11 (see page 14) to support our Rocketry Program.

---

In FY 2019 OSPR conducted several training sessions with faculty to streamline and improve our internal processes for research grant administration.

- **Post Award Briefings** – Discussions with the faculty regarding the terms and conditions of their awards/grants, including dos and don'ts, to facilitate improved stewardship of sponsored research funds
- **Workspace for Federal Grants Proposal Preparation** – Training for Research Faculty regarding proper use of the Grants.gov portal
- **Post Award Accounting and Compliance Workshop** – Training regarding best practices for post award accounting and compliance within the University of Maryland System.
- **Ethical Conduct for Research** – Training regarding best practices for the ethical conduct of academic research
- **Effort Reporting Certification** – Guidelines for time and effort reporting on Federal awards/grants

### III. TECHNOLOGY TRANSFER & ECONOMIC DEVELOPMENT

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#### 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 Output Metric Update

The FY 2019, innovation performance metrics (numerical and comparative metrics/R&D expenditures) are provided in the table below. Innovation Outputs (Intellectual Property (IP) Disclosures and New U.S. Patent Applications), are at an all-time high, eclipsing FY 2018 metrics.

Based on the Association of University Technology Managers' (AUTM) most recent data, a comparative metric analysis shows Morgan receives new IP Disclosures and files new U.S. patent applications at high output rates per R&D expenditures (input). Morgan's rate of innovation output/input is approximately 4 times that of national averages for research universities, and over 5 times that of the average of the State's research universities. Innovation Outcome performance metrics also compare favorably and are expected to increase as innovations mature and move through the commercialization pipeline.

## MSU Office of Technology Transfer: FY 2019 Final Metrics - June 30, 2019

### AUTM Metric Data for U.S. Research Universities

| Morgan Metrics |                                    | Numerical Metric Data |
|----------------|------------------------------------|-----------------------|
| Output         | Intellectual Property Disclosures  | 25                    |
| Output         | New U.S. Patent Applications Filed | 15                    |
| Outcome        | Issued U.S. Patents                | 2                     |
| Outcome        | Total Options & License Agreements | 2                     |
| Outcome        | New Start-up Companies Formed      | 2                     |

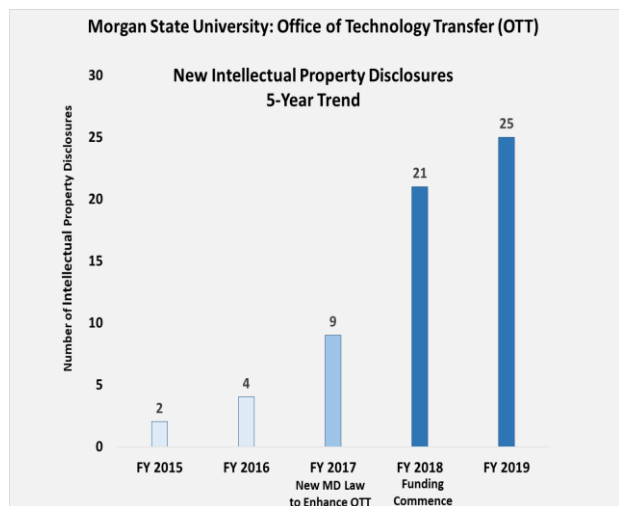
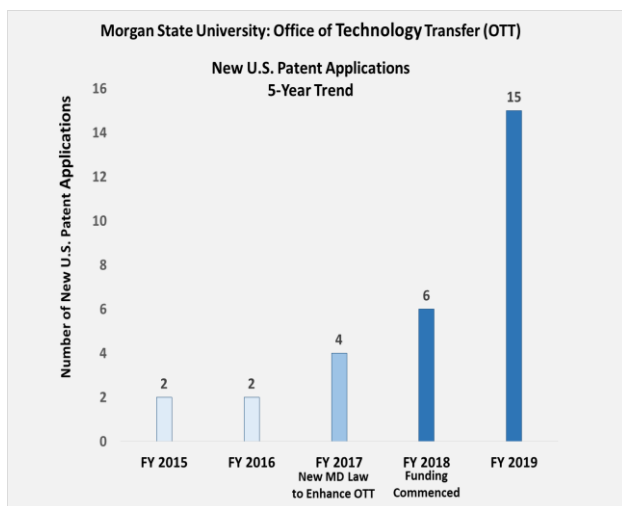
| Comparative Metrics | Outputs & Outcomes/\$10 Million R&D Expenditures |                               |                           |
|---------------------|--|-------------------------------|---------------------------|
|                     | Morgan <sup>(1)</sup>                            | U.S. Average <sup>(2,3)</sup> | MD Average <sup>(3)</sup> |
|                     | 15.4   | 3.7                           | 2.8                       |
|                     | 9.2  | 2.1                           | 1.0                       |
|                     | 1.2  | 1.1                           | 0.6                       |
|                     | 1.2  | 1.4                           | 0.5                       |
|                     | 1.2  | 0.2                           | 0.1                       |

(1) Based on \$16,268,900 in Morgan FY 2018 R&D Expenditures. R&D Expenditures are as defined by AUTM. Numbers rounded to one decimal place

(2) Association of University Technology Managers (AUTM) most recent data: 162 U.S. Research Universities. Metrics guidance: AUTM Metrics Committee

(3) Data calculated using most recent AUTM Statistics for U.S. and Maryland Research Universities/R&D Expenditures; Rounded to one decimal place.

Innovation Output metrics for new IP Disclosures and new U.S. Patent Applications have jumped since State funding was provided in FY2018. OTT projects this trend to continue in FY 2020.



## IV. RESEARCH INNOVATION & ADVOCACY

### Overview

The Office Research Innovation and Advocacy's (AVPRIA) 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. The State has mandated that each of its Department's provide at least 5% of its Interagency Agreement Funding (\$\$\$) to HBCUs within Maryland. We are already seeing signs that our outreach to the Maryland Medical Cannabis Commission (MMCC) and Maryland Department of Health's Behavioral Health Administration (BHA) will result in new partnerships.

To date, Morgan D-RED has been awarded an \$800K contract from MMCC for evaluating applications for licenses for cannabis growers and processor. Additionally, the Maryland Department of Health has awarded the School of Social Work ~ \$1.2 M for pediatric psychiatric counseling services in Baltimore City. The School of Social Work and the Department of Psychology recently responded to an RFP from the State and is awaiting a response.

As we enter FY20, we will continue our general advocacy efforts. But there is still a lot left on the Interagency Agreement table and we will continue to engage with faculty across the University to maximize our involvement in mining this very fertile field.

## 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. PEARL embraces a 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:** Continued development of oyster lines with beneficial characteristics. PEARL has now developed lines of striped-shell oysters and low-salinity tolerant oysters. Support of MSU Office of Technology Transfer (OTT) has provided key personnel and equipment support to develop and improve these lines.
- **Environmental Economics:** Continued growth of this program, necessitating hire of PEARL Research Associate to support research projects funded by Maryland Department of Natural Resources (MD DNR) and Maryland Port Administration (MPA). Completion of federally funded socio-economics project on oyster reef restoration has received positive press attention.
- **Biological Monitoring:** Continuing with multiple long-running projects at the PEARL. These include a blue crab survey (in 51<sup>st</sup> year), oyster sampling project (in 45<sup>th</sup> year), and plankton monitoring and identification (in 35<sup>th</sup> year). This year, PEARL will achieve a milestone and host its 100<sup>th</sup> Summer intern!

#### Education Highlights

- **2019 Summer Internships:** The 2019 summer internship program (beginning June 3rd, 2019) supported 9 interns through a mixture of internal and external funding sources. Four of the nine are enrolled at Morgan (most ever) and this year PEARL is hosting its 100th intern (since the program began in 2005).
- **Morgan ASCEND Students:** Three students from the Morgan ASCEND program provided critical support for PEARL oyster genetics research during a two-week on-site program in May 2019. ASCEND is a Student-Centered Entrepreneurship Development Training Model to Increase Diversity in the Biomedical Research Workforce.
- **K-College Experiential Learning Field Trips:** PEARL provided field-based environmental learning experiences for 320 students over the course of 10 school visits.



## Public Service Outreach Highlights

- **Committee/Commission Service:** PEARL staff serve on high-profile scientific, policy, and management committees, including the Chesapeake Bay Program's Scientific and Technical Advisory Committee, the State of Maryland Patuxent River Commission, and Governor Larry Hogan's Maryland Outdoor Recreation Economics Commission.



## GESTAR Program Summary

### Overview

Morgan State University is a partner in the **Goddard Earth Sciences Technology and Research (GESTAR) Program** through a Cooperative Agreement with the **University Space Research Association (USRA)** to provide scientists and engineers, primarily in Earth System Sciences, to NASA. The GESTAR Cooperative Agreement finishes its eight year on May 10, 2019. The current value of the second five-year agreement for GESTAR MSU is \$20.8M. The program continues to receive top marks from NASA for research. This year, we are continuing to pursue increased involvement of Morgan students and faculty in the research being conducted by our twenty-one GESTAR MSU scientists at NASA Goddard. The program completed its eighth year of performance on May 10, 2019.

### Program Updates

GESTAR MSU researchers made a strong showing in the most recent round of NASA's Precipitation Measurement Mission funding. Making up just 3% percent of the proposers, they won 10% of the 40 awards made and 7% of the \$15.3 funding pool with just over \$1M in awards. This brings the current number of grants held by GESTAR MSU scientists to 15 in addition to their 24 active GESTAR tasks. The grants represent a total value of \$3.5M. In June, Drs. Xiaowen Li (GESTAR MSU) and Monir Sharker (Computer Science) began work with undergrad intern Geoff Desir under their NSF grant. He will be analyzing cloud-model simulated variables in the atmosphere including wind, temperature and moisture using NASA models and data.

### Publications

Most of the GESTAR MSU researchers are atmospheric scientists studying NASA data or working to improve NASA's atmospheric models. The results of their work are disseminated in publications and presentations. This quarter our researchers had three publications, presented at four conference and Dr. Dong Min Lee was an invited speaker at the University of Washington's summer modeling workshop.

### Future Plans

The GESTAR MSU program office team has been restructured to improve support for GESTAR MSU scientists and program operations and accountability. The team is updating internal processes and enhancing communications and relations with USRA counterparts and NASA sponsors.



ASCEND CENTER FOR BIOMEDICAL RESEARCH

## 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 is completing its fifth year and has been approved for an extension.

### Student Highlights

ASCEND provides underrepresented undergraduate students with the tools and access to opportunities to pursue graduate degrees and careers in biomedical research. ASCEND does so by providing an innovative, entrepreneurial training, which empowers the undergraduates to lead their own research projects. To increase Morgan State’s capacity to do research and train students in research, 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.

- **Student Research:** Over 250 students have so far become members of the ASCEND Student Research Center, many of whom are also ASCEND Scholars. The number of proposals submitted by the students are increasing substantially. Students are presenting their research in local and national meetings, such as the Annual Biomedical Research Conference for Minority Students (ABRCMS).



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

- **Student-Centered Pedagogy:** ASCEND’s interventions have resulted in substantially increased student-centered pedagogy at Morgan. From 2017 to 2019, over 100 MSU faculty and doctoral students participated in three Mobile Summer Institutes on Undergraduate Student Education. ASCEND has provided funds to redesign 18 courses to become more student-centered and research oriented. Furthermore, ASCEND has renovated multiple rooms in the Science Complex (Key Hall 155, G53, and G59; Spencer G3, G7, and G11; and Carnegie 154) to become hospitable for student-centered pedagogy.
- **Faculty Publications:** Thus far, over 40 peer-reviewed published articles have acknowledged ASCEND’s grant number.
- **Research Equipment:** ASCEND has purchased nearly \$2 million of research equipment for MSU faculty.
- **Faculty Research Grants:** In the Academic Year 2018 -2019, faculty at the School of Computer, Mathematical, and Natural Sciences submitted over \$65 of 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.

- **Evaluation and renewal:** ASCEND's activities are being continuously evaluated internally and externally. Thus far, qualitative and quantitative evaluation have shown substantial success. Quantitative evaluations show statistically significant higher sense of science identity, peer support, and research efficacy in students. External reviewers from the University of California, Los Angeles, visited Morgan's campus in 2018 and, after a careful review, offered laudatory remarks for the program. Similarly, NIH reviewers highly praised the interventions conducted through the first phase of ASCEND (2014-2019) and gave an excellent score (20) to the renewal application. ASCEND has been selected for a second round of funding (2019-2024), and the total amount of funding for the two phases will be about \$40 million.



## 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 involve 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 will be the primary technology research area for insight, solutions and commercialization. Broader thought leadership in the legal, policy, economic, social and psychological issues impacting the future of the Fourth Industrial Age will be part of the CAP Center's journey.

### Program Update

This Fall semester, three new faculty members will join the CAP research staff including Dr. Tanvir Arafin (PhD, University of Maryland, College Park, ECE), Dr. Kechiozo Wandji (ECE, PhD, George Washington University, ECE), and Dr. Monitreh Dabaghchian (PhD, George Mason University, COSC). Several new staff members have also recently joined the CAP center including Mr. Albert Sweets (Sr. Program Manager), Ms. Joyce Comegys (Executive Assistant), and Mr. Vinton Morris (IT Manager). The CAP Center has also garnered new industrial partnerships such as Palo Alto Networks (a leader in network firewall technology) Cybersecurity Academic Program. The physical location of the CAP center will be the 4th and 5th floors in McMechen Hall, where renovations are currently underway.

## 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. This vision was unveiled during a “Facilitating an Industrial Hemp Economy within the State of Maryland” organized by Morgan State University in collaboration with the University of Maryland’s Agriculture Extension Service and the Shimadzu Corporation.

### Facilitating an Industrial Hemp Program in the State of Maryland

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. The passage and signing into law of the 2018 Farm Bill creates a blueprint for expanded growth opportunity through the cultivation of hemp in the United States. This new legislation will set a new standard for marketing hemp-related agriculture and industry, currently estimated to be \$800 million. Therefore, a strong academic, research, and measurement services program that targets the hemp industry is both timely and serves to be responsive to a major need of the State of Maryland and the nation.

Over the past few generations, industrial hemp was once a dominant and common crop in the Americas and was used for many purposes. The Declaration of Independence, for example, was drafted on hemp paper. Stretching back almost two millennia, China, France, Spain, and even Russia were using hemp for clothing, paper, and medicine. The resiliency of the plant is well known. The plant grows in a variety of soil types and climates, is resistant to most pests, and grows very tightly spaced. Currently, hemp is, or can be, used for producing paper, textile, cordage, health foods, construction materials, biofuels, plastic composites and more.

This vision was unveiled during a “Facilitating an Industrial Hemp Economy within the State of Maryland” organized by Morgan State University in collaboration with the University of Maryland’s Agriculture Extension Service and the Shimadzu Corporation.

In order to grow a Hemp Crop in Maryland during the 2019 growing season, the Maryland Department of Agriculture requires collaboration with an institution of higher learning. Morgan has thirteen collaborating Growers for the 2019 season. Crops are being grown across the state and in greenhouse facilities. The research among the Growers and Morgan covers a broad spectrum ranging from purpose-for-grow (stalk, seed, CBD-oil etc.), plant genetics, fertilizer type etc.

We are also launching a laboratory-based research program under the leadership of Dr. Jiangnan Peng. Research will include investigations with the Growers to characterize the chemical compositions of their products during the course of the grow. He will also provide measurement services for Morgan’s Growers. This is extremely important because the composition changes during the course of the Grow and the concentration of delta-9 tetrahydrocannabinol (delta-9 thc) must be 0.3% or less by mass for the plant to be deemed Hemp and not Cannabis –and eligible to be



Industrial Hemp Farmers Meeting, July 20, 2019

harvested as part of this year's MD Hemp Pilot Program.

We will be collaborating with a few Growers and the Shimadzu Company to investigate correlations between the concentrations of delta-9 thc determined by liquid chromatography with UV detection to various signals within the infrared spectrum. If a sufficiently strong correlation can be established, Infrared might be used as a rapid semi-quantitative rapid method for estimating the delta-9 thc content of the plants during their growth cycle there at the farm site. Dr. Peng will also be investigating the biological activity of several cannabinoids whose biological properties have not been yet determined.

On Saturday July 20, 2019 we hosted a meeting with Morgan's Grower Partners.



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**Industrial Hemp Growers Meeting**

Saturday July 20, 2019

10:00am – 1:00pm

Room 113, Clarence M. Mitchell Engineering Building

Morgan State University

5200 Perring Parkway

Baltimore, MD 21251

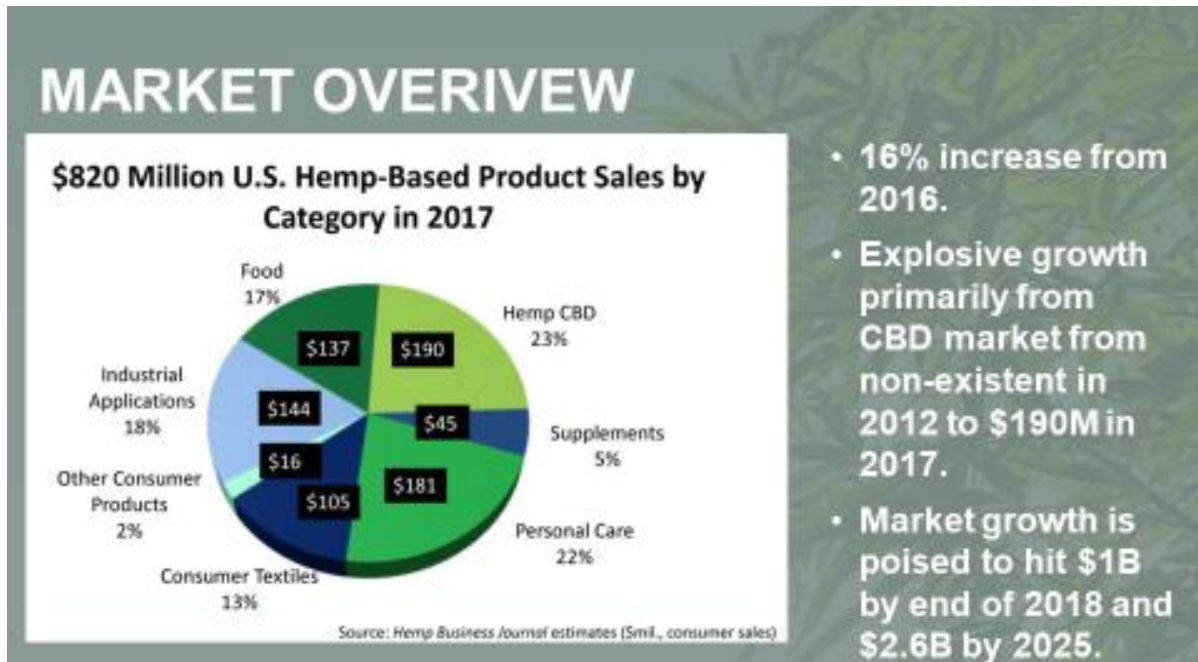
|   |   |
|---|---|
| <b>Welcome &amp; Introductions</b>  | Willie E. May,                                |
| <b>MD State Program Update</b>  | Rick Boldissar                                |
| <b>Analysis procedure(s) used by IS-accredited Labs to determine THC Content</b>  | Barry F. Pritchard<br>SunX Analytical,<br>LLC |
| <b>3-5 Min. Program Description from each Grower</b>  | Each Grower                                   |
| <b>Expected Experimental Design</b>   | Jiangnan Peng                                 |
| <b>Discussions/Information exchange regarding:</b>  | All   |
| <input type="checkbox"/> types and sources of insurance<br><input type="checkbox"/> product sampling<br><input type="checkbox"/> testing services |   |
| <b>Morgan State University Program Vision: An Update</b>  | Willie May, Hongtao<br>Yu, Jiangnan Peng      |

If you have any questions, contact  
**Keyshawn Moncrieffe**  
@ 443-885-1313, 443-226-7631  
Keyshawn.moncrieffe@morgan.edu



Industrial Hemp Farmers Meeting July 20, 2019 Agenda

One of the agenda topics was a discussion led by Barry Pritchard from Sun Analytics Laboratory on the Economics of Hemp, processing requirements and commercial analytical testing needs and methods.



## Base 11 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.

Morgan State University has been selected to receive this \$1.6M grant. These funds will be used to initiate the creation of an Aerospace Research Program at Morgan that features liquid-fuel rocketry as one of its major components. The immediate goal is to launch a liquid fuel rocket to 150,000 feet by 2021. A Search in in progress for a Base11 Professor of Rocketry to lead this effort. This program is being managed by D-RED and involves a collaboration between Morgan’s schools of Engineering and Computer, Math, and Natural Sciences. The formal



Morgan State University Rocketry Team



Landon Taylor (Base 11 CEO), David Wilson (President Morgan State University), Leland Melvin (Former NASA Astronaut)

announcement and celebration of this new award was made on February 11, 2019. Significant progress has been made in the implementation of this new program. We have Developed and signed Memorandum for Cooperation with Purdue University and its Zucrow Rocketry Laboratory that involves:

- Collaborative Learning, Teaching and Research activities aimed towards developing capabilities at Morgan State University to build liquid-fueled rockets that can reach 150,00 feet by 2022. Morgan State University will provide support for Purdue University’s efforts to Launch a liquid fueled rocket to the edge of space (100,000 kilometers) by 2022.
- Collaborative activities aimed at developing a dual BS degree program between Morgan State and Purdue University’s School of Aeronautics and Astronautics
- Collaborative activities aimed at developing a combined BS/MS program between Morgan State and Purdue University.
- Other mutually agreed educational or research programs which may include but not limited to Undergraduate and Graduate Student Exchange and Faculty Exchange.



Morgan State University, Purdue University and Johns Hopkins University Rocketry Retreat, July 8, 2019

Specific Sub Agreements will be developed after discussions regarding mutually agreed objectives and desired outcomes.

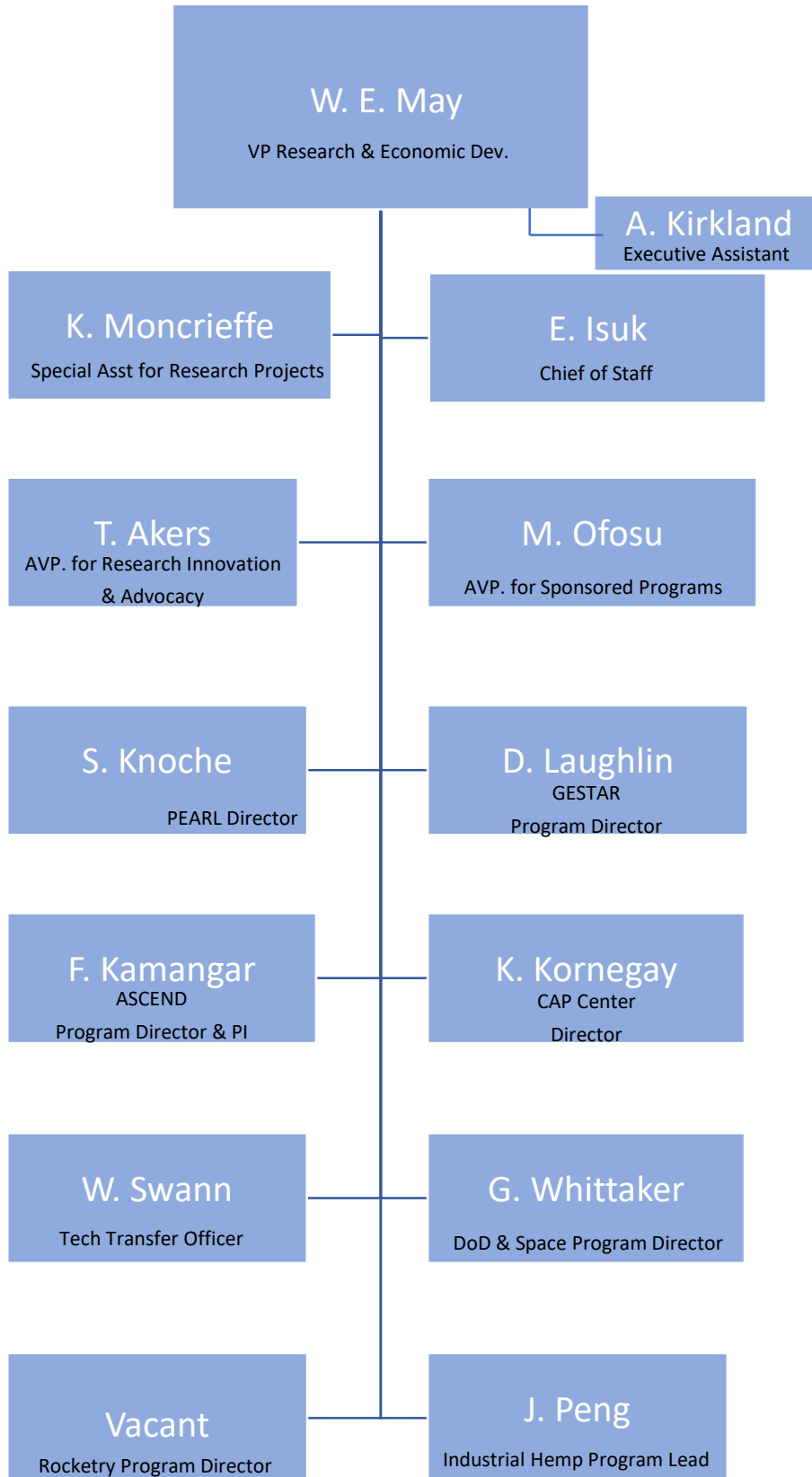
We are in discussions with the Johns Hopkins Fuel Energetics Group about being the experimental component to their theoretical efforts, providing testing of some of their fuel blends in our rockets.



Morgan has three students serving as Summer Interns at the Purdue Zucrow Laboratory, one of the Nation’s premier academic rocketry facilities

We have also established criteria for student participation in our rocketry program and have also been invited to nominate up to two of our junior or senior engineering and natural science students for Fellowships from the Astronaut Scholarship Foundation. The Foundation’s mission is 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.

## D-RED ORGANIZATIONAL STRUCTURE





## **MORGAN'S DESIGNATION AS MARYLAND'S PREEMINENT PUBLIC URBAN RESEARCH UNIVERSITY**

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**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  
August 6, 2019**

**INSTITUTIONAL ADVANCEMENT UPDATE**

**DEVELOPMENT**

Fall, end-of-calendar year, and end-of-fiscal year solicitations were conducted to faculty, staff, alumni, friends, corporations and foundations during FY'19. Some 30,000 individuals and institutions were solicited through face-to-face meetings, proposal submissions, events, phone, mail, and email campaigns. To date, outright and deferred gifts, pledges, and income from sponsorships and events total \$13,711,357.

The largest corporate gift was \$2,100,000; the largest foundation gift was \$500,000; and the largest individual gift was \$500,000. Final FY'19 numbers for alumni participation in giving are still being calculated and expected after year-end updates are complete.

**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 \$300,000 from The Ford Foundation providing funding to the School of Global Journalism and Communication for the Institute of Urban Communication, and a three-year grant for \$668,172 for the Travelers EDGE Pipeline Access to Actuarial Science (PAAS) program.

The following FY'19 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.                                     | Travelers Edge Actuarial Science Program                                  | \$668,172.00       |
| The Ford Foundation   | SGJC – Institute for Urban Communication                                  | 300,000.00         |
| Kaiser Permanente, Kaiser Foundation Health Plan, Inc.            | KPIEL Curriculum and Project Support                                      | 147,500.00         |
| Exelon Generation   | School of Engineering   | 50,000.00          |
| Nat'l Assoc. for Community College Entrepreneurship, Inc. (NACCE) | Verizon Minority Male Maker Program Fund                                  | 50,000.00          |
| The Alpha Phi Omega Baltimore Area Alumni Association, Inc.       | The Alpha Phi Omega Endowed Scholarship Fund                              | 50,000.00          |
| Wells Fargo Foundation  | Wells Fargo MD Fellows Initiative Internship Program (EMASS)              | 35,450.00          |
| Lumina Foundation for Education                                   | Student Success Fund (EMASS)  | 31,980.00          |
| HomeFree USA  | Financial Literacy and Home Ownership Program                             | 25,000.00          |
| Open Society Foundations  | SGJC – The Vernon Jarrett Medal for Journalistic Excellence               | 25,000.00          |
| Roland A. Gray  | The Roland A. Gray Endowed Scholarship Fund                               | 25,000.00          |
| County Engineers Association, Roger Willard Scholarship Fdn       | CEA of MD – Roger H. Willard Scholarship in Honor of John B. Norris. P.E. | 22,000.00          |
| Dr. John Laws Nickens   | J. Laws Nickens Endowed Scholarship Fund                                  | 20,000.00          |
| Exxon Mobil   | Match – Marsha Evans Holmes Endowed Fund                                  | 15,000.00          |
| Leonard Cornish   | The Juanita C. Burns Memorial Foundation Endowed Scholarship Fund         | 15,000.00          |
| Cecil E. Flamer   | Food Resource Center  | 12,000.00          |
| College Possible  | Catalyze Student Support Program  | 12,000.00          |
| The Dorsey Educational Fund, Inc.                                 | The Dorsey Educational Fund   | 12,000.00          |
| Mid-Eastern Athletic Conference (MEAC)                            | NCAA SAOF (Student Athlete Opportunity Fund)                              | 11,566.66          |

|                                     |  |           |
|-------------------------------------|--|-----------|
| MSUAA Washington, DC Alumni Chapter | The Vestah W. Blye Scholarship Fund                                    | 11,088.00 |
| BGE / Exelon                        | 35 <sup>th</sup> Gala Sponsorship                                      | 10,000.00 |
| Dale C. Buffaloe                    | Laurence W. Buffaloe Heart of a Champion Endowed Award                 | 10,000.00 |
| Elmo T. Douglass                    | The Phyllis E. Fowlkes-Douglass Endowed Scholarship Fund               | 10,000.00 |
| Exelon Foundation                   | The George Abbe Fund – PEARL 2019 Summer Internship/Estuarine Research | 10,000.00 |
| Exelon Generation Company, LLC      | Golf Fund  | 10,000.00 |
| Lawrence Anderson                   | The Class of 1965 Endowed Scholarship Fund                             | 10,000.00 |

### **Proposals Submitted/Awarded – FY'19**

| <b>Operating Units</b>              | <b>Submitted</b> | <b>Amount</b>          | <b>Awarded</b> | <b>Amount</b>          | <b>Pending</b> | <b>Amount</b>        |
|-------------------------------------|------------------|------------------------|----------------|------------------------|----------------|----------------------|
| Academic Affairs                    | 4                | \$ 122,450.00          | 4              | \$ 122,450.00          |                |                      |
| Architecture & Planning             | 1                | \$ 7,636.00            | 1              | \$ 7,636.00            |                |                      |
| Athletics                           | 1                | \$ 40,000.00           | 1              | \$ 40,000.00           |                |                      |
| Business and Management             | 14               | \$ 3,306,536.00        | 11             | \$ 2,996,392.00        | 2              | \$ 124,736.00        |
| Community Health and Policy         | 5                | \$ 360,000.00          | 5              | \$ 360,000.00          |                |                      |
| Computer, Math and Science          | 3                | \$ 557,659.00          | 2              | \$ 300,000.00          | 1              | \$ 256,984.00        |
| Continuing and Professional Studies |                  |                        |                |                        |                |                      |
| Education and Urban Studies         | 1                | \$ 96,000.00           | 1              | \$ 96,000.00           |                |                      |
| Engineering                         | 8                | \$ 670,819.00          | 8              | \$ 515,819.00          |                |                      |
| Global Journalism and Communication | 4                | \$ 390,000.00          | 3              | \$ 375,000.00          | 1              | \$ 15,000.00         |
| Graduate School                     | 1                | \$ 200,000.00          | 1              | \$ 200,000.00          |                |                      |
| Information Technology              |                  |                        |                |                        |                |                      |
| Interdisciplinary                   | 2                | \$ 1,635,000.00        | 2              | \$ 1,660,000.00        |                |                      |
| Liberal Arts                        | 2                | \$ 18,000.00           | 1              | \$ 10,000.00           | 1              | \$ 8,000.00          |
| Morgan Community Mile               |                  |                        |                |                        |                |                      |
| Research and Economic Development   | 1                | \$ 25,000.00           |                |                        | 1              | \$ 25,000.00         |
| Social Work                         | 2                | \$ 355,000.00          | 2              | \$ 155,000.00          |                |                      |
| Student Affairs / Academic Affairs  |                  |                        |                |                        |                |                      |
| Scholarships                        | 1                | \$ 500,000.00          | 1              | \$ 500,000.00          |                |                      |
| <b>Total</b>                        | <b>50</b>        | <b>\$ 8,284,100.00</b> | <b>43</b>      | <b>\$ 7,338,297.00</b> | <b>6</b>       | <b>\$ 429,720.00</b> |

### **Upcoming Events**

Friday, August 16, 2019

#### **Morgan on the Vineyard**

Martha's Vineyard, Massachusetts

Anticipated Attendance: 65

Friday, August 23, 2019

#### **Senior Class Cookout**

Alumni House Lawn

Anticipated Attendance: 150

Thursday, October 10, 2019

#### **Up Next Awards**

Young Alumni Homecoming Event

Anticipated Attendance: 300

Friday, October 11, 2019  
**35<sup>th</sup> Annual Homecoming Gala**  
Martin's West  
Anticipated Attendance: 1,200

**ALUMNI RELATIONS**

**Alumni Day 2019**

The Annual Alumni Awards and Class Reunion Luncheon was a "Sold-Out" event. Our MC for the program was alumnae Lolita E. Walker, Class of 1999, who is an entrepreneur, motivational speaker, author, radio host and Certified Life & Executive Coach.

There were one-hundred and nine (109) members from the 50th Anniversary Class, the Class of 1969, who participated in the Commencement exercises. This was, thus far, our largest group to participate.

During the Alumni Awards and Class Reunion Luncheon, held on Friday, May 17, 2019, the Class Agents presented the following class gifts to the MSU Foundation, Inc. These gifts included all gifts made by individuals from the classes ending in "4" and "9," regardless of designation, since their last reunion five years ago (May 3, 2013 until May 4, 2018). The class gifts presented were:

|      |                  |
|------|------------------|
| 1944 | \$ 305.00        |
| 1949 | 17,392.00        |
| 1954 | 23,496.00        |
| 1959 | 47,889.00        |
| 1964 | 63,061.64        |
| 1969 | 1,419,450.39     |
| 1974 | 103,317.00       |
| 1979 | 72,982.11        |
| 1984 | 16,102.93        |
| 1989 | 34,237.28        |
| 1994 | 45,142.00        |
| 1999 | 55,489.47        |
| 2004 | 31,369.12        |
| 2009 | 16,201.47        |
| 2014 | <u>15,520.70</u> |

**TOTAL GIFTS: \$1,961,956.11**

During the luncheon, the following awards went to the top three classes with the highest alumni participation rates for calendar year 2019:

- Chairman's Award for first place went to the Class of 1949, 87.5%;
- President's Award for second place went to the Class of 1960, 87.4%; and
- Dean's Award for third place went to the Class of 1958, at 75.5%.

### Class Agents Meeting

On September 21, 2019, we will host our fall Class Agents meeting.

### Homecoming 2019

On Friday, October 11, 2019 at 12:00 noon, the Morgan State University Alumni Association will hold its Annual Homecoming Business Meeting in the University Student Center Theater. Dr. Wilson will address the alumni during that meeting. A repast will be in the Calvin & Tina Tyler Ballrooms B&C, following the meeting.

On Saturday, October 12, 2019 from 9:00 a.m. – 1:00 p.m., the Morgan State University Alumni Association will host its annual Life Membership Reception in the Student Center, Calvin & Tina Tyler Ballroom B. This event is free to all life members.

On Sunday, October 13, 2019, the Morgan State University Alumni Association will hold its Annual Homecoming Candlelight Memorial Service at 11:00 a.m., in the University Chapel recognizing those deceased alumni, faculty, staff and students who passed since the Memorial Service last year. For the deceased whose family members are present, they will light a candle in memory of their loved ones. For those deceased whose family members who were unable to attend, we will light one large candle at the end of the candle lighting ceremony in their memory. Immediately following the Service, there will be a luncheon in the Calvin & Tina Ballroom.

### Homecoming “Host” Hotel for 2019

Discounted room rates for Morgan State University alumni and friends are available for booking now at the Sheraton Baltimore North Hotel, this year’s official Homecoming host hotel. The hotel is located at 903 Dulaney Valley Road, Towson, MD 21204. The Homecoming rate for Friday, October 11, 2019 through Sunday, October 13, 2019 is **\$129.00 per night**, which does not include Maryland State and hotel occupancy taxes. To receive the discounted rate, you must book under the **“Morgan State University Alumni Association Room Block”** when you call to make reservations. This room rate is for single, double, triple and quad room accommodations. Please make your reservations by calling 410-321-7400 or 1-888-627-7147, or by visiting the [website](https://www.marriott.com/event-reservations/reservation-link.mi?id=1553791106815&key=GRP&app=resvlink):

<https://www.marriott.com/event-reservations/reservation-link.mi?id=1553791106815&key=GRP&app=resvlink>. The cut-off date to make reservations at the discounted rate is **Wednesday, September 11, 2019 by 5:00 p.m., EDT**. PLEASE MAKE YOUR RESERVATIONS EARLY. WE WILL NOT BE ABLE TO ADD ANY EXTRA ROOMS TO OUR ROOM BLOCK THIS YEAR.

### Alumni Directory

We are currently working on the 2020 Alumni Directory.

### Upcoming Event

On Friday, August 16, 2019, from 6:00 p.m. – 8:00 p.m., Mr. Gregory Jones, Class of 1980, and his wife, Lauren, a graduate of Spelman, will host a reception at their home on Martha’s Vineyard for Morgan alumni, parents, faculty, staff, and friends. The purpose of the event will be to fellowship with the Morgan family who may be vacationing on the Vineyard or have an interest in coming to the Vineyard in an effort to garner financial support for the University. Mr. Jones is planning to make this an annual event.

## OFFICE OF PUBLIC RELATIONS & STRATEGIC COMMUNICATIONS (OPRSC)

### Media Relations

During the period spanning mid-April 2019 to the end of June 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 included the 2019 Spring Commencement with keynote speaker Rep. 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; the announcement press conference for new head basketball coach Kevin Broadus, which OPRSC coordinated and managed; administration appointments (SEUS Dean, Provost, VPIA) which was picked up by *Diverse Issues in Higher Education*, *Baltimore Times*, *The Journal of Blacks in Higher Education*, and the *Maryland Daily Record* among others; President David Wilson's op-ed which ran in the *Baltimore Sun* (see: [HBCU 'attributes' encourage high achievement](#)); and a feature article to appear in the July 2019 issue of the *HBCU Times* magazine on HBCUs: National Treasures. OPRSC is also currently in the process of coordinating an editorial board meeting for President Wilson with the *Baltimore Sun*.

In the area of crisis communications, OPRSC had to respond 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. OPRSC also successfully avoided having the University embroiled into the negative news coverage involving the bankruptcy of Morgan's student health care provider Student Educational Benefit Trust (SEBT), carefully navigating repeated requests from an aggressive NPR investigative reporter and keeping Morgan's involvement minimized. OPRSC also negated a potentially negative story when the office received a *Baltimore Sun* inquiry about the MSU police department's misinterpreted action in not submitting its required report on officer disciplinary cases to the Maryland Police Standards and Training Commission.

The following represents a sample of the positive original content created by OPRSC:

### News Releases

- President David Wilson Appoints New Administrator to Lead Morgan State University's Division of Institutional Advancement
- Morgan State University Upgrades Hughes Memorial Stadium
- Success, Diversity Took Center Stage at Morgan's 143rd Commencement
- Morgan State University Names Kevin Broadus Next Head Coach of Men's Basketball
- New Leadership Appointments Bolster Morgan State University Division of Academic Affairs

### Articles/Announcements

- Morgan State University Student-Athlete Scores Triple in Honors
- MSU J-School Grad Receives 2019 Robert F. Kennedy Journalism Award
- Morgan's Dean Emeritus and Regent Receive 2019 NSB Public Service Award
- MSU's UMEC Research on Automated Transit Showcased to Congress
- Morgan State University Choir Tours the 'Old Country' Performing in England and Scotland
- Actor Roger Guenveur Smith Shares Unique Performance with MSU Students

- Morgan SA+P Students Win 2019 Sustainable Growth Challenge
- \$5-Million Grant from NIST Benefits Morgan Students and Faculty
- Morgan Students Explore Afro-Cuban Culture in Havana

### **Marketing and Advertising Support**

Our efforts to further Morgan brand visibility and equity among key audiences between April 1 and June 30 ran the gamut, comprising numerous paid media (advertising and sponsorships) across multiple platforms. During this span, OPRSC actively supported “Explore Morgan Day” Open House, *The Presidential Distinguished Speakers Series*, 2019 Spring Commencement and our ongoing “Realize Morgan” advertising campaign designed to elevate Morgan’s brand exposure within core markets.

Marketing efforts focused on key messages that supported the University as well as a number of schools and programs with paid ad placement across several media platforms including broadcast TV and radio, print, outdoor, digital platforms and key high-profile sponsorships.

Morgan broadcast TV commercials aired on Baltimore’s CBS affiliate, WJZ-TV, which aired through the end of June culminating with our long-standing sponsorship of the perennial, longest running regional TV quiz show *It’s Academic*. Radio inventories which comprised spot banks of 15-second and 30-second pre-recorded ads on Baltimore, Washington and Philadelphia radio stations concluded in April. Media buys with outdoor billboards and transit shelters alongside major thoroughfares in Baltimore, Washington, Prince Georges County, MD Eastern Shore (Wicomico County) and Philadelphia completed a successful run.

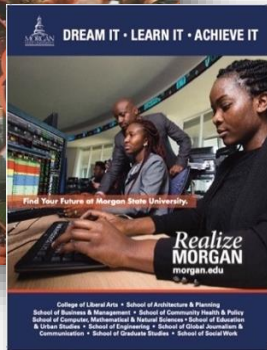
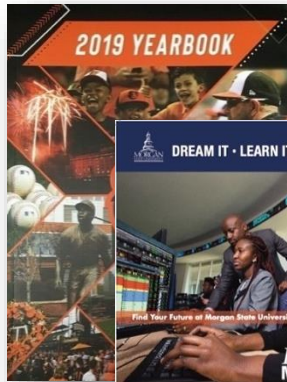


18th Street NW (Washington)



Grays Ferry SS 28th Street (Philadelphia)

Spring welcomed our highly-visible and equally successful sponsorship with the Baltimore Orioles. Our comprehensive campaign with the Orioles include multiple touch points for fans to be exposed to the Morgan brand, including print ad placement in each score card at every home games, the Orioles Magazine & Yearbook (more than 10,000 copies sold seasonally), ball park signage visible by attending fans but more importantly on TV broadcasts of games, on-air radio tags and social media exposure on Orioles digital platforms.



Behind Homeplate Signage

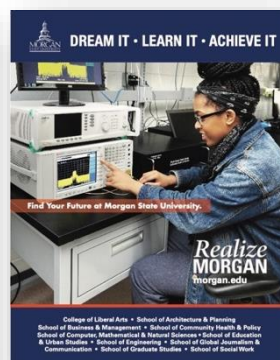
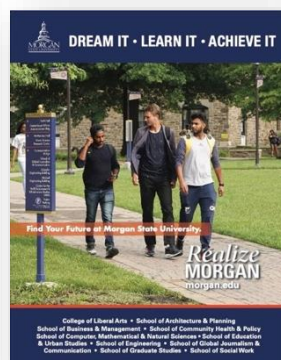
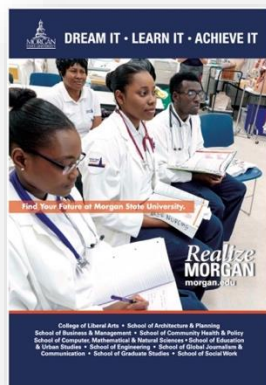


First and Third Base Signage

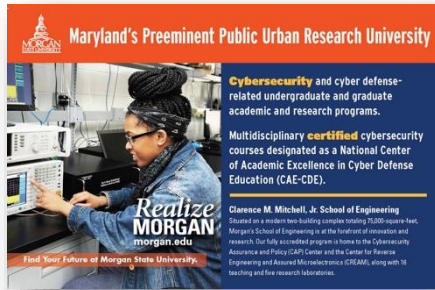


Continuing during this time period prominent ad placement in high-traffic venues are “Realize Morgan” advertising on display at Mondawmin Mall and near-saturation of the Southwest Terminal at BWI Thurgood Marshall Airport.

A final component to our media mix includes print and digital advertisements. An assortment of print ads were placed with the following media: *Washington Monthly* (first of three full-page ads), *Black EOE Journal* (Spring), *Professional Woman’s Magazine* (Spring), *DIVERSEability Magazine* (Spring/Summer), *Diversity in STEAM Magazine* (Summer), *Black College Today* (May/June), *USA Today Cybersecurity Digital Edition* (May) and web ads on WJZ-TV’s and *Washington Monthly*’s websites. Other ad placements encompassed a variety of sponsorship ads that spanned support of organizations including: CLIA Inspiring Voices, CollegeBound Foundation, Howard County Alumni Anniversary, Dream 4 It Foundation, among others.







## **Website, Mobile App, and Social Media**

OPRSC web team is working to consolidate our website's physical hardware infrastructure to better serve the Morgan community and in preparation for the website redesign project. We recently received our final approvals to commence the redesign project. Prior to the initiating design, we intend to actively engage the Morgan community to obtain critical feedback during the development phase to ensure optimal design and inclusion of key features as we prepare to kick off this exciting project.

The University's virtual tour script is being reviewed for historical accuracy and final adjustments are being made so that we can launch. The tour will also be accompanied by a mobile app version of the tour for a virtual reality tour experience (this is a free 1-year trial).

With the adjustments to the website's hardware infrastructure, it has allowed us to enhance our web solutions for the Morgan community, giving us the ability to serve special web projects (microsites) that have specific requirements. The FinTech Center in the School of Business & Management, and Homecoming will be our first two projects underway in the next quarter, with the hope of delivering a microsite that will serve as a supplemental online presence to Morgan Magazine. Work has begun developing a new Homecoming microsite, in which several phases of information-gathering has already occurred to compile relevant content, including scheduling, accommodations, and imagery. The goal is to launch the Homecoming microsite in the 3rd quarter.

Regarding partnerships, we successfully coordinated with the Digital Media Center & the Commencement Committee to provide timely updates on the [Commencement website](#) and successfully stream the Spring 2019 Commencement Exercises.

[SEARCH: Google Custom Search](#)

Popular Web Queries (Top 10 Search terms)

### **April 2019**

1. housing
2. library
3. on campus jobs
4. calendar
5. tuition
6. financial aid
7. human resources
8. academic calendar
9. casa
10. transcript

### **May 2019**

1. housing
2. transcript
3. financial aid
4. calendar
5. human resources
6. library
7. academic calendar
8. registrar
9. commencement
10. websis

### **June 2019**

1. housing
2. financial aid
3. websis
4. human resources
5. canvas
6. transcript
7. calendar
8. access orientation
9. tuition
10. casa

## MOBILE APP:

Downloads (April 2019 – June 2019):

- iOS – **145** installations
- Android – **157** installations

## EVENTS CALENDAR:

Total Users signed up in the system: **48 new users** (MSU accounts only)

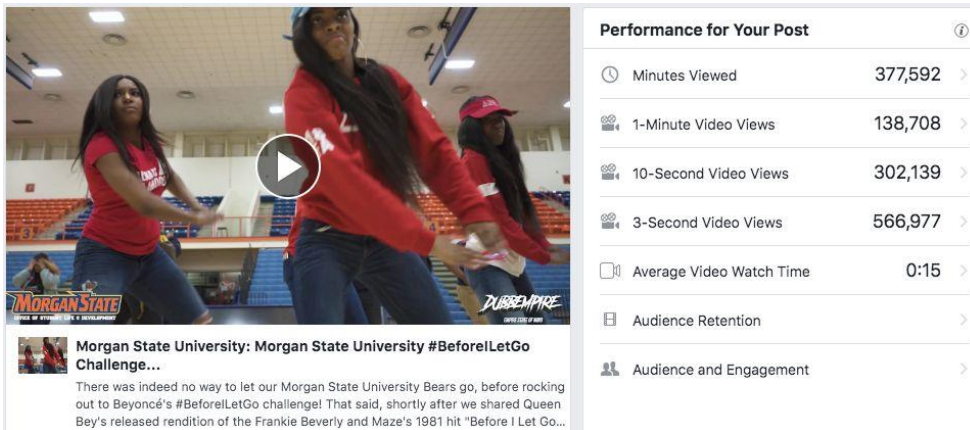
New user visits (internal & external): **4,131 new users** engaging with the online events calendar

## SOCIAL MEDIA: Facebook, Twitter, Instagram, LinkedIn

**Facebook** followers (page likes) increased by **1,341**, totaling **56,000**.

The below represents the top 3 Facebook posts from April to June:

1. **1,613,899** People Reached  
**38,165** Reactions, Comments & Shares  
**154,308** Post Clicks



The image shows a screenshot of a Facebook post performance report. On the left is a video thumbnail of three women in red clothing performing a dance challenge in a gymnasium. The video title is "Morgan State University: Morgan State University #BeforeLetGo Challenge...". Below the title is a short text description. On the right is a "Performance for Your Post" table with the following data:

| Performance for Your Post |         |
|---------------------------|---------|
| Minutes Viewed            | 377,592 |
| 1-Minute Video Views      | 138,708 |
| 10-Second Video Views     | 302,139 |
| 3-Second Video Views      | 566,977 |
| Average Video Watch Time  | 0:15    |
| Audience Retention        |         |
| Audience and Engagement   |         |

2. **12,237** People Reached  
**1,034** Reactions, Comments & Shares  
**346** Post Clicks

Morgan State University Wins 2019 MEAC Men's Tennis Championship

The Morgan State men's tennis team captured their first Mid-Eastern Athletic Conference (MEAC) Championship in program history with a 4-2 win over defending champion South Carolina State on Saturday afternoon.  
[bit.ly/2Wh77pK](http://bit.ly/2Wh77pK)

#MorganOnSocial



Morgan State Wins 2019 MEAC Men's Tennis Championship - Morgan State University Athletics

[morganstatebears.com](http://morganstatebears.com)

588 · 20 Comments

3. **9,058** People Reached  
**893** reactions, comments and shares  
**1,217** Post Clicks

**Morgan State University**  
 Published by BrittanyNicole Peterson [?] · April 24 · 🌐

Morgan State University President David Wilson has announced the appointments of Lesia L. Crumpton-Young, Ph.D. as the university's new provost and senior vice president for Academic Affairs and Patricia Williams Lessane, Ph.D. as the new associate vice president for Academic Affairs.  
 Read more 📄 <http://bit.ly/2WaM4Fv>  
 #MorganOnSocial



✔ **Get More Likes, Comments and Shares**  
 Boost this post for \$30 to reach up to 6,900 people.

**9,058** People Reached      **2,110** Engagements      [Boost Post](#)

319

54 Comments 57 Shares

PERFORMANCE FOR YOUR POST

**9,058** People Reached

**893** Reactions, Comments & Shares

**510** Like      **237** On Post      **273** On Shares

**197** Love      **77** On Post      **120** On Shares

**1** Haha      **1** On Post      **0** On Shares

**6** Wow      **5** On Post      **1** On Shares

**121** Comments      **61** On Post      **60** On Shares

**58** Shares      **57** On Post      **1** On Shares

**1,217** Post Clicks

**101** Photo Views      **61** Link Clicks      **1,055** Other Clicks

NEGATIVE FEEDBACK

**2** Hide Post      **0** Hide All Posts






**0** Report as Spam      **0** Unlike Page

Reported stats may be delayed from what appears on posts

Twitter followers increased by 459 bringing the current total to 17,452.

- Twitter Profile Visits: 23,492
- Tweets earned 544,000

The content below represents the top tweets posted from April to June:

| Tweets  | Top Tweets  | Tweets and replies  | Promoted | Impressions | Engagements | Engagement rate         |
|---|---|---|----------|-------------|-------------|-------------------------|
|    | <b>Morgan State University</b> @MorganStateU · May 18 | The Honorable Elijah E. Cummings, keynote speaker for the University's 143rd Spring Commencement ceremony, delivered a heartfelt & stimulating speech.  |          | 30,688      | 803         | 2.6%                    |
|   |   | One, for Morganites to reflect on, store away & hold firm to as they prepare to take on a world of uncertainty.<br><a href="#">#MorganGrad2K19</a> <a href="pic.twitter.com/MfjneFZ1ou">pic.twitter.com/MfjneFZ1ou</a>  |          |             |             | <a href="#">Promote</a> |
|   |   | <a href="#">View Tweet activity</a>   |          |             |             |                         |
|    | <b>Morgan State University</b> @MorganStateU · May 22 | Ayyyyyyyy, Bears! We made it to the Queen's instagram story. 🐻  |          | 25,813      | 1,705       | 6.6%                    |
|   |   | Thank you @Beyonce!<br>Our Morgan State University Bears worked really hard on the <a href="#">#beforeiletgochallenge!</a><br>🐻🐻🐻<br><a href="#">#MorganOnSocial</a> <a href="pic.twitter.com/rhcFy5bcvn">pic.twitter.com/rhcFy5bcvn</a>  |          |             |             | <a href="#">Promote</a> |
|   |   | <a href="#">View Tweet activity</a>   |          |             |             |                         |
|  | <b>Morgan State University</b> @MorganStateU · May 18 | Let's be honest, post-secondary education doesn't come easy; especially, for the Black man.   |          | 21,812      | 1,903       | 8.7%                    |
|   |   | From mass incarceration to the constant threat of physical danger, particularly in our urban communities, these Morgan Men beat the various ways in which society has set them up to fail. <a href="pic.twitter.com/FXLcCY9oy1">pic.twitter.com/FXLcCY9oy1</a>  |          |             |             | <a href="#">Promote</a> |
|   |   | <a href="#">View Tweet activity</a>   |          |             |             |                         |
|  | <b>Morgan State University</b> @MorganStateU · May 6  | Miss Morgan, captioned a heartfelt message with her stunning graduation photo.  |          | 12,380      | 1,795       | 14.5%                   |
|   |   | "What's most important to me, is my ability to find the power deep within the broken girl who stepped foot on this campus 4 years ago; and I used that power to change the narrative." - Brittany Dorsey<br><a href="pic.twitter.com/J8mdDW5zBb">pic.twitter.com/J8mdDW5zBb</a>   |          |             |             | <a href="#">Promote</a> |
|   |   | <a href="#">View Tweet activity</a>   |          |             |             |                         |
|  | <b>Morgan State University</b> @MorganStateU · Apr 1  | A Cell phone, beverage & snack, posed a threat to <a href="#">#MorganOnSocial's</a> safety today. While it may seem minor to many, the consequences of distracted driving can be deadly. That said, join us on April 3 @ 4 p.m. for <a href="#">@Travelers</a> Institute Disrupting Distraction.<br><a href="bit.ly/2CGssBj">bit.ly/2CGssBj</a> <a href="pic.twitter.com/VhL4Psbz6P">pic.twitter.com/VhL4Psbz6P</a> |          | 12,311      | 116         | 0.9%                    |
|   |   | <a href="#">View Tweet activity</a>   |          |             |             | <a href="#">Promote</a> |

Instagram followers increased by **1,000**, bringing the current total to **12,300**.

The below represents the top 3 Instagram posts from April to June:



View Insights Promote



Liked by umesnews and 2,472 others  
**morganstateu** Today, 701 Morgan State University Bears, will receive degrees of academic distinction!

#MorganOnSocial salutes our students for their tenacious, resilient and audacious commitment; which contributes to the historic foundation of the illustrious Morgan State University.  
 #MorganGrad2k19



View Insights Promote



Liked by davidwwi and 1,438 others  
**morganstateu** Bears, what do you do when your life takes an unexpected turn? Remember, as long as you're breathing, it's never too late to start a new beginning.



View Insights Promote



Liked by th3real.mvp and 967 others  
**morganstateu** Everyone looks forward to Commencement! Not only is it a time to celebrate your academic victories, but it's also a time for your loved ones to

LinkedIn followers increased by **1,020** bringing the current total to **41,242**.

The below represents the top 3 LinkedIn posts from April to June:

**972 Likes, 1,068 clicks, 34 comments & 23 shares**

Morgan State University President David Wilson has announced the appointments of Lesia L. Crumpton-Young, Ph.D. as the university's new provost and senior vice president for Academic Affairs and Patricia Williams Lessane, Ph.D. as the new associate vice president for Academic Affairs.  
 Read more at <http://bit.ly/2WaM4Fv>  
 #MorganOnSocial



972 · 34 Comments

**620 Likes, 283 clicks, 23 comments & 38 shares**

Bears, what a way to start our morning!  
 Morgan President David Wilson Appointed to NCAA Board of Governors  
 Morgan President David Wilson has been appointed to the NCAA Board of Governors and Division I Board of Directors, as announced by the NCAA.  
 Read more here <http://bit.ly/2HUzyX4>  
 #MorganOnSocial



Morgan President David Wilson Appointed to NCAA Board of Governors  
[news.morgan.edu](http://news.morgan.edu)

620 · 23 Comments

**588 Likes, 193 clicks, 20 comments, 36 shares**

Morgan State University Wins 2019 MEAC Men's Tennis Championship

The Morgan State men's tennis team captured their first Mid-Eastern Athletic Conference (MEAC) Championship in program history with a 4-2 win over defending champion South Carolina State on Saturday afternoon.  
[bit.ly/2Wh77pK](http://bit.ly/2Wh77pK)  
 #MorganOnSocial



Morgan State Wins 2019 MEAC Men's Tennis Championship - Morgan State University Athletics  
[morganstatebears.com](http://morganstatebears.com)

588 · 20 Comments

## WEBSITE VISITOR DATA: (MSU Website & Newsroom)

During this most recent quarter (Apr. 2019 – Jun. 2019), the following represents the top 3 viewed news articles in the Newsroom ([news.morgan.edu](https://news.morgan.edu)), (excluding the newsroom home page at #3):

1. **New Leadership Appointments Bolster Morgan State University Division of Academic Affairs**  
<https://news.morgan.edu/new-leadership-appointments/>
2. **Morgan State University Names New Dean for School of Education and Urban Studies**  
<https://news.morgan.edu/new-seus-dean/>
4. **Morgan State University Upgrades Hughes Memorial Stadium**  
<https://news.morgan.edu/hughes-stadium-upgrade/>

During this most recent quarter (Apr. 2019 – Jun. 2019), the following represents the top 10 visited pages on [morgan.edu](https://morgan.edu) (excluding the newsroom home page at #1):

1. Academic Programs (*landing page*)
2. Undergraduate Admissions
3. Admissions (*landing page*)
4. Residence Life
5. Academics (*landing page*)
6. Tuition & Fees
7. Apply Now ('*How To Apply*' on Undergrad Admissions website)
8. Student Life (*landing page*)
9. Directories (*landing page*)
10. Financial Aid

## Morgan.edu Stats:

Pageviews: **2,365,376**

- Down 7.6% (compared to Jan. 2019 – Mar. 2019: 2,560,836)

Unique Pageviews: **1,848,496**

- Down 7.7% (compared to Jan. 2019 – Mar. 2019: 2,003,669)

## Campus Support

### Publications

During this period, the Office of Public Relations and Strategic Communications published and distributed the *Spring 2019 Commencement Program* and 2019 Bear Facts. The office also finalized the *MSU Foundation Anniversary Campaign Report* and began pre-production on the layout and design of specialty publication casting a spotlight on Morgan's campus and student life in a pictorial book.



### Graphic Design Support

The office is presently designing new campus signage focused on the University's *Core Values* and *National Treasure* designation. The new banners will replace the 150<sup>th</sup> anniversary designs familiar on the quad and throughout the campus.

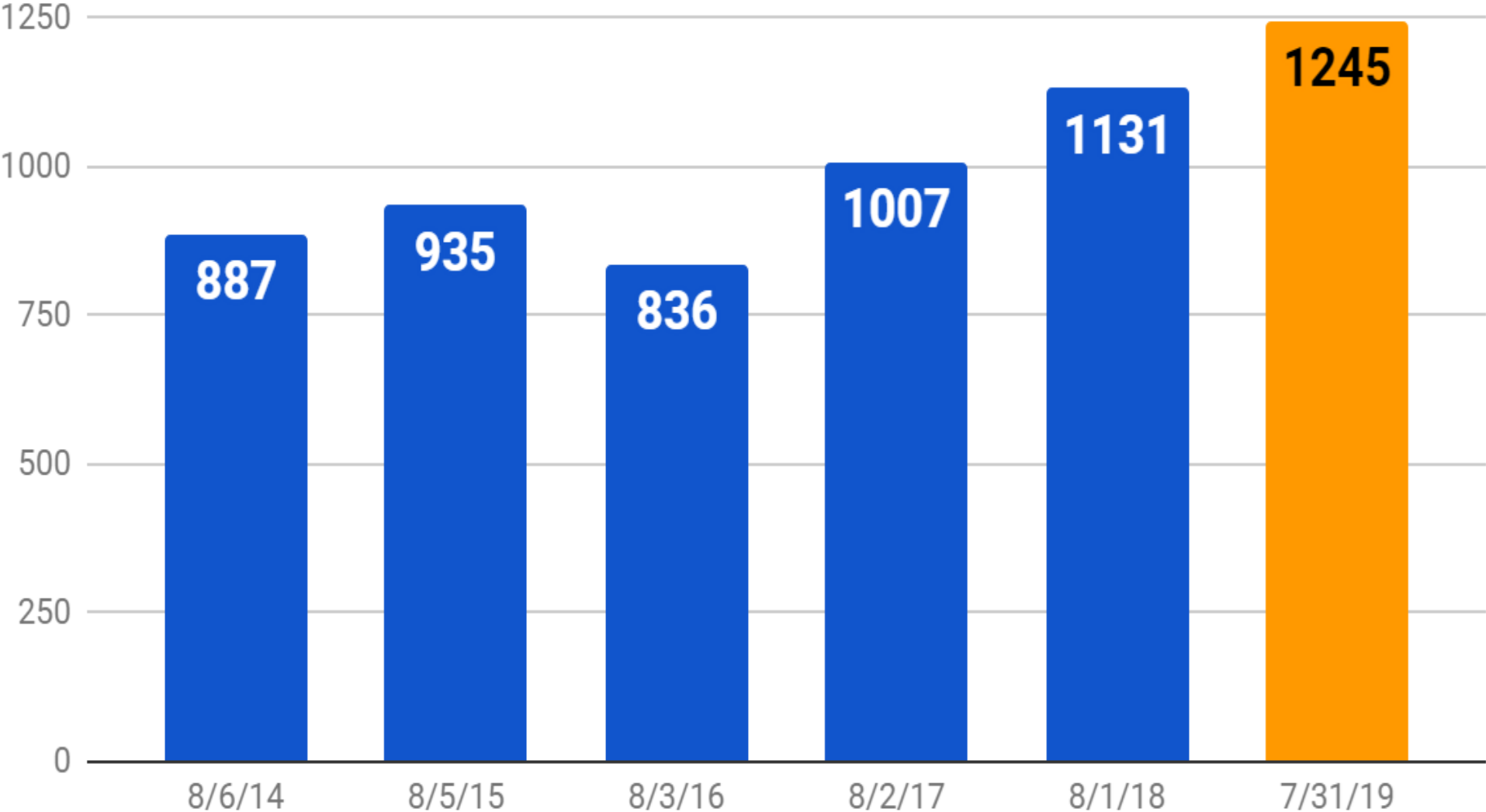
As a continued component of University-related services provided, OPRSC provided photography services and advertising support a number of special events and projects impacting the campus community. Among the photographic services rendered during this span include the following events and/or shoots: D-RED, Alpha Sigma Lambda Society, Alumni Day, Genomic Data Skills Workshop, Regents and Executive Staff headshots, MSU Golf Tournament, Honors Convocation, Innovation Day, Presidential Distinguished Speakers Series, MSU PEARL, MSU Scholarship Luncheon, MEAC Tournament event coverage, Tyler Hall building topping ceremony, and Commencement exercises and class photos.

# ENROLLMENT UPDATE

Board of Regents Meeting

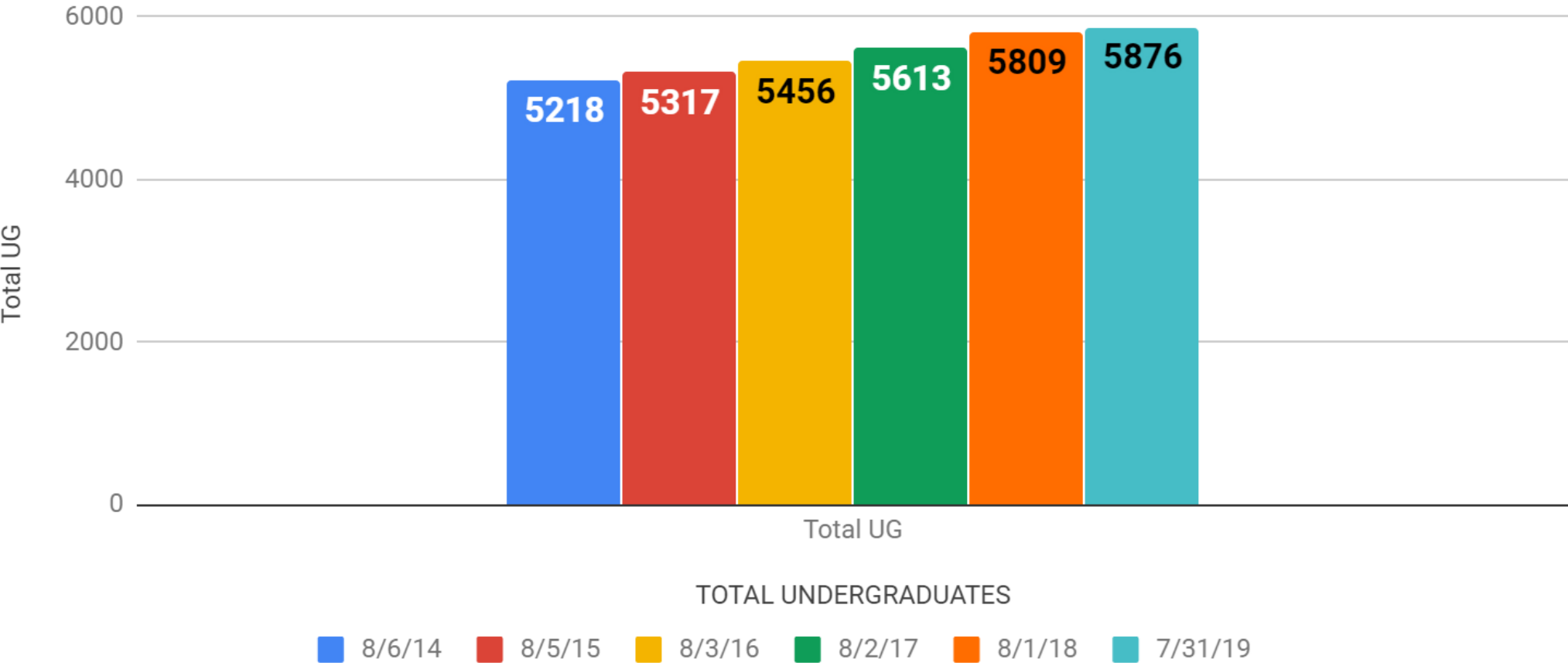


# 10% INCREASE IN NEW STUDENTS, AS OF END OF JULY

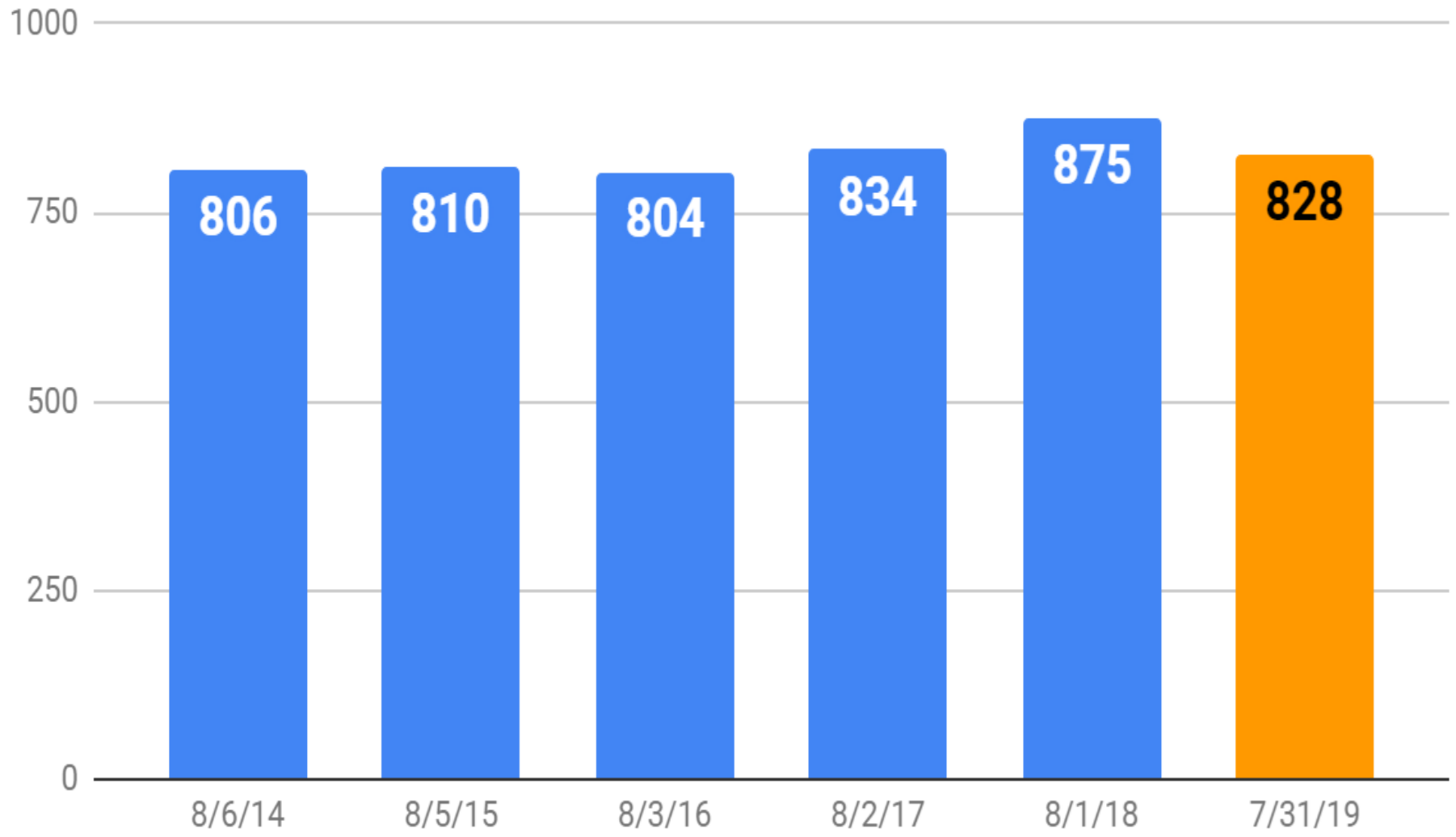


New Undergraduates as of end of July (not including CASA)

# 1% INCREASE IN TOTAL UNDERGRADUATE ENROLLMENT, AS OF END OF JULY

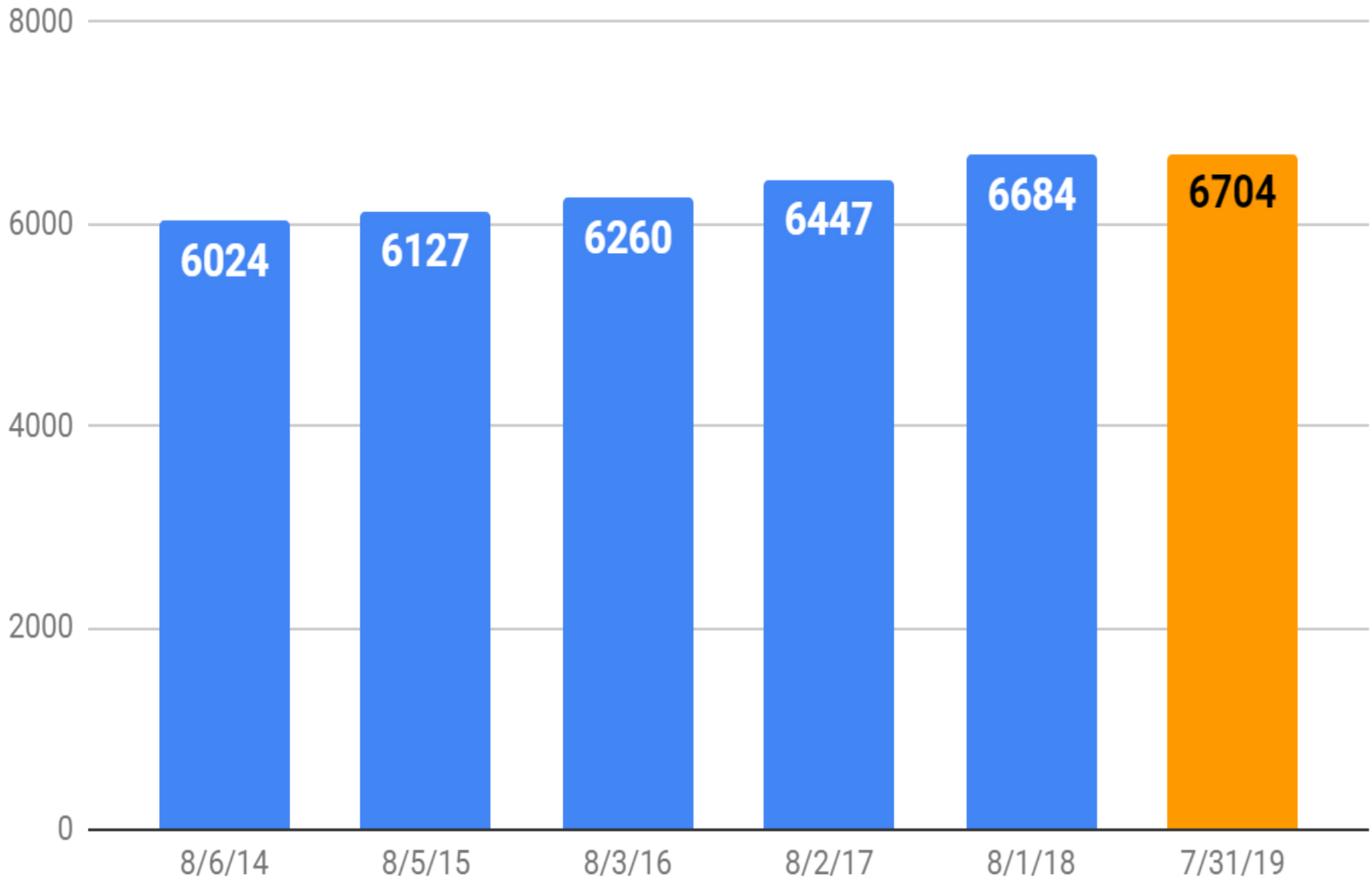


# 5% DECREASE IN GRADUATE ENROLLMENT, AS OF END OF JULY






Total Graduate Enrollment as of end of July

# .3% INCREASE IN TOTAL HEADCOUNT ENROLLMENT, AS OF END OF JULY



# FALL 2019 PROJECTIONS

| 2019 MHEC projections                     | # still needed to meet projection | # enrolled from August 1-end of registration period last fall (2018) | Likelihood of meeting projection based on past performance                            |
|---|-----------------------------------|--|---|
| <b>Total UG</b><br><br><b>6476</b>        | <b>600</b>                        | <b>1021</b>  |    |
| <b>Total G</b><br><br><b>1326</b>         | <b>498</b>                        | <b>457</b>   |    |
| <b>Total headcount</b><br><br><b>7802</b> | <b>1098</b>                       | <b>1478</b>  |  |

**MORGAN STATE UNIVERSITY  
BOARD OF REGENTS  
Finance and Facilities Committee  
August 6, 2019**

**FY 2021 CAPITAL BUDGET REQUEST UPDATE**

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 & 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 \$625.6 million to \$467 million and the FY 2021 request remained the same at \$25.3 million (see Attachment I).

**FY 2021 Request  
(\$ in millions)**

|   | <u>Phase</u> | <u>FY 2021<br/>Request</u> | <u>Funded<br/>to Date</u> | <u>Total<br/>Cost</u> |
|---|--------------|----------------------------|---------------------------|-----------------------|
| <b>Ongoing/Funded</b>                       |              |                            |                           |                       |
| New Student Services Center                 | C,E          | \$4.9                      | \$ 88.3                   | \$ 88.1               |
| New HHS, Phase II                           | P            | \$5.4                      | \$ 4.4                    | \$151.9               |
| Deferred Maintenance &<br>Site Improvements | P, C         | <u>\$10.0</u>              | <u>\$ 10.0</u>            | <u>\$100.0</u>        |
| Sub-Total                                   |              | \$20.3                     | \$102.7                   | \$356.8               |
| <b>New</b>                                  |              |                            |                           |                       |
| Convocation Center, Phase I<br>(Demolition) | P            | \$ 5.0                     | -                         | \$ 11.9               |
| Total                                       |              | <u>\$25.3</u>              | <u>\$102.7</u>            | <u>\$368.7</u>        |

Key: C – Construction, E – Equipment, P – Planning

**New Student Services Center**

This request would provide the funds to complete construction and equipping of the New Student Services Center. The new facility will consolidate student service support functions, the majority of which are currently located in retrofitted space in the old Montebello hospital as well as provide space for administrative functions including Information Technology and Human Resources. Construction is currently underway for this facility which will be centrally located in the Morgan Commons on the site of the old Soper Library. It is expected to open in the summer of 2020.

### **New Health & Human Services, Phase II**

This request would provide additional design funds for the construction of a new Health & Human Services Building (HHS) to house the School of Community Health & Policy including Public Health, Nutrition Sciences, Nursing, Pre-Professional Physical Therapy and Health Education; the School of Social Work; the Department of Family and Consumer Sciences; and Medical Technology. The University Counseling Center will also be housed in this facility. The academic programs to be located in the new HHS are located in Jenkins, which is to be demolished, off-campus in the Portage Avenue Facility, which is unsafe, and in Hurt Gym. These locations offer limited or substandard teaching, research and clinical space for the preparation of our students. The Counseling Center is located in Carter Grant Wilson, an outdated building that lacks sufficient and appropriate space to properly service our students. The co-location of these related academic and health service programs will promote collaboration, optimize space through the provision of shared resources and enhance students' learning experience. The New Health & Human Services Building will be located at the corner of Argonne Drive and Hillen Road at the site of the Turner's Armory and Motor Pool. The first phase of design funding was authorized this past Legislative Session and design is expected to start in September.

### **Deferred Maintenance/ Site Improvements**

The capital budget has provided tremendous support for major renovation/new construction projects over the last several years; however, the corresponding support required to operate and maintain these facilities has not been forthcoming in the operating budget. Consequently, the University has taken from other operating budget needs to ensure the maintenance of these facilities. Coupled with our aging infrastructure, our deferred maintenance needs have exploded and now exceed \$100 million. This funding will allow us to address a growing backlog of deferred maintenance issues plaguing our campus including the replacement of roofs, chillers, fume hoods, elevators, floors, windows, built-in classroom seating etc. The funding will also allow us to address site issues inclusive of repairs to the West Campus.

### **New Convocation Center, Phase I (Demolition of Lake Clifton)**

The University has been in discussions with the City regarding the transfer of Lake Clifton to the University. The City will be abandoning that Property in 2019 and has informally agreed to transfer the property to Morgan State University. The property is approximately 45 acres and houses a building of approximately 460,000 GSF. The University intends to demolish the facility and construct a new Convocation Center with a seating capacity of 15,000. The site would also be used to provide Student housing and other yet to be determined uses. The Legislature pre-authorized \$5M in funding for FY 2021 for design.

### **Out-Year Projects**

The changes in the cost of the projects being requested in the out-years are due to the development of detailed cost estimates based on the DBM instructions which were received after our May submission. The revised total cost estimates for the out-year projects are listed below:

|   |      |               |
|---|------|---------------|
| New Science Center, Phase I<br>(Washington Service Center Demolition) | 2022 | \$ 11,678,000 |
| Science Building, Phase II  | 2022 | \$238,784,000 |
| Convocation Center, Phase II  | 2023 | \$188,409,000 |
| Jenkins Hall Demolition/Campus Gateway                                | 2024 | \$ 11,063,000 |

|                                |      |                      |
|--------------------------------|------|----------------------|
| Carter Grant Wilson Renovation | 2024 | <u>\$ 26,046,000</u> |
| <b>Total</b>                   |      | <b>\$475,980,000</b> |

This request is submitted with hopes that Morgan's Capital Improvement Plan can be expedited to assist the University in achieving comparability with other mainstream institutions within a reasonable timeframe.

**Requested Action**

It is recommended that the Capital Budget Request submission, as approved at the May 7, 2019 meeting, be amended as summarized per Attachment I. The amount for FY 2021 is \$25.3 million and the five-year request totals \$467 million.



MORGAN STATE UNIVERSITY  
Proposed Capital Budget  
FY 2021-2025 CIP

ATTACHMENT I

|      | Project  | Prior         | Budget Year  |     | FY 2022      | FY 2023 | FY 2024      | FY 2025     | Total 5-Year Request | Total Project Cost |               |               |               |               |
|------|--|---------------|--------------|-----|--------------|---------|--------------|-------------|----------------------|--------------------|---------------|---------------|---------------|---------------|
|      |  | Authorization | FY 2021      |     |              |         |              |             |                      |                    |               |               |               |               |
| 001  | New Student Support Services Building  | \$83,274,000  | \$4,851,000  | C,E |              |         |              |             | \$4,851,000          | \$88,125,000       |               |               |               |               |
| 002a | New Health & Human Services Building, Phase I - Relocate Motorpool, Demolish Turner Armory | \$5,362,000   |              |     |              |         |              |             | \$0                  | \$5,362,000        |               |               |               |               |
| 002b | New Health & Human Services Building, Phase II   | \$4,403,000   | \$5,382,000  | P,C | \$35,879,000 | P,C     | \$55,642,000 | C,E         | \$50,679,000         | C,E                | \$147,582,000 | \$151,985,000 |               |               |
| 003  | Deferred Maintenance & Site Improvements   | \$10,000,000  | \$10,000,000 | P,C | \$10,000,000 | P,C     | \$4,000,000  | P,C         | \$5,000,000          | P,C                | \$5,000,000   | P,C           | \$34,000,000  | \$44,000,000  |
| 004a | New Science Center Phase I (Washington Service Center Demolition)                          |               |              |     | \$1,086,000  | P       | \$5,000,000  | P,D         | \$5,592,000          | D                  |               |               | \$11,678,000  | \$11,678,000  |
| 004b | New Science Center Phase II  |               |              |     |              | P       | \$10,000,000 | P           | \$8,000,000          | P,C                | \$76,760,000  | C             | \$94,760,000  | \$238,794,000 |
| 005a | Convocation Center Phase I   |               | \$5,000,000  | P   | \$6,884,000  | P,D     |              |             |                      |                    |               |               | \$11,884,000  | \$11,884,000  |
| 005b | Convocation Center Phase II  |               |              |     |              |         | \$15,000,000 | P           | \$45,000,000         | P,C                | \$75,000,000  | C             | \$135,000,000 | \$188,409,000 |
| 006  | Jenkins Hall Demolition/Gateway  |               |              |     |              |         |              | \$967,000   | P                    | \$ 7,500,000       | P,D           | \$8,467,000   | \$11,063,000  |               |
| 007  | Carter Grant Wilson Renovation   |               |              |     |              |         |              | \$2,298,000 | P                    | \$ 16,500,000      | P,R           | \$18,798,000  | \$26,046,000  |               |
|      |  | \$103,039,000 | \$25,233,000 |     | \$53,849,000 |         | \$89,642,000 |             | \$117,536,000        |                    | \$180,760,000 |               | \$467,020,000 | \$777,346,000 |

Key: P-Planning, C-Construction, E-Equipment, D-Demolition

# **ITEMS FOR ACTION**

# **MINUTES OF MAY 7, 2019**



## Finance and Facilities Committee

Tuesday  
May 7, 2019  
10:00 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, May 7, 2019, in Room 120C – Earl S. Richardson Library. Chairwoman Malcom called the meeting to order at 10:05 a.m. with a quorum present. She gave explanation to the Board packet being disseminated in sections to the Committee.

#### BOARD MEMBERS

*Present:* Chairwoman Shirley M. Malcom, Regent Harold A. Carter, Jr., Regent Frances M. Draper, Regent Kweisi Mfume, Regent Wayne Resnick, Regent Shelonda Stokes, Regent Winston Wilkinson

*Absent:* Regent Tyrone D. Taborn

#### STAFF MEMBERS

*Present:* Dr. David Wilson (11:05), Ms. Stacey Benn, Mr. Sidney Evans, Mr. Thomas Faulk, Mrs. Deborah Flavin, Mr. Marvin Hicks, Mr. Shinil Hong, Ms. Donna Howard, Mr. Abraham Mauer, Dr. Willie May, Ms. Kim McCalla, Dr. Adebisi Oladipupo, Ms. Tanya Rush, Mr. Alan Small, Dr. Kara Turner, Dr. Don-Terry Veal, Mrs. Cynthia Wilder

**GUEST** Mr. Ian Klein, Department of Legislative Services

#### ITEMS FOR INFORMATION

##### Facilities, Design & Construction Management Update

*Reporting: Ms. Kim McCalla*

The University received \$24.7M from the HBCU Capital Finance Loan Program. Of this amount, \$9M will be used for deferred maintenance projects. The Physical Plant has been working to complete capital repairs for student housing projects which are not funded by the State. Roof replacement projects have been completed on Portage Avenue, Harper Tubman, Baldwin Hall, Cummings Hall, and Rawlings Residence Hall. The roof on Blount Towers will be replaced following the May 2019 Commencement. The air-conditioning units have been replaced in Blount Towers, and renovations have begun in Richard N. Dixon Lab. The theatre lighting controls in Murphy Fine Arts have also been addressed.

Chairwoman Malcom asked how the list of deferred maintenance projects was being monitored and tracked. Ms. McCalla responded by stating that a list of critical concerns has been developed in the order of priority which she has maintained according to the approvals by Mr. Evans. If projects were completed under budget, a request had been submitted to the Department of Education (HBCU Capital Financing Program) to ask for a program modification to spend the funds on projects in the same building.

Ms. McCalla gave the following project updates:

- **Student Services Building – Tyler Hall** – Major mechanical, electrical, and plumbing systems and equipment continued to be installed throughout the building. Drywall installation and elevator construction were in progress. The precast skin installation has been started. Ms. McCalla made a correction to the printed report and stated that the crane being used is a 500-ton crane as opposed to a 450-ton crane.
- **Health & Human Services Building** – The design/demolition of the Armory and Motor Pool along with the renovation of a portion of Portage Avenue will be the first phase of the HHS Project. The demolition documents were complete. The demolition funding and the first phase of design funding for Phase II were approved during the legislative session.
- **Miscellaneous Projects:**
  - *Northwood Public Safety* – The schematic design was completed, and the Architect provided an estimate for the cost of the building.
  - *McMechen Surge* – The RFP has been issued for this project. The surge is comprised of two projects to include renovating levels 1-3 for ROTC and renovating levels 4-5 for the Cyber Security Center.
  - *Hughes Stadium Track and Field Replacement* – The project has been awarded and will be on an aggressive schedule to be completed before the first home football game.
  - *Fire, Life, and Workplace Safety* – Main lab storage/intake areas for chemicals have been cleaned up. The chemicals will be stored safely and removed as required. The consultant's chemist started in April, and the creation of the lab safety protocols have been developed.

Regent Wilkinson asked for an update on the Northwood Project. Mr. Evans answered that the site preparation had not been started due to the issues regarding residential units and parking spaces for the site. Regent Carter asked who will make the final decision on the residential units. Mr. Evans stated that a collaboration will occur among the University, the Developer, and the MSU Foundation. Regent Stokes asked if there was any additional assistance needed from the Committee. Ms. McCalla answered that the support was sufficient and well appreciated. Regent Resnick requested a tour of the campus which Ms. Howard will handle.

### **Division of Research & Economic Development Update**

*Reporting: Dr. Willie May*

Presentation: **“Report to the MSU Board of Regents”**

Through the third quarter of FY 2019, the University received \$29M in grants, contracts, and awards. Over the same period in FY 2018, the total was \$34M. The largest awards were received from the Department of Energy (DoE). There were 113 proposals submitted, requesting \$79.1M.

Dr. May reported that the University has achieved R2 status – a key milestone articulated in the President's 2011-2021 Strategic Plan. The Division's targets include a sustainable \$50M in sponsored research awards, increased faculty and student research involvement, and increased technology transfer.

An update was given on the new programs initiated by the Division. Dr. May shared highlights on a visit to Purdue University which voiced interest in partnering with MSU to help diversify its rocketry program. Purdue will tutor, assist with curriculum development, give access to their online courses, discuss faculty and student exchanges, and offer summer internships.

The Center for Cybersecurity Assurance and Policy (CAP) has hired new faculty members. It also finalized plans for renovations in McMechen. Partnerships were discussed with NSA. A meeting with CISCO was also held, and hardware contributions will be expected.

The University has established an industrial hemp program that integrates educational, laboratory-based research, collaborative research with Maryland growers, and measurement services components. To date, seven Grower Partnership applications have been received, five of which have been approved, and two were under review. The long-term vision for the Industrial Hemp Program at Morgan will be to establish three components – academic, research, and measurement services to assist Maryland farmers.

#### **Division of Institutional Advancement Update**

*Reporting: Ms. Donna Howard*

Ms. Howard referenced page 120 of the Board package and gave highlights of the quarter. Fiscal year-to-date outright, pledges, and deferred gifts and income from sponsorships totaled \$11,386,086. The largest corporate gift to date was \$2,100,000; the largest organizational gift was \$1,600,000; the largest foundation gift to date was \$500,000; and the largest individual gift to date was \$500,000.

Recent awards of note included a \$500,000 bequest from alumnus Adolphus G. Crenshaw which provided funding through scholarships to students majoring in areas of STEM, as well as a \$150,000 award from JP Morgan Chase to support the Summer Intensive Bootcamp led by the College of Engineering.

The Alumni Relations Office and the Morgan State University Alumni Association will host the 79<sup>th</sup> Annual Alumni Awards and Class Reunion Luncheon on Friday, May 17, 2019 in the University Student Center's Calvin and Tina Tyler Ballroom. Reunion classes ending in "4" and "9" will be celebrated, with the Class of 1969 celebrating their 50<sup>th</sup> Anniversary.

The Office of Public Relations and Strategic Communications continued its dissemination of information 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 included a USA Today story about the 2020 presidential race featuring video and print interviews with several Morgan students; a New York Times story on the rise of HBCU enrollment featuring an interview with President Wilson; and a WBAL-TV 11 special story on Verda Welcome featuring interviews with Morgan's employees Dr. Ida Jones and Dr. Edwin Johnson.

#### **Division of Enrollment Management and Student Success Update**

*Reporting: Dr. Kara Turner*

Presentation: **"Enrollment Update"**

Dr. Turner referenced page 135 in the Board package and shared comparative admissions data from 2014-2019 as of April. There were 7,766 completed applications, which showed a 1% decrease over the same time last spring. Total admits were 5,236, or a 5.5% increase over the same time last spring. Total confirms was 638, or a 7% increase in confirms over the same time last spring. Dr. Turner reported that confirms were up across the board as compared to the same time period last year.

Regent Stokes asked for clarity on the late responses to some first-time freshmen who would choose Morgan. Dr. Turner responded that the University was fully caught up on responses but cited various scenarios in earlier delays to include the Banner 9 update and possible errors and delays in completing the applications.

#### **ITEMS FOR ACTION**

#### **Finance and Facilities Committee Minutes of February 5, 2019**

##### **Motion**

Chairwoman Malcom called for the minutes of February 5, 2019 to be approved. Regent Resnick motioned to approve the minutes. Regent Draper seconded the motion. The motion carried. The vote was unanimous.

**FY 2020 Tuition and Room Increase Recommendations**

*Reporting: Mr. Sidney Evans*

Approval was requested for increases in tuition (in support of instruction, instructional support, and other University services) and room rates for FY 2020 operations. The requested increases will provide approximately \$1,916,375 of additional revenue comprised of \$1,642,175 in tuition revenue and \$274,200 in room revenue to be utilized toward the projected FY 2020 resource requirements. The President recommended approval for the adoption of FY 2020 tuition and room increases as outlined.

**Motion**

Chairwoman Malcom called for a motion to approve the proposed recommendation. Regent Wilkinson moved to approve the recommendation. The motion was seconded by Regent Draper. The motion carried. The vote was unanimous.

**FY 2021 Capital Budget Request**

*Reporting: Mrs. Cynthia Wilder*

The University will submit its FY 2021 Five-Year Capital Budget Request to the Department of Budget and Management (DBM) on June 30, 2019. The five-year request totals \$625.6 million of which \$25.3 million will be requested for FY 2021. The President recommended approval.

Regent Stokes asked how the numbers compared to those discussed last year. Ms. McCalla stated that the numbers addressed the needs of the University, considering the State’s regulations.

**Motion**

Chairwoman Malcom called for a motion to approve the submission of the budget request. Regent Stokes moved to approve the recommendation. The motion was seconded by Regent Carter. The motion carried. The vote was unanimous.

**ITEM FOR INFORMATION**

**Student Housing Update**

*Reporting: Mr. Sidney Evans*

**Presentation: “Strategic Student Housing Presentation 050719”**

Chairwoman Malcom requested that Mr. Evans present the information item before bringing the action item to the Committee.

Mr. Evans gave a follow-up to the report given to the Committee at the February meeting. Based on the short-term housing plan, the University needs to acquire additional units at Marble Hall Gardens and Wellington Gate Apartments by July 2019. These new leases are being reviewed by the Office of the Attorney General. The long-term strategic student housing plan would include the following: build additional housing (1250-1550 beds) over the next seven years. This includes the razing of the Thurgood Marshall Apartments to make room for a new Thurgood Marshall (500-600 beds) by Fall 2022. Phase II would include researching the feasibility to raze O’Connell Hall, build a new facility on the Morgan View site (500-700), and renovate current housing facilities. Phase III would include a new facility for graduate and married student housing based on enrollment growth, resulting in an additional 250-500 beds.

Mr. Evans further explained three development approaches to the student housing options. The first approach would be to hire an external housing consultant and allow the University to move forward with a P-3 structure. A Request for Information (RFI) has been completed for a student housing consultant, and two firms were interested. The second approach would be to work with the Maryland Economic Development Corporation (MEDCO), which would provide the University with a turnkey housing project. The third approach would be a MEDCO hybrid where MEDCO would assist in writing the RFP and the University would hire a developer and/or consultant to build a facility. Mr. Evans further outlined the pros and cons of each approach and recommended the second approach.

Regent Resnick questioned the possibility of a bed shortage when building a new Thurgood Marshall (500-700 bed facility) as the University already has 726 beds at Marble Hall and asked if there were companies that build housing facilities for Universities. Mr. Evans confirmed the University will take all options into consideration.

## **ITEM FOR ACTION**

### **Amended Lease for Marble Hall Gardens Apartments**

*Reporting: Mr. Sidney Evans*

*Handout: None. Information was included in the Board package.*

In 2004, Morgan State University and Marble Hall Holdings, LLC entered into a lease agreement for off-campus student housing at the property located at 4300 Marble Hall Road, Baltimore, MD 21218. In 2007, a new five-year lease was developed and has been renewed three times via one-year terms.

In 2015, the University obtained Board approval to modify and extend the lease for a three-year term which commenced on August 1, 2015 and ended on July 31, 2018, with two one-year options to extend the lease from (i) August 1, 2018 thru July 31, 2019, and (ii) from August 1, 2019 thru July 31, 2020.

The University requested approval to amend the lease through 2023, with two one-year renewals for a potential lease of seven years, through 2025.

The President recommended approval of the lease amendment.

Regent Draper referenced paragraph 3 of the lease overview on page 173 of the Board package. She pointed out the sentences, “Once this plan is implemented over the time period, the need for Marble Hall Gardens Apartments will be eliminated. However, for the next three of four years, the need remains to house students at this property.” She recommended rewording for clarity.

Mr. Faulk recommended adding the component “The lease for Marble Hall may be extended beyond 2025, if needed” to paragraph 3 of the “Summary of Item for Action.”

#### **Motion**

Chairwoman Malcom called for a motion to amend the item for action. Regent Draper moved to approve the amended request. The motion was seconded by Regent Wilkinson. The motion carried. The vote was unanimous.

#### **Motion**

Chairwoman Malcom called for a motion to approve the request as amended. Regent Carter moved to approve the amended request. The motion was seconded by Regent Draper. The motion carried. The vote was unanimous.

## **ITEMS FOR INFORMATION**

### **Food Service Contract Update (Oral Report)**

*Reporting: Mr. Sidney Evans*

Mr. Evans summarized an update to the food service contract and stated that more due diligence would be required for the RFP. The RFP will be issued in the fall.



**Budget Updates**

**FY 2019 Financial Status Update**

*Reporting: Mr. Sidney Evans*

Mr. Evans reported that the FY 2019 financial status was on target. The University was slightly ahead in revenues, slightly ahead in expenses, and we will end the fiscal year with a balanced budget.

**Legislative Decision – FY 2020 Operating Budget**

*Reporting: Mr. Sidney Evans*

The University’s base general fund operating budget had increased to \$102.6M in FY 2020 from \$97.5M in FY 2019, or by 5.2% to fund the following priorities:

|                                   |               |
|-----------------------------------|---------------|
| Annualization of FY 2019 COLA     | \$1.1M        |
| Growth Adjustments                | 2.5           |
| Deferred Maintenance              | 1.9           |
| FY 2020 COLA (3%)                 | 2.4           |
| FY 2019 Bonus and COLA Adjustment | (0.7)         |
| Legislative Reduction             | (1.0)         |
| Health Insurance Adjustment       | <u>(1.1)</u>  |
| <b>Total</b>                      | <b>\$5.1M</b> |

**Legislative Decision – FY 2020 Capital Budget**

*Reporting: Mr. Evans*

The University requested \$48.2M in the FY 2020 capital budget, of which the Governor recommended \$42M. Projects included in the request were the new student services building, new health and human services, and deferred maintenance and site improvements (west campus). Consistent with the Governor’s recommendation, the Legislature authorized \$42M. The Legislature also pre-authorized \$5M for the design of a new Convocation/Multi-Purpose Center in FY 2021.

**Motion**

Chairwoman Malcom asked for a motion for adjournment. Regent Draper moved to adjourn. The motion was seconded by Regent Stokes. The motion carried. The vote was unanimous. The meeting was adjourned at 11:45 a.m.

Submitted by,  
Ms. Stacey L. Benn, Recorder

# **GENDER & SEXUAL-BASED HARASSMENT & VIOLENCE POLICY**

**BOARD OF REGENTS**

**MORGAN STATE UNIVERSITY**

**SUMMARY OF ITEM FOR ACTION**

**TOPIC:** Gender and Sexual-Based Harassment and Violence Policy

**COMMITTEE:** Finance and Facilities

**DATE OF MEETING:** August 6, 2019

**BRIEF EXPLANATION:** 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 the Maryland Higher Education Commission 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.

**FISCAL IMPACT:** Two state positions at a salary of \$75k - \$102k including fringe benefits.

**PRESIDENT’S RECOMMENDATION:** The President recommends approval to ensure that the University is in compliance with state law.

**COMMITTEE ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**BOARD ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

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MORGAN STATE UNIVERSITY  
GENDER AND SEXUAL-BASED HARASSMENT AND VIOLENCE POLICY

|  |    |   |
|--|----|---|
| I. POLICY STATEMENT .....  | 4  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| II. SCOPE AND APPLICABILITY.....                                       | 4  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| A. Individuals covered and protected by this Policy .....              | 4  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| B. Jurisdiction.....   | 4  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| C. Reports involving minors or suspected child abuse and neglect ..... | 5  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| III. DEFINITIONS.....  | 5  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| A. Consent .....   | 5  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| B. Coercion.....   | 6  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| C. Complainant.....  | 6  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| D. Complicity.....   | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| E. Confidential Employees.....   | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| F. Employee .....  | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| G. Force .....   | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| H. Gender-Based Harassment.....  | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| I. Incapacitation.....   | 7  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| J. Interim Measures .....  | 8  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| K. No Contact Order.....   | 8  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| L. Parties.....  | 8  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| M. Prohibited Conduct .....  | 8  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| N. Relationship Violence.....  | 9  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| 1. Domestic Violence .....   | 9  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| 2. Dating Violence .....   | 9  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| O. Respondent.....   | 9  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| P. Responsible Employee.....   | 9  | Formatted: Font: Myriad Pro Cond, 12 pt           |
| Q. Retaliation .....   | 10 | Formatted: Font: Myriad Pro Cond, 12 pt           |
| R. <u>Sexual</u><br><u>Coercion</u> .....                              | 11 | Formatted: Normal                                 |
| SR. Sexual Exploitation .....  | 11 | Formatted: Font: (Default) Myriad Pro Cond, 12 pt |
| TS. Sexual Harassment.....   | 12 | Formatted: Font: Myriad Pro Cond, 12 pt           |
| UF. Sexual Intimidation.....   | 13 | Formatted: Font: Myriad Pro Cond, 12 pt           |
| VU. Sexual Violence .....  | 13 | Formatted: Font: Myriad Pro Cond, 12 pt           |

|   |    |   |
|---|----|---|
| 1. <i>Sexual Assault I – Nonconsensual sexual intercourse</i> ..... | 13 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 2. <i>Sexual Assault II – Nonconsensual sexual contact</i> .....    | 14 | Formatted: Font: Myriad Pro Cond, 12 pt |
| WV. Stalking .....  | 14 | Formatted: Font: Myriad Pro Cond, 12 pt |
| IV. TITLE IX COORDINATOR AND TITLE IX TEAM .....                    | 14 | Formatted: Font: Myriad Pro Cond, 12 pt |
| V. REPORTING OPTIONS .....  | 15 | Formatted: Font: Myriad Pro Cond, 12 pt |
| A. Reports to Law Enforcement .....                                 | 15 | Formatted: Font: Myriad Pro Cond, 12 pt |
| B. Reports to the University .....                                  | 16 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 1. Time period for reporting .....                                  | 16 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 2. Responsible Employees .....                                      | 16 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 3. Reports by Students and Employees Not Required to Report .....   | 17 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 4. Public Awareness Events and Programs .....                       | 17 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 5. IRB-Approved Research .....                                      | 18 | Formatted: Font: Myriad Pro Cond, 12 pt |
| VI. PRIVACY AND CONFIDENTIALITY .....                               | 18 | Formatted: Font: Myriad Pro Cond, 12 pt |
| A. Distinction between privacy and confidentiality .....            | 18 | Formatted: Font: Myriad Pro Cond, 12 pt |
| B. Requests for Confidentiality .....                               | 18 | Formatted: Font: Myriad Pro Cond, 12 pt |
| C. Records .....  | 19 | Formatted: Font: Myriad Pro Cond, 12 pt |
| D. Release of Information .....                                     | 19 | Formatted: Font: Myriad Pro Cond, 12 pt |
| VII. OBTAINING HELP AND SUPPORT .....                               | 19 | Formatted: Font: Myriad Pro Cond, 12 pt |
| A. Finding a Safe Place .....                                       | 20 | Formatted: Font: Myriad Pro Cond, 12 pt |
| B. Seeking Medical Attention and Preserving Evidence .....          | 20 | Formatted: Font: Myriad Pro Cond, 12 pt |
| C. Obtaining Support .....  | 20 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 1. On-Campus Resources: Confidential .....                          | 21 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 2. On-Campus Resources: Non- Confidential .....                     | 21 | Formatted: Font: Myriad Pro Cond, 12 pt |
| 3. Off-Campus and Community Resources .....                         | 22 | Formatted: Font: Myriad Pro Cond, 12 pt |
| VIII. REMEDIAL AND PROTECTIVE MEASURES                              | 24 | Formatted: Font: Myriad Pro Cond, 12 pt |
| A. Types of Remedial and Protective Measures .....                  | 24 | Formatted: Font: Myriad Pro Cond, 12 pt |
| B. Interim Suspension or Separation from University .....           | 25 | Formatted: Font: Myriad Pro Cond, 12 pt |
| IX. ACADEMIC FREEDOM AND FIRST AMENDMENT PROTECTION .....           | 25 | Formatted: Font: Myriad Pro Cond, 12 pt |
| X. AMNESTY FOR ALCOHOL AND DRUG POSSESSION AND CONSUMPTION ....     | 26 | Formatted: Font: Myriad Pro Cond, 12 pt |
| XI. CONSENSUAL RELATIONSHIPS AND PROFESSIONAL CONDUCT .....         | 26 | Formatted: Font: Myriad Pro Cond, 12 pt |
| XII. FALSE REPORTS .....  | 26 | Formatted: Font: Myriad Pro Cond, 12 pt |
| XIII. EDUCATION, TRAINING, AND PREVENTION PROGRAMS                  | 26 | Formatted: Font: Myriad Pro Cond, 12 pt |
| XIV. RIGHTS AND DISCIPLINARY PROCEEDINGS FOR ALLEGATIONS OF         |    | Formatted: Font: Myriad Pro Cond, 12 pt |

PROHIBITED CONDUCT

.....28

XV. ALLEGATIONS OF PROHIBITED CONDUCT AGAINST THIRD PARTIES NOT AFFILIATED WITH THE UNIVERSITY  
PROCEDURES FOR RESOLVING REPORTS OF PROHIBITED CONDUCT.....273

**Error! Hyperlink reference not valid.**A.Complaints against Students and Employees  
.....32

**Error! Hyperlink reference not valid.**B.Complaints against Third Parties Not Affiliated with the University.....32

**Error! Hyperlink reference not valid.**C. Implementation**Error! Bookmark not defined.**

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## I. POLICY STATEMENT

Morgan State University (the “University”) is committed to maintaining an academic and working environment in which students, faculty, and staff feel safe and are free to develop intellectually, professionally, personally, and socially. Such an environment must be free from all forms of Gender and Sexual-Based Harassment and Violence (collectively, “Prohibited Conduct”) in addition to free from Retaliation. It is the responsibility of all members of the University community to create a safe and inclusive environment that is free from Gender-Based Harassment and Violence. Such Prohibited Conduct subverts the mission of the University and threatens the well-being, and employment, academic, and social opportunities and experiences of students, faculty and staff; thus it is expressly prohibited and will not be tolerated.

The University does not discriminate on the basis of sex or gender in employment or any of its programs or activities. Sexual harassment, sexual assault, and other categories of sexual misconduct are forms of sex discrimination that are not only prohibited under the Morgan State University Gender And Sexual-Based Harassment And Violence Policy (the “Policy”), but also under federal and state discrimination laws. In accordance with Title IX of the Education Amendments of 1972 (“Title IX”), the federal law that prohibits discrimination on the basis of sex in federally funded educational programs and activities, the Violence Against Women Reauthorization Act of 2013 (“VAWA”), Title VII of the Civil Rights Act of 1964 (“Title VII”), and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”), this Policy is designed to provide for the prompt, equitable, and impartial investigation and resolution of incidents of Prohibited Conduct.

This Policy provides the expectations for maintaining a safe, inclusive, and nondiscriminatory environment and the process for reporting and resolving alleged violations of the Policy. Students, faculty, and staff who violate this Policy may face disciplinary action up to and including expulsion or termination from the University.

This Policy applies to all reported incidents of Gender and Sexual-Based Harassment and Violence and replaces both the University’s Sexual Harassment Policy and Sexual Assault Policy.

## II. SCOPE AND APPLICABILITY

### A. Individuals covered and protected by this Policy

This Policy ~~and associated procedures~~ applies to the conduct of, and protect all University students, faculty, and staff—regardless of gender, sexual orientation, gender identity or gender expression.

This Policy also applies to contractors and other third parties within the University’s control. This includes individuals doing business with the university and/or working on behalf of the University in any capacity, volunteers, visitors, and guests.

### B. Jurisdiction

This Policy applies to Prohibited Conduct that occurs:

- (1) On campus, which includes any University facility or University property;

(2) Off campus, if the conduct:

- occurred in connection with a University sponsored, recognized, or approved program (e.g., University- sponsored study abroad or internship program);
- occurred within facilities that are located on University-owned land and/or leased property;
- impedes equal access to any University education program or activity or has the effect of creating a hostile education or employment environment for a member of the University community, or
- otherwise threatens the health and/or safety of a member of the University community.

In determining whether the University has jurisdiction over off-campus conduct that is not part of a University sponsored, recognized, or approved program, the University will consider the following factors:

- the seriousness of the alleged conduct,
- the risk of harm involved,
- whether both parties are members of the University community, and
- whether the off-campus conduct is part of a series of actions that occurred both on and off campus.

### **C. Reports involving minors or suspected child abuse and neglect<sup>1</sup>**

All members of the University community are required to comply with applicable laws and regulations regarding the reporting of child abuse and neglect. Under Maryland law , University employees who learn or have reason to believe that a child under the age of 18 has been subjected to abuse or neglect, including sexual abuse, must report this abuse or neglect to law enforcement or the appropriate child protective services agency. This reporting obligation includes past incidents of abuse or neglect – meaning individuals must report suspected child abuse or neglect even if the abuse occurred in the past and the victim is now an adult. In order to ensure compliance with the law, employees shall notify University Police within 48 hours of the event that caused them to believe that a child has been subjected to abuse or neglect. University Police will take immediate steps to assist with the protection of the child and comply with all applicable legal reporting requirements.

## **III. DEFINITIONS**

For the purposes of this Policy, the following terms have the definitions provided below. Please note that some of these terms may also be used in other contexts, such as in connection with criminal or legal proceedings, and their meaning may be different in those contexts.

### **A. Consent**

Clear, voluntary and unambiguous agreement, expressed in mutually understandable words or actions, to engage in a specific sexual activity.

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<sup>1</sup> Md. Code Ann. Fam. Law §§ 5-701, 5-704, 5-705. More information on mandatory reporting of child abuse and neglect can be found on the Maryland Department of Human Resources website.



**Consent must be obtained.** It is the responsibility of the person who wants to engage in the sexual activity to ensure that they have consent from the other party, and that the other party is capable of consent. Accordingly, when there is a dispute as to whether sexual activity was consensual, the University's investigation will assess whether the person initiating the sexual activity knew, or should have known, that the sexual activity was not consensual or that the other party was incapable of providing consent.

**Consent must be affirmative.** Consent requires an affirmative demonstration, through words or actions that conveys a clear willingness to engage in the sexual activity.

As a result:

- An individual cannot infer consent through silence, lack of resistance, or absence of a verbal "no" or "stop."
- Consent cannot be inferred by the existence of a current or prior dating or sexual relationship between individuals.
- Consent to any one form of sexual activity does not automatically imply consent to other forms of sexual activity.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent cannot be obtained from someone who is incapacitated.

**Consent must be ongoing.** Consent must be present throughout the sexual activity and may be withdrawn at any time. However, withdrawal of consent requires an outward demonstration, through understandable words or actions, which clearly conveys that a party is no longer willing to engage in the sexual activity. If there is any confusion as to whether there is consent or whether prior consent has been withdrawn, the parties should stop the activity until the confusion is resolved.

**Consent must be voluntary.** Consent can never be obtained by use of physical force, threats, intimidating behavior or coercion. Furthermore, consent cannot be obtained by taking advantage of an individual's inability to give consent because of incapacitation.

#### B. Coercion

Words and/or conduct that substantially impairs an individual's ability to voluntarily choose whether to engage in a sexual activity. It exists when a person applies an unreasonable amount of pressure on another for sex. For example, when a person makes clear that they do not want sex, want to stop, or that going past a certain point of sexual interaction is unwanted, continued pressure can be coercive. Coercion is evaluated based on the intensity, frequency, and duration of the words or actions.

#### C. Complainant

Individual who experienced the reported Prohibited Conduct, regardless of whether that individual made the report, participated in the University's investigation, or filed a formal complaint alleging violations of this Policy. If an individual who experienced Prohibited Conduct chooses not to file

a formal complaint, the University may at its discretion initiate an investigation and serve as the Complainant in any proceeding under this Policy ~~and accompanying Procedures~~.

#### D. Complicity

Any act that knowingly aids, facilitates, promotes, or encourages the commission of Prohibited Conduct by another person.

#### E. Confidential Employees

University employees who are not required to report incidents of Prohibited Conduct to the University's Title IX Coordinator. The only confidential employees at the University are employees at the:

- Harriet A. Woolford University Health Center
- University Counseling Center
- University Memorial Chapel

#### F. Employee

Faculty or staff employee, regardless of type (*i.e.*, regular or contractual).

#### G. Force

Physical violence and/or imposing on someone physically to gain sexual access. Force can include threats, intimidation, and coercion that are used to overcome resistance.

#### H. Gender-Based Harassment

Unwelcome verbal, physical, or electronic conduct of a nonsexual nature based on sex, sex-stereotyping, sexual orientation, gender identity or gender expression that has the purpose or effect of unreasonably interfering with an individual's academic or work performance (*i.e.*, it is sufficiently severe, persistent, or pervasive to create an intimidating, hostile, humiliating, demeaning, or offensive working or learning environment). For example, harassment for exhibiting what is perceived as a stereotypical characteristic for one's sex or for failing to conform to stereotypical notions of masculinity or femininity, regardless of the actual or perceived sex, gender, sexual orientation, gender identity, or gender expression may violate this Policy.

#### I. Incapacitation

A state where an individual cannot make an informed and rational decision to engage in sexual activity because the individual lacks the mental and/or physical ability to understand the nature of the sexual activity (*i.e.*, the who, what, where, why, or how of the sexual activity). There are a number of causes for incapacitation, including, but not limited to:

- Being asleep or unconscious
- Intermittent consciousness
- Existence of a mental, physical, or developmental disability
- Consumption of alcohol or other drugs (includes prescription and illegal drugs)

Alcohol or drug use is one of the primary causes of incapacitation, but consumption alone is insufficient to establish incapacitation. Incapacitation is a state beyond intoxication, impairment

of judgment, or “drunkenness.” The impact of alcohol and drugs vary from person to person, and evaluating whether an individual is incapacitated and unable to give consent, requires an assessment of whether the consumption of alcohol or other drugs has rendered the individual physically helpless and substantially incapable of:

- Making decisions about the potential consequences of the sexual activity;
- Appraising the nature of one’s own conduct;
- Communicating consent to the sexual activity; or
- Communicating unwillingness to engage in the sexual activity.

An individual who is incapacitated is unable to consent to sexual activity. Under this Policy, in evaluating incapacitation, the University will assess whether the Respondent knew or should have known, the Complainant was incapacitated.

**J. Interim Measures**

Temporary actions taken by the University to protect the safety and wellbeing of the parties and to foster a more stable and safe environment during the University’s investigation and resolution process. Interim Measures are initiated based on information gathered when an incident of Prohibited Conduct is reported to the University. Interim Measures are not intended to be permanent and thus may be amended or withdrawn as additional information is gathered.

**K. No Contact Order**

An official University directive that serves as notice to an individual that they are prohibited from physical, verbal, electronic, written, and/or third party contact and communications with another individual. The University may issue a No Contact Order as a remedial and protective measure, including as an interim measure, in order to enhance the safety of all parties, the broader University community, and/or to protect the integrity of the University’s investigation and resolution process.

**L. Parties**

Refers to the Complainant and Respondent collectively.

**M. Prohibited Conduct**

All gender and sexual-based conduct prohibited under this Policy to include, but not limited to, sexual harassment, gender-based harassment, sexual violence, sexual exploitation, sexual intimidation, relationship violence, stalking, complicity, and all other conduct of a sexual nature. Prohibited Conduct can occur between people of the same sex or between people of different sexes. It can also include both intentional conduct and conduct that results in negative effects, even if those negative effects were unintended.

N. Relationship Violence

Relationship violence is a broad term that encompasses Domestic Violence and Dating Violence.

1. ***Domestic Violence***<sup>2</sup>

Domestic violence refers to sexual or physical abuse committed by any of the following individuals:

- a current or former spouse or intimate partner of the Complainant;
- a person with whom the Complainant shares a child in common;
- a person who is cohabitating with or who has cohabitated with the Complainant as a spouse or intimate partner;
- a person similarly situated to a spouse of the Complainant; or
- any other person against an adult or youth complainant who is protected from those acts by Maryland's domestic and family laws.

For the purposes of this Policy, individuals are not covered within the scope of this definition solely by virtue of their status as a roommate or former roommate in University housing or as a co-tenant or former co-tenant in off-campus housing shared with other students.

2. ***Dating Violence***

Physical or sexual abuse committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. Whether the relationship is of a romantic or intimate nature is determined by a variety of factors, which include:

- the length of the relationship;
- the type of relationship; and
- the frequency of interaction between the persons involved in the relationship.

O. Respondent

An individual accused of engaging in conduct that violates this Policy.

P. Responsible Employee

All non-confidential employees are strongly encouraged to report incidents of Prohibited Conduct. However, individuals identified as Responsible Employees have a duty to report incidents of Prohibited Conduct.

Responsible Employees are individuals: 1) who have the authority to address Prohibited Conduct; 2) who have a duty to report incidents of Prohibited Conduct; or 3) whom a member of the University community could reasonably believe has such authority or duty. The University has designated the following individuals as Responsible Employees:

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<sup>2</sup> In addition to violating this Policy, domestic abuse is also a crime under Maryland law. Complainants may seek relief from the court by filing a petition for a peace or protective order against the Respondent. Maryland law provides criminal penalties for violations of certain orders of protection.

- Every employee who has been designated as a Campus Security Authority.<sup>3</sup> This includes the following:
  - Vice President for Student Affairs
  - Associate Vice President for Student Affairs
  - Chief Judicial Officer
  - Judicial Coordinator
  - Executive Director of Campus and Public Safety
  - Chief of Police
  - Director of the Office of Residence Life and Housing
  - Assistant Director of Student Life, Office of Residence Life and Housing
  - Resident Directors, Resident Assistants, and Desk Attendants in the Office of Residence Life and Housing
  - Director of Diversity and Equal Employment Opportunity/EEQ
  - Director of Human Resources
  - Director of Athletics
  - Athletic Coaches and Trainers
  - Director of Student Activities
  - Assistant Coordinator of Student Activities
  - Assistant Coordinator of University Events
  - Faculty Advisors for Student Clubs and Organizations
- University Administrators. This includes the following:
  - University President
  - Chief of Staff
  - Provosts
  - Vice Presidents
  - Deans
- Employees with supervisory responsibilities for other employees or students
- Faculty Members (including regular and adjunct faculty)
- Campus Police
- Any employee who accompanies students abroad or is a local contact for students abroad

Responsible Employees who learn of or witness Prohibited Conduct involving a student, employee, or third-party are required to immediately report such Prohibited Conduct to their supervisor or Department Chair and to the University's Title IX Coordinator. Responsible Employees may also report Prohibited Conduct to the University Police when needed.

**Q. Retaliation**

Acts or words against an individual because of the person's participation in a complaint, investigation, and/or resolution of an allegation of Prohibited Conduct.

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<sup>3</sup> Campus Security Authorities are individuals required to report certain crimes to the University's Office of Police and Public Safety in compliance with the Clery Act.

- Retaliation can be committed by one individual or a group of individuals, not just by a Respondent or Complainant.
- Retaliation may include intimidation, threats, coercion, harassment, and adverse employment or educational actions.

Individuals who report violations of this Policy in good-faith will be protected from Retaliation.

Retaliation is strictly prohibited under Title IX and this Policy. Accordingly, any individual who is found to have engaged in retaliation is subject to discipline, which can include expulsion or termination of employment. A report of retaliation will be viewed as a separate offense under this Policy; this means that an individual may be found responsible for retaliation even if no one is found responsible in the underlying report of Prohibited Conduct. Individuals who believe they are being subjected to retaliation should promptly contact the University's Title IX Coordinator.

#### R. Sexual Coercion

The use of unreasonable pressure in an effort to compel another individual to initiate or continue sexual activity against the individual's will. A person's words or conduct are sufficient to constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether or not to engage in sexual activity. Sexual Coercion includes, but is not limited to, sexual intimidation, manipulation, threats of emotional or physical harm, and blackmail. Examples of sexual coercion include threatening to disclose another individual's private sexual information, or threatening to harm oneself if the other party does not engage in the sexual activity.

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#### R.S. Sexual Exploitation

Non-consensual or abusive sexual advantage of another person for one's own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited, or taking advantage of another person's sexuality.

Examples of sexual exploitation include, but are not limited to:

- observing another individual's nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved;
- non-consensual sharing or streaming of images, photography, video, audio recordings of nudity or sexual activity, or distribution of such without the knowledge and consent of all parties involved (includes, but is not limited to, posting and/or distribution of such images/audio via social media, text messages, group chats, etc.);
- knowingly exposing another individual to a sexually transmitted disease or virus without his or her knowledge;
- inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity; and
- threatening to disclose an individual's sexual orientation, gender identity, or gender expression.

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### S.T. Sexual Harassment

Sexual Harassment is a form of unlawful sex discrimination and means any unwelcome sexual advances, unwelcome requests for sexual favors, or other unwelcome verbal, physical, or electronic conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, evaluation of academic work, or participation in a University-sponsored educational program or activity;
2. Submission to or rejection of such conduct by an individual is used as a basis for an academic, employment, or activity or program participation decision affecting that individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance, (*i.e.*, it is sufficiently severe, persistent, or pervasive to create an intimidating, hostile, humiliating, demeaning or sexually offensive working or learning environment).

Sexual harassment:

- May be blatant and involve an overt action, threat, or reprisal; or may be subtle and indirect, with a coercive aspect that is unstated but implied.
- May or may not include an intent to harm.
- May not always be directed at a specific individual.
- May be committed by anyone, regardless of gender, age, position, or authority. While there may be a power differential between the parties, often due to differences in age, educational, employment, or social status, harassment can occur in any context.
- May be committed by a stranger, an acquaintance, or someone with whom the Complainant has a current or previous relationship, including a romantic or sexual relationship.
- May be committed by or against an individual or may be a result of the actions of an organization or group.
- May occur in the classroom, in the workplace, in residential settings, or in any other setting.
- May occur by or against an individual of any sex, gender identity, gender expression, or sexual orientation.
- May be committed in the presence of others or when the parties are alone.
- May occur through electronic communications, including email, text message, and social media.

The following are examples of behavior of a sexual nature that if unwelcome, may constitute sexual harassment:

**Physical Conduct:** touching, hugging, kissing, fondling, or touching oneself sexually for others to view.

**Verbal Conduct:** sexual or “dirty jokes,” comments on physical attributes or an individual’s body, spreading sexual rumors, bragging about one’s sexual activity in front of others, using sexually degrading words or sounds to a person or to describe a person, sexually explicit statements or stories that are not legitimately related to employment duties.

**Visual Conduct:** leering, displaying or distributing sexually explicit drawings, pictures, and/or written material.

**Written Conduct:** letters, emails, instant messaging, text messaging, blogs, web pages, and social media containing comments, words, or images of conduct described above.

**Quid pro quo:** making an academic or employment decision dependent on whether an individual submits to sexual advances, threatening reprisals after an individual has turned down sexual advances, offering academic or employment benefits in exchange for sexual favors.

A person’s subjective belief alone that a behavior is offensive does not necessarily make that behavior sexual harassment. The behavior must be objectively offensive meaning that a reasonable person in similar circumstances would find the behavior hostile, intimidating, or abusive based upon a totality of the circumstances.

A single isolated incident of sexual harassment may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to create a hostile environment, particularly if the harassment is physical.

#### F.U. Sexual Intimidation

Threatening behavior of a sexual nature directed at another person.

Sexual intimidation includes, but is not limited to:

- threatening to sexually assault another person;
- engaging in indecent exposure; and
- gender-based stalking, including cyber-stalking

#### U.V. Sexual Violence<sup>4</sup>

Physical sexual acts perpetrated without consent. Sexual violence includes rape, sexual assault, sexual battery, and sexual coercion.

**1. Sexual Assault I – Nonconsensual sexual intercourse** involves any act of sexual intercourse with another individual without consent. Sexual intercourse includes vaginal or anal penetration, however slight, with any body part or object, or oral penetration involving mouth to genital contact.

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<sup>4</sup> In addition to violating this Policy, certain acts of sexual violence are crimes in the State of Maryland. Additional information on Maryland’s sexual assault laws can be found on the Maryland Coalition Against Sexual Assault (MCASA) website.



2. **Sexual Assault II – Nonconsensual sexual contact** involves any intentional touching of the intimate parts of another person, causing another to touch one’s intimate parts, or disrobing or exposure of another without consent. Intimate parts may include genitalia, groin, breast, or buttocks, or the clothing covering them, or any other body part that is touched in a sexual manner. Sexual contact also includes attempted sexual intercourse.

WV.      **Stalking**<sup>5</sup>

A course of gender-based physical or verbal conduct directed at another individual that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

- A “course of conduct” consists of at least two acts.
- “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical treatment or professional counseling.
- A “reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim.
- Stalking includes cyber-stalking (i.e., using electronic means such as the Internet, social media, blogs, cell phones, texts, etc., to pursue, harass, or make unwelcome contact with another person in an unsolicited fashion).

**IV. TITLE IX COORDINATOR AND TITLE IX TEAM**

The Title IX Coordinator is responsible for the administration of this Policy and oversees the University’s response to, and investigation and resolution of, all reports of Prohibited Conduct. The Title IX Coordinator leads the University’s Office of Diversity and Equal Employment Opportunity (“Office of Diversity and EEO”), which is also staffed by the Deputy Title IX Coordinator. The Deputy Title IX Coordinator is primarily responsible for investigating complaints of Prohibited Conduct and assists the Title IX Coordinator with case management, training, and prevention.

The Office of Diversity and EEO is located on the University’s West Campus in Truth Hall, in the new Martin D. Jenkins Hall, Room -327403. The University’s Title IX Coordinator ~~is Tanyka M. Barber. She~~ can be reached at 443-885-3559 or 443-885-358080 or at ~~. The University’s Deputy Title IX Coordinator is Shawn Essien and she can be reached at 443 885 3559 or at shawn.essien@morgan.edu.~~ Individuals may also send an email to titleixcoordinator@morgan.edu.

The Title IX Coordinator also leads the University’s Title IX Team. Members of the Title IX Team include the Title IX Coordinator, Deputy Title IX Coordinator, Chief Judicial Officer, and Chief of University Police. On some occasions, based on the nature of the Prohibited Conduct, members of the Title IX Team may also include Title IX investigators, members of the Office of

<sup>5</sup> In addition to violating this Policy, stalking is a crime in Maryland.

General University Counsel, and/or members from Student Affairs, the Provost’s Office, and Human Resources.

Individuals are encouraged to contact the Title IX Coordinator with any concerns about this Policy or the University’s application of Title IX. Parties also have the right to seek redress from state and federal governmental agencies, including the Department of Education’s Office of Civil Rights at 215.656.8541 or ocr.philadelphia@ed.gov; U.S. Equal Employment Opportunity Commission at 1.800.669.4000; and the Maryland Commission on Civil Rights at 410.767.8600.

**V. REPORTING OPTIONS**

It is important for individuals who experience Prohibited Conduct to be aware of their options in order to make informed choices when reporting their experience. The information below discusses the various options available for reporting an incident of Prohibited Conduct. Individuals who experience Prohibited Conduct are encouraged to explore all available options for resolution, including resolution under this Policy and with law enforcement. The University and criminal justice processes are not mutually exclusive; and an individual can choose to pursue both a report under this Policy and criminal investigation at the same time.

**A. Reports to Law Enforcement**

Individuals who experience Prohibited Conduct are strongly encouraged to report the incident to law enforcement. Reporting an incident of Prohibited Conduct to law enforcement does not preclude an individual from also reporting the incident to the University. Reports made to the University and law enforcement may be pursued simultaneously; and the outcome of one investigation does not determine the outcome of the other.

University Police can assist individuals in reporting an incident of Prohibited Conduct to the appropriate law enforcement agency. Individuals who report incidents of Prohibited Conduct to University Police should understand that University Police are Responsible Employees under this Policy and will forward the report to the University’s Title IX Coordinator, regardless of whether the incident constitutes a crime under the law.

| Contact Information  |  |
|--|--|
| <b>Morgan State University Police</b>  | <b>Baltimore City Police, Northeast District</b>   |
| The police station is open 24-hours a day and located in the Washington Service Center<br>Emergency: 443-885-3103<br>Non-emergency: 443-885-3100<br>msupolice@morgan.edu | 1900 Argonne Drive, Baltimore, MD 21228<br>Emergency: 911<br>Non-emergency: 410-396-2444 |

When a Complainant wishes to pursue criminal charges related to an incident of Prohibited Conduct, the criminal investigation will be handled by the University Police Department and/or Baltimore City Police Department.

## B. Reports to the University

The University can only take corrective action and provide support when it becomes aware of a problem. Accordingly, individuals who believe they have experienced conduct that violates this Policy are encouraged to promptly report the incident to the University by:

- Contacting the Office of Diversity and EEO  
West Campus, new Martin D. Jenkins Hall Truth Hall, Room 327403 •  
titleixcoordinator@morgan.edu • 443885-3559 or 443-885-3580
- Contacting the Office of Student Rights and Responsibilities  
George W.F. McMechen Hall, Room 602 Truth Hall, Room 205 • 443-885-3527
- Contacting the Office of Police and Public Safety University Police • 443-885-3100
- Contacting ~~or~~ other Responsible Employees

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Deciding whether to report and choosing how to proceed are personal decisions. When reporting an incident of Prohibited Conduct, a Complainant does not need to decide whether to request any particular course of action. Choosing to report an incident and deciding how to proceed after making the report is a process that unfolds over time. The University makes every effort to respect an individual's autonomy in how to proceed with a report of Prohibited Conduct. Resources are available to support an individual regardless of the course of action ultimately chosen.

### 1. Time period for reporting

The University does not impose a time limit for reporting incidents of Prohibited Conduct. However, individuals are strongly encouraged to report the incident as soon as possible after the incident occurred in order to maximize the University's ability to respond promptly and effectively. Delays may make it more difficult to gather relevant and reliable information and impair the University's ability to respond and take appropriate action.

### 2. Responsible Employees

The University has designated the following people as Responsible Employees:

- Every employee who has been designated as a Campus Security Authority.<sup>6</sup> This includes the following:
  - Vice President for Student Affairs
  - Associate Vice President for Student Affairs
  - Chief Judicial Officer
  - Judicial Coordinator
  - Executive Director of Campus and Public Safety
  - Chief of Police
  - Director of the Office of Residence Life and Housing
  - Assistant Director of Student Life, Office of Residence Life and Housing

<sup>6</sup> Campus Security Authorities are individuals required to report certain crimes to the University's Office of Police and Public Safety in compliance with the Clery Act.

- Resident Directors, Resident Assistants, and Desk Attendants in the Office of Residence Life and Housing
- Director of Diversity and EEO
- Director of Human Resources
- Director of Athletics
- Athletic Coaches and Trainers
- Director of Student Activities
- Assistant Coordinator of Student Activities
- Assistant Coordinator of University Events
- Faculty Advisors for Student Clubs and Organizations
- University Administrators. This includes the following:
  - University President
  - Chief of Staff
  - Provosts
  - Vice Presidents
  - Deans
- Employees with supervisory responsibilities for other employees or students
- Faculty Members (including regular and adjunct faculty)
- Campus Police
- Any employee who accompanies students abroad or is a local contact for students abroad

Responsible Employees will safeguard an individual's privacy, but are **required** to immediately share all known details about alleged violations of this Policy. Responsible Employees are obligated to report allegations of Prohibited Conduct to their supervisor or Department Chair and to the University's Title IX Coordinator in order for the University to provide timely support for all parties and to allow for an effective institutional response. Responsible Employees may also report Prohibited Conduct to the University Police when needed.

Responsible Employees should not attempt to investigate or resolve the matter on their own. The Title IX Coordinator will make every effort to work collaboratively with the Responsible Employee in order to operate with discretion and maintain privacy of the individuals involved.

Responsible Employees cannot remain anonymous when reporting Prohibited Conduct they learn of, witness, or is disclosed to them by students, employees, or third-parties.

### **3. Reports by Students and Employees Not Required to Report**

All students and employees who are not otherwise required to report as a Responsible Employee are **strongly encouraged** to report any Prohibited Conduct perpetrated by a member of the University community or occurring at a University program or activity.

### **4. Public Awareness Events and Programs**

Public awareness events and programs (*e.g.*, Take Back the Night) at which students or employees disclose experiences of Prohibited Conduct are **not considered notice** to the University for the purpose of this Policy unless the individual disclosing their experience also initiates a complaint under this Policy. Disclosures of incidents of Prohibited Conduct made to faculty or as part of

classroom discussion or coursework are considered “reports” to the University and will be forwarded to the University’s Title IX Coordinator.

#### **5. IRB-Approved Research**

Disclosures of incidents of Prohibited Conduct that are made as part of an Institutional Review Board-approved human subjects research study, including the University’s campus climate study, are *not considered notice* to the University for the purpose of this Policy unless the individual disclosing their experience also initiates a complaint under this Policy.

### **VI. PRIVACY AND CONFIDENTIALITY**

The University is committed to protecting the privacy of all individuals involved in an incident reported under this Policy. Every effort will be made to respect and safeguard the privacy interests of the individuals involved in a manner consistent with the need for a careful assessment of the allegations and any necessary steps to eliminate the misconduct, prevent its recurrence, and address its effects.

#### **A. Distinction between privacy and confidentiality**

##### **1. Privacy**

Privacy generally means that information related to a reported incident will only be shared with a limited number of individuals “who need to know” the information in order to assist in the review, investigation and/or resolution of the incident. While not bound by confidentiality, these individuals will be discrete and respect the privacy of all individuals involved in the process. If a decision is made to pursue disciplinary action against a Respondent, information related to the report will be shared with him or her.

When the parties involved are students, information regarding a reported incident will not be shared with either party’s parents or guardians unless the party has signed a waiver that complies with FERPA or there is an articulable threat to the health or safety of the party or other individuals.

While a Responsible Employee cannot offer confidentiality to an individual who discloses an incident of Prohibited Conduct, the Responsible Employee will maintain the privacy of all individuals involved by sharing the information related to the report with only those who “need to know” as outlined above.

##### **2. Confidentiality**

Confidentiality means that information shared with a designated campus or community professional will only be disclosed with the individual’s express written permission, unless there is an imminent threat of harm to self or others. An individual can seek confidential assistance and support by speaking with specifically designated Confidential Employees as identified in section III.E. of this Policy and using the Confidential Resources identified in section VII.C. of this Policy.

#### **B. Requests for Confidentiality**

When a Complainant requests that their name or other identifiable information not be shared with the Respondent or that no formal action be taken, the Title IX Coordinator, in consultation with

the Title IX Team, will balance this request with the University's obligation to provide a safe and non-discriminatory environment to the Complainant and the rest of the University community.

If the University honors the request for confidentiality, it will still take all reasonable steps to investigate and respond to the report, but its ability to do so may be limited based on the nature of the Complainant's request. At times, in order to maintain safety and a non-discriminatory environment, the University will not be able to honor a Complainant's request for confidentiality. In such circumstances, the Title IX Coordinator will inform the Complainant prior to starting a formal investigation. The Complainant can choose not to participate in the University's investigation and in such cases the University's ability to meaningfully investigate the incident and/or pursue disciplinary action against the alleged perpetrator may be limited.

### **C. Records**

The Title IX Coordinator will maintain records of all incidents reported, and all complaints made under this Policy as well as their outcomes in order to track patterns and systematic concerns. Reports that end at the Initial Review stage or that are resolved through Voluntary Resolution are not part of a student's conduct file or an employee's personnel record. Affirmative findings of responsibility in matters resolved through the Investigation and Determination of Responsibility process are part of a student's conduct record and an employee's personnel record. Such records shall be used in reviewing any further conduct, or developing sanctions, and shall remain a part of a student's conduct record or an employee's personnel record. Student conduct records are maintained in the Office of Student Rights and Responsibilities in accordance with the University's document retention schedule. Personnel records are maintained in the Office of Human Resources in accordance with the University's document retention schedule.

### **D. Release of Information**

If a report made under this Policy discloses a serious and immediate threat to the University community, University Police will issue a timely warning notification to protect the health or safety of the community as required by the Clery Act. This timely warning notification will not include any identifying information about the Complainant.

Pursuant to the Clery Act and state law, anonymous statistical information regarding reported criminal incidents must be shared with University Police for inclusion in the daily crime log. This information will also be included in the University's Annual Security Report and annual report to the Maryland Higher Education Commission. The University may also share aggregate and not personally identifiable data about reports, outcomes, and sanctions.

All University proceedings are conducted in accordance with the requirements of Title IX, the Clery Act, FERPA, state and local law, and University policy. No information, including the identity of the parties, will be released from such proceedings except as required or permitted by law or under University policy.

## **VII. OBTAINING HELP AND SUPPORT**

Members of the University community who experience Prohibited Conduct are urged to immediately seek help. In addition to filing a report with law enforcement and the University, help

also includes seeking medical treatment and obtaining confidential counseling or crisis response. It is important for individuals who experience Prohibited Conduct to attend to any physical injuries as well as their emotional well-being.

#### **A. Finding a Safe Place**

Prohibited Conduct can be traumatic and shatter a person's sense of security. In the immediate aftermath of an incident, it is important to seek a safe place. Individuals who are in immediate danger or seriously injured should dial 911.

#### **B. Seeking Medical Attention and Preserving Evidence**

If it is safe to do so, individuals are encouraged to take precautions in order to preserve any evidence that may help with a criminal prosecution or University investigation. Regardless of whether a person intends to file criminal charges, they are encouraged to obtain a forensic medical exam in order to preserve evidence that may be on their body and clothes. A forensic examination will allow a trained healthcare professional to assess the individual's medical needs and collect evidence that can later be used if the person decides to pursue a criminal complaint. Mercy Medical Center located at 345 St. Paul Street, Baltimore MD 21202, has specially-trained nurses who can perform a forensic exam and provide medical care to individuals who have experienced sexual violence.

If possible, individuals should refrain from showering or bathing, brushing their teeth, washing their hands, and urinating or defecating. The best way to preserve evidence is to go to the hospital in the clothing worn at the time of the assault. Individuals who end up changing their clothes should take the clothes worn during the assault with them to the hospital. Try to use a paper bag to store any clothing rather than a plastic bag, which can degrade or contaminate forensic evidence. In addition to the physical evidence on the body and clothes, evidence may also include text messages, emails, voicemail messages, social network postings, photographs, and written documents such as cards, notes, and letters. Individuals should preserve this evidence as well in order to assist investigators if a person decides to file a complaint with law enforcement and/or the University.

Individuals who experience sexual violence are encouraged to be examined by a healthcare professional even if they have no visible injuries and do not want a forensic exam. Individuals may go to Mercy Medical Center and have a medical exam performed without having any forensic evidence collected. In addition, students can go to the [Harriet A. Woolford University Health Center](#) ("[University Health Center](#)"), located on campus, where medical staff can perform a physical exam and screen and provide treatment for STIs and pregnancy. The University can also arrange transportation to the hospital for any student wanting a forensic medical examination performed.

#### **C. Obtaining Support**

It is important to find people who can provide support after experiencing a form of Prohibited Conduct. Individuals may use any of the confidential resources listed below to access confidential assistance or to explore reporting options without initiating further action from the University.

This means that Confidential Employees and the other confidential resources listed below will not share information about an individual (including whether that individual has received services) without the individual's consent, unless there is an imminent threat of harm to self or others.

Individuals who choose to discuss incidents of Prohibited Conduct with Confidential Employees or utilize only Confidential Resources should understand that the University will not be able to conduct an investigation into the particular incident, or pursue disciplinary action against the alleged perpetrator, unless the incident is reported to the University's Title IX Coordinator directly by the victim, law enforcement, or someone who does not have the obligation to keep it confidential. Individuals who initially choose only to disclose Prohibited Conduct to Confidential Employees or Confidential Resources may report the incident to the University's Title IX Coordinator or law enforcement at a later time to initiate an investigation.

1. On-Campus Resources: Confidential

**University Counseling Center**

Carter Grant Wilson [Administration Building](#), Room 202 • 443-885-3130 •  
[www.morgan.edu/counselingcenter](http://www.morgan.edu/counselingcenter)

The University Counseling Center is staffed by trained counselors who can provide confidential support and assistance to current students. The [University Counseling Center](#) offers individual and group counseling for those who experience sexual misconduct, relationship violence, and stalking as well as to students who may need support in assisting a friend who is a survivor. There is no cost for counseling services. Counselors are available for appointments from 8:00 am to 5:00 pm Monday through Friday. If you are coming to the [University Counseling Center](#) for a brief consultation, for the first time or in an emergency, you may speak with the counselor on Walk-In duty for up to thirty minutes. Walk-in hours are Monday-Friday, 10 a.m. - 3 p.m. A counselor is also available on call 24 hours a day, 7 days a week in case of emergency. Students may contact their Residence Hall Director or the Campus Police (x3103) to get in touch with the counselor on call.

**University Memorial Chapel**

443-885-5105 • [www.morgan.edu/universitychapel](http://www.morgan.edu/universitychapel)

Clergy of various faiths are available for students, faculty, and staff to discuss religious, spiritual, and personal issues.

**University Health Center**

443-885-3236 • [www.morgan.edu/healthservices](http://www.morgan.edu/healthservices)

The ~~University Health Center~~ is staffed by confidential licensed healthcare providers. The ~~University health Health center-Center~~ offers complete physical exams, screening and treatment for sexually transmitted infections (STIs), emergency contraception, and pregnancy tests. The closest hospital that can conduct a forensic medical examination is Mercy Medical Center in Downtown Baltimore.

2. On-Campus Resources: Non- Confidential

**Title IX Coordinator/Deputy Title IX Coordinator - Office of Diversity & EEO**



West Campus, new Martin D. Jenkins Hall~~Truth Hall~~, Room 327403 • 443-885-3559/443-885-3580 • [titleixcoordinator@morgan.edu](mailto:titleixcoordinator@morgan.edu) • [www.morgan.edu/eo](http://www.morgan.edu/eo)

The Office of Diversity and ~~EEO~~Equal Employment Opportunity (EEO) is charged with the day-to-day implementation of the University's nondiscrimination policies as well as the coordination of Title IX related policies, procedures, training and prevention efforts.

#### **Office of Student Rights & Responsibilities**

George W. F. McMechen Hall~~Truth Hall~~, Room 602205 • 443-885-3527

The Office of Student Rights and Responsibilities has the primary responsibility to manage and direct the University's efforts in matters involving student conduct. The Office of Student Rights and Responsibilities enforces the Code of Student Conduct and oversees the adjudication of an extensive range of student misconduct.

#### **University Police**

Washington Service Center • 443-885-3103 • [msupolice@morgan.edu](mailto:msupolice@morgan.edu) • [www.morgan.edu/police](http://www.morgan.edu/police)

The University Police and Public Safety Department serves to provide a safe and secure campus environment conducive to education for Morgan State University students, faculty, staff and visitors. The Department provides police coverage and response 24 hours a day, 365 days a year. The Department is comprised of sworn police officers, civilian personnel, police communication operators, parking enforcement officers, and security officers. The Department responds to criminal offenses, service requests, complaints, and incidents. In addition, the Department is responsible for issuing timely warnings as needed, maintaining campus crime logs, and compiling the Annual Campus Security and Fire Safety Report (Clery Report).

### 3. Off-Campus and Community Resources

#### **House of Ruth**

2201 Argonne Drive, Baltimore, MD 21218 • 410-889-7884 • [www.hruth.org](http://www.hruth.org)

Provides confidential transitional shelter, legal (including assistance with obtaining protective/peace orders), counseling, and advocacy services to individuals who have experienced intimate partner violence.

#### **Maryland Coalition Against Sexual Assault (MCASA)**

P.O. Box 8782, Silver Spring, MD 20907 • 301-328-7023 • [www.mcasa.org](http://www.mcasa.org)

Sexual assault advocacy and referral organization. MCASA provides valuable information and resources for sexual assault survivors, including the locations of rape crisis and recovery centers located across the state of Maryland so survivors can find help when they are home and away from the campus.

#### **TurnAround, Inc.**

8503 LaSalle Road, Towson, MD, 21286 • 410-377-8111 • [www.turnaroundinc.org](http://www.turnaroundinc.org)

Provides confidential counseling, crisis intervention, referral and support services to individuals who have experienced sexual assault and domestic violence.

#### **National Domestic Violence Hotline**

1-800-799-SAFE (7223)

The National Domestic Violence Hotline operates 24-hour confidential and free support for survivors. Individuals who have experienced abuse, have abused, or are trying to help a friend in an abusive relationship can speak with an advocate via telephone or instant message.

**National Sexual Assault Hotline**

1-800-656-HOPE (4673) • <https://ohl.rainn.org/online>

The National Sexual Assault Hotline was created by the Rape, Abuse & Incent National Network (RAINN). It provides 24-hour confidential support and referral information for survivors. Individuals can also use online instant messaging to connect with a confidential support specialist.

**Sexual Assault Legal Institute (SALI)**

P.O. Box 8782, Silver Spring, MD 20907 • 301-565-2277 •

[www.mcasa.org/for-survivors/sali/](http://www.mcasa.org/for-survivors/sali/)

Provides legal assistance to sexual assault survivors.

**Tahirih Justice Center**

571-282-6161 • <http://www.tahirih.org/>

The Tahirih Justice Center works to protect immigrant women and girls seeking justice in the United States from gender-based violence. Tahirih provides holistic legal services, case management, advocacy, and education. It can assist domestic violence and sexual assault survivors with adjustment to their immigration status and with family law matters.

**The Pro Bono Counseling Project (PBCP)**

1-877-323-5800

PBCP links Maryland individuals and families with limited resources with licensed mental health professionals who can provide counseling and therapy at no cost.

**Protective Orders and Peace Orders**

<http://mdcourts.gov/courtforms/joint/ccdcvpo001br.pdf>

Under certain circumstances, a person may be entitled to obtain a protective order or a peace order. A protective order can require the abuser to stay away from you and your residence and provide other relief for up to one year with the possibility of being renewed for an additional period of time. A peace order can require the abuser to stay away from you for up to 6 months and can be renewed for an additional period of time.

**Maryland Criminal Injuries Compensation Board**

[www.dpscs.state.md.us/victimservs/cicb/index.shtml](http://www.dpscs.state.md.us/victimservs/cicb/index.shtml)

Provides aid and assistance to victims of crime such as reimbursement for medical and dental expenses, counseling expenses, loss earnings, disability, and crime scene clean up.

**Office of the Public Defender for Baltimore City**

The Office of the Public Defender provides low-cost representation for individuals in criminal cases.

**Office of the Baltimore City State's Attorney**

The Office of the State's Attorney prosecutes crimes occurring in Baltimore City and provides victim/witness assistance.

**U.S. Department of Education, Office for Civil Rights**

The Wanamaker Building, 100 Penn Square East, Suite 515, Philadelphia, PA 19107 • 215-656-8541 • ocr.philadelphia@ed.gov • www2.ed.gov/ocr

Federal agency where individuals may file an external Title IX complaint.

**Equal Employment Opportunity Commission**

10 S. Howard Street, 3<sup>rd</sup> Floor, Baltimore, MD 21201 • 1-800-669-4000 • www.eeoc.gov

Federal agency where employees may file an external sex discrimination/harassment complaint.

**Maryland Commission on Civil Rights**

6 St. Paul Street, Suite 900, Baltimore, MD 21202 • 410-767-8600 • www.mccr.maryland.gov

State agency where employees may file an external sex discrimination/harassment complaint.

**VIII. REMEDIAL AND PROTECTIVE MEASURES**

The University may implement remedial and protective measures for the parties involved and/or for the larger University community in order to enhance safety and protect the integrity of the University's process. The University will offer reasonable and appropriate measures to protect the parties and facilitate their continued access to University employment or education programs and activities. These measures may be both remedial (designed to address an individual's safety and well-being and continued access to educational opportunities) or protective (involving action against another individual). Remedial and protective measures may be temporary or permanent. Remedial and protective measures are available regardless of whether the Complainant pursues disciplinary action through the University's process or pursues criminal charges with law enforcement.

The Title IX Coordinator has the discretion to determine the appropriateness of remedial and protective measures, including any interim measures. All individuals are encouraged to report concerns to the University's Title IX Coordinator about the adequacy of remedial and protective measures or failure of another person to abide by any restrictions imposed by a remedial or protective measure. Violations of remedial and protective measures, including any interim measures, will be addressed under this Policy and the University will take appropriate, responsible, and prompt action to enforce such measures.

**A. Types of Remedial and Protective Measures**

Remedial and protective measures may include, but are not limited to:

- Issuance of a No Contact Order
- Access to counseling services and assistance setting up initial appointments, both on and off campus
- Arranging for medical services
- Academic accommodations and support services such as tutoring

- Academic schedule modification, including the ability to drop a course without penalty or to transfer sections
- Work schedule or job assignment modifications
- Residence modification
- Escort service to assure safe movement to and from classes, activities, and/or job site.
- Limiting access to certain University facilities
- Restrictions on campus activities
- Voluntary leave of absence
- Pre-disciplinary leave (with or without pay)
- Suspension from employment
- Any other measure that can be tailored to achieve the goals of this Policy

**B. Interim Suspension or Separation from University**

In certain circumstances, the alleged Prohibited Conduct may require the University to place a student or student organization on interim suspension or impose leave for an employee. Pending the resolution of an incident of Prohibited Conduct, the individual or organization may be denied access to campus, campus facilities and/or all other University activities or privileges for which the individual or organization might otherwise be eligible.

*Students.* The Title IX Coordinator or designee shall make a request for interim suspension to the Division of Student Affairs. Upon receipt of the request, the Vice President for Student Affairs or designee shall hold a show cause hearing to provide the Respondent with the opportunity to demonstrate why the interim suspension should not be imposed. Such interim suspension and/or loss of privileges, including removal from housing, is to become immediately effective without prior notice, if the Vice President for Student Affairs or designee determines that the continued presence of the student or student organization on the University campus poses a substantial and immediate threat of harm to the safety or well-being of an individual, the broader University community, or to the performance of normal University functions.

*Employees.* The Title IX Coordinator or designee may request that an employee be suspended or assigned other duties pending the outcome of the investigation and determination of responsibility of an incident of Prohibited Conduct. Such requests shall be made to the Provost (faculty) or Vice President for Finance and Management (non-faculty staff) in consultation with the appropriate area Vice President and/or Director of Human Resources (non-faculty staff) and proceed in accordance with the appropriate faculty handbook, collective bargaining agreement, and/or applicable employee policies and procedures.

**IX. ACADEMIC FREEDOM AND FIRST AMENDMENT PROTECTION**

This Policy shall not be interpreted to infringe on First Amendment rights, academic freedom or freedom of expression. The fact that speech or a particular expression is offensive is not, standing alone, a sufficient basis to establish a violation of this Policy. In order to violate this Policy, the

conduct must be sufficiently serious to interfere with an individual's ability to participate in employment or educational programs and activities from both a subjective and objective perspective. Prohibited Conduct, as described in this Policy, is neither a legally protected expression nor the proper exercise of academic freedom.

#### **X. AMNESTY FOR ALCOHOL AND DRUG POSSESSION AND CONSUMPTION**

Sometimes students may be reluctant to seek help after experiencing Prohibited Conduct, or reluctant to help others who may have experienced Prohibited Conduct because they fear being disciplined for underage alcohol consumption and/or consumption of other drugs. To encourage reporting, a student who reports Prohibited Conduct, either as a Complainant or third party witness, will not face disciplinary action for their consumption of alcohol or drugs at or near the time of the incident. Because alcohol and drug misuse can negatively impact a student's physical and emotional well-being, the University may still refer a student for health or medical intervention related to their alcohol or drug use.

#### **XI. CONSENSUAL RELATIONSHIPS AND PROFESSIONAL CONDUCT**

Sexual or other intimate relationships between a faculty or staff member and a student or between supervisor and employee, while not expressly forbidden, are generally deemed very unwise. Power differences between faculty and students or between supervisors and supervisees make the subordinate's voluntary consent to even an apparently consensual relationship questionable. Romantic or sexual relationships where there is a differential in power or authority produce risks for every member of the University community and undermine the professionalism of faculty and supervisors. Individuals should also be aware that these relationships may impact third parties based on perceived or actual favoritism or special treatment based on the relationship. Wherever a power differential exists between persons who are romantically or sexually involved, the parties must realize that if a complaint alleging Prohibited Conduct is subsequently filed, mutual consent will not necessarily be accepted as a reasonable defense.

#### **XII. FALSE REPORTS**

The University will not tolerate the false reporting of Prohibited Conduct. The University takes the accuracy of information very seriously as an accusation of Prohibited Conduct may carry severe consequences for the accused. A good-faith complaint that results in a finding of not responsible is not considered a false or fabricated accusation of Prohibited Conduct. However, when a Complainant or third party witness is found to have fabricated allegations or given false information with malicious intent or in bad faith, the Complainant or third party witness may be subject to disciplinary action, including termination of employment or expulsion from the University. Not only is it a violation of this Policy to make an intentionally false report, but such conduct may also violate state criminal statutes and civil defamation laws.

#### **XIII. EDUCATION, TRAINING, AND PREVENTION PROGRAMS**

The University is committed to preventing Prohibited Conduct on its campus. To that end, the University provides regular and ongoing prevention education and awareness programs. Incoming students and new employees are exposed to primary prevention and awareness programs as part of their orientation. Current students, faculty, and staff receive ongoing training on how to prevent

gender-based harassment, sexual misconduct, relationship violence, stalking, and related retaliation. Educational initiatives for employees shall comply with Md. Code Ann., State Pers. & Pens. § 2-203.1. The Title IX Coordinator is responsible for overseeing the University's training and educational programs related to this Policy. To learn more about the University's prevention programs or to request training, please contact the Office of Diversity and EEO at 443-885-3559 or 443-885-3580 or titleixcoordinator@morgan.edu.

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As part of the University's commitment to provide a learning and work environment free from Prohibited Conduct, this Policy will be disseminated widely to the University community through email communication, publications, websites, new employee orientations, student orientations, and other appropriate channels of communication.

#### **XIV. RIGHTS AND DISCIPLINARY PROCEEDINGS FOR ALLEGATIONS OF PROHIBITED CONDUCT**

The University offers a number of options for conducting disciplinary proceedings for allegations of Prohibited Conduct made against University students and University employees in a prompt, fair, and impartial manner. All reported incidents of Prohibited Conduct are investigated and resolved under the oversight of the Title IX Coordinator or designee and use a preponderance of evidence standard (i.e., it is more likely than not that the alleged misconduct occurred). If the alleged Prohibited Conduct occurred during the course and scope of a respondent's ( "Respondent " ) enrollment and/or employment at the University, the Respondent may be subject to sanctions related to their student and/or employment status.

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##### **A. Rights of University Students Alleging or Responding to Allegations of Prohibited Conduct**

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University students are entitled to the specific rights described within this subsection. University students who are alleging or responding to allegations of Prohibited Conduct are entitled to the following:

1. The right to treatment with dignity, respect, and sensitivity by the University during all phases of the disciplinary proceedings;
2. The right to a fair and impartial investigation;
3. The right to experience a safe living, educational, and work environment;
4. The right to be informed in writing of available on and off campus counseling and support services;
5. The right to employment, housing, and academic accommodations as necessary;
6. The right to be free from retaliation;
7. The right to have a complaint investigated by individuals who receive annual training on sexual misconduct, relationship violence, and stalking;
8. The right to disciplinary proceedings and resolutions that are prompt and equitable and provide an opportunity for the Complainant and the Respondent to be heard;
9. The right of the Complainant to be notified in writing of the availability of interim measures;

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10. The right, where possible, for the Complainant not to be negatively impacted by the interim measures employed by the University;

11. The right for the Respondent to be presumed not responsible for violating this Policy and for an outcome based solely on the evidence presented during the investigation and resolution of a complaint;

12. The right not to be discouraged by University officials from reporting an incident to law enforcement;

13. The right to timely written notice of:

i. The reported violation, including the date, time, and location of the alleged violation, and the range of potential sanctions associated with the alleged violation;

ii. The student's rights and responsibilities under this Policy and information regarding other civil and criminal options;

iii. The date, time, and location of each hearing, meeting, or interview that the student is required or permitted to attend;

iv. A final determination made by the University regarding whether Prohibited Conduct occurred and the basis for the determination;

v. Any sanction(s) imposed, as permitted by law; and

vi. The student's rights to an appeal of the final determination and a description of the appeal process;

14. The right to participate in the disciplinary proceedings, including:

i. Access to the case file and evidence regarding the incident obtained by the University during the investigation or considered by the University's adjudicating official or body, with personally identifiable or other protected information redacted as required by applicable law;

ii. Offering testimony at a hearing or, in the alternative, to the University's adjudicating official or body;

iii. Submitting evidence, witness lists, and suggested specific questions to be posed to the other student involved in the disciplinary proceedings by investigators or the University's adjudicating official or body;

iv. Providing and reviewing testimony electronically or in a way in which the students are not required to be in the physical presence of one another;

v. Reviewing and providing written responses to reports and proposed findings; and

vi. Appealing a determination or a sanction; and

15. The right to assistance by a licensed attorney, an advocate supervised by an attorney, or a trained advocate throughout the disciplinary proceedings, including by the attorney or advocate's:

i. Attendance at hearings, meetings, and interviews with the party;

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ii. Private consultations with the party during hearings, meetings and interviews, except during questioning of the party at a hearing, and

iii. Assistance with the party's exercise of any right during the disciplinary proceedings; and

16. Notwithstanding whether the student accesses counsel paid for by the Maryland Higher Education Commission (MHEC) as described Section XIV(B)(4) of this Policy, the presence of no more than two (2) people, including a personal supporter of the student's choice, an attorney, or an advocate, at any hearing, meeting, or interview during the disciplinary proceedings.

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**B. Procedures for Investigating Allegations of Prohibited Conduct Involving a University Student.**

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When the University investigates allegations of Prohibited Conduct involving a University student, the following procedures shall apply:

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1. The University shall provide each student involved in disciplinary proceedings with notice, presented in an appropriate and sensitive format, before the start of the disciplinary proceedings, of:

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i. The student's right to the assistance of an attorney or an advocate;

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ii. The legal service organizations and referral services available to the student; and

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iii. The student's right to have a personal supporter of the student's choice at any hearing, meeting, or interview during the disciplinary proceedings.

2. The University shall use the preponderance of the evidence standard when reviewing allegations of Prohibited Conduct. Preponderance of the evidence means that the evidence gathered and information provided during an investigation supports a finding that it is more likely than not that the Respondent violated the Policy.

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3. The University is authorized to use mediation or other informal mechanisms for resolving an allegation of Prohibited Conduct under this Policy only if:

i. The student who made the allegation requests an informal mechanism;

ii. All parties to the allegation, and the University, agree to the use of the informal mechanism;

iii. The University participates in the informal mechanism by providing trained staff;

iv. Any party may end the informal mechanism at any time in favor of a formal resolution proceeding; and

v. The alleged Prohibited Conduct does not involve Sexual Assault or Sexual Coercion.

4. The University must permit a current or former student who makes a complaint or responds to a complaint on which a formal Title IX investigation is initiated, and who was enrolled as a student at the University at the time of the incident that is the basis of the complaint, to access counsel paid for by MHEC, unless the student knowingly and voluntarily chooses

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not to have counsel, and provide that in accordance with COMAR 13B.09.01.

i. A student may select and retain an attorney prior to the conclusion of the formal Title IX proceedings.

ii. A student may obtain from MHEC, through MHEC's website, a list of licensed attorneys and legal services programs willing to represent students on a pro bono basis or at fees equivalent to those paid to attorneys under civil legal services programs administered by the Maryland Legal Services Corporation, established under Title II of the Human Services Article.

iii. The University may not discourage a student from retaining an attorney.

iv. A student's attorney may seek reimbursement of certain legal costs and fees from MHEC's Legal Representation Fund for Title IX Proceedings, subject to the availability of funding.

vi. MHEC is not required to pay a student's attorney's fees for representation in a criminal or civil matter.

5. The University shall not allow questioning or consider certain evidence during any adjudication proceeding, including:

i. A student's prior sexual history with an individual other than a party to the proceedings, except to:

a. Prove the source of injury;

b. Prove prior sexual misconduct;

c. Support a claim that a student has an ulterior motive; or

d. Impeach a student's credibility after that student has put their own prior sexual conduct at issue; and

ii. A student's history of mental health counseling, treatment, or diagnosis, unless the student consents.

**C. Rights of University Employees Responding to Allegations of Prohibited Conduct**

University employees are entitled to the rights described within this subsection. University employees who are alleging or responding to allegations of Prohibited Conduct are entitled to the following:

1. The right to treatment with dignity, respect, and sensitivity by other University employees during all phases of the disciplinary proceedings;

2. The right to a fair and impartial investigation;

3. The right to disciplinary proceedings and resolutions that are prompt and equitable and provide an opportunity for the Complainant and the Respondent to be heard;

4. The right to timely written notice of:

i. The reported violation, including the date, time, and location of the alleged violation, and the range of potential sanctions associated with the alleged

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violation;

- ii. The employee's rights and responsibilities under this Policy;
- iii. The date, time, and location of each hearing, meeting, or interview that the employee is required or permitted to attend;
- iv. A final determination made by the University regarding whether Prohibited Conduct occurred and the basis for the determination;
- v. Any sanction(s) imposed; and
- vi. The employee's rights to an appeal of the final determination and a description of the appeal process;

5. The right to participate in the disciplinary proceedings, including:

- i. Access to the case file and evidence regarding the incident obtained by the University during the investigation or considered by the University's adjudicating official or body, with personally identifiable or other protected information redacted as required by applicable law;
- ii. Offering testimony at a hearing or, in the alternative, to the University's adjudicating body or official;
- iii. Submitting evidence, witness lists, and suggested specific questions to be posed to the other party involved in the disciplinary proceedings by investigators or the University's adjudicating body or official;
- iv. Providing and reviewing testimony electronically or in a way in which the parties are not required to be in the physical presence of one another;
- v. Reviewing and providing written responses to reports and proposed findings; and
- vi. Appealing a determination or a sanction;

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D. Procedures for Investigating Allegations of Prohibited Conduct Involving a University Employee.

When the University investigates allegations of Prohibited Conduct involving a University employee, the following procedures shall apply:

- 1. The University shall use the preponderance of the evidence standard when reviewing allegations of Prohibited Conduct. Preponderance of the evidence means that the evidence gathered and information provided during an investigation supports a finding that it is more likely than not that the Respondent violated the Policy.
- 2. The University is authorized to use mediation or other informal mechanisms for resolving an allegation of Prohibited Conduct under this Policy only if:
  - i. The employee who made the allegation requests an informal mechanism;
  - ii. All parties to the allegation, and the University, agree to the use of the informal

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mechanism;

iii. The University participates in the informal mechanism by providing trained staff;

iv. Any party may end the informal mechanism at any time in favor of a formal resolution proceeding; and

v. The alleged Prohibited Conduct does not involve Sexual Assault or Sexual Coercion.

3. The University shall not allow questioning or consider certain evidence during any adjudication proceeding, including:

i. An employee's prior sexual history with an individual other than a party to the proceedings, except to:

a. Prove the source of injury;

b. Prove prior sexual misconduct;

c. Support a claim that an employee has an ulterior motive; or

d. Impeach an employee's credibility after that employee has put their own prior sexual conduct at issue; and

ii. An employee's history of mental health counseling, treatment, or diagnosis, unless the employee consents.

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~~PROCEDURES FOR RESOLVING REPORTS OF PROHIBITED CONDUCT~~

~~A. Complaints against Students and Employees~~

~~The University offers a number of options for resolving incidents of Prohibited Conduct against students and employees in a prompt, fair, and impartial manner. All reported incidents of Prohibited Conduct are investigated and resolved under the oversight of the Title IX Coordinator or designee and use a preponderance of evidence standard (i.e., it is more likely than not that the alleged misconduct occurred). If the Prohibited Conduct occurred during the course and scope of a student's employment at the University, the student-employee may be subject to sanctions both in connection with their employment and in connection with their student status.~~

~~B. Complaints against Third Parties Not Affiliated with the University~~

~~The University does not tolerate Prohibited Conduct by third parties when the third party has been brought into contact with members of the University community through a University program or activity. While individuals who are not students or employees of the University are not subject to discipline under the University's internal process, the University will provide a prompt and equitable response that is consistent with this Policy and the law. For example, the University may refer the matter to local law enforcement or may deny the third party access to University's buildings or grounds.~~

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~~C. Implementation~~

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The President shall develop rules and procedures that govern the investigation and adjudication of reports received under this Policy. The procedures for investigating and resolving reports under this Policy can be found on the University's website.

**XV. Allegations of Prohibited Conduct against Third Parties Not Affiliated with the University**

The University does not tolerate Prohibited Conduct by third parties when the third party has been brought into contact with members of the University community through a University program or activity. While individuals who are not students or employees of the University are not subject to discipline under the University's internal process, the University will provide a prompt and equitable response that is consistent with this Policy and the law. For example, the University may refer the matter to local law enforcement or may deny the third party access to University's buildings or grounds.

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DRAFT

# **ADJUSTMENTS TO NON-EXEMPT SALARY STRUCTURE**

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

**TOPIC:** Adjustment to Non-Exempt Salary Structure

**COMMITTEE:** Finance and Facilities

**DATE OF MEETING:** August 6, 2019

**BRIEF EXPLANATION:** Morgan State University has a salary structure for its non-exempt employees comprised of 16 pay ranges consistent with Attachment II. 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 (USM) revised their plan. Morgan would like to revise its plan consistent with that plan as provided per Attachment II.

**FISCAL IMPACT:**  
None.

**PRESIDENT'S RECOMMENDATION:**  
The President recommends approval of the proposed salary structure for non-exempt employees, effective August 28, 2019, as provided by Attachment II.

**COMMITTEE ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**BOARD ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_



**Non-Exempt Salary Structure**  
**Proposed 4% Increase**

| Effective 7/1/2017 |          |          |          |
|--------------------|----------|----------|----------|
| Pay Range          | Minimum  | Midpoint | Max      |
| 1                  | \$24,935 | \$26,419 | \$27,903 |
| 2                  | \$25,160 | \$29,601 | \$34,041 |
| 3                  | \$26,335 | \$31,653 | \$36,971 |
| 4                  | \$27,586 | \$33,848 | \$40,109 |
| 5                  | \$28,956 | \$36,193 | \$43,431 |
| 6                  | \$30,962 | \$38,702 | \$46,443 |
| 7                  | \$31,867 | \$41,386 | \$50,903 |
| 8                  | \$34,075 | \$44,254 | \$54,433 |
| 9                  | \$35,728 | \$47,321 | \$58,915 |
| 10                 | \$38,204 | \$50,602 | \$63,000 |
| 11                 | \$40,852 | \$54,110 | \$67,368 |
| 12                 | \$43,685 | \$57,860 | \$72,036 |
| 13                 | \$46,712 | \$61,871 | \$77,030 |
| 14                 | \$49,951 | \$66,161 | \$82,370 |
| 15                 | \$53,414 | \$70,747 | \$88,080 |
| 16                 | \$57,116 | \$75,651 | \$94,185 |

| Effective 08/28/2019 (Proposed) |          |          |          |
|---------------------------------|----------|----------|----------|
| Pay Range                       | Minimum  | Midpoint | Max      |
| 1                               | \$25,932 | \$27,476 | \$29,019 |
| 2                               | \$26,166 | \$30,785 | \$35,403 |
| 3                               | \$27,388 | \$32,919 | \$38,450 |
| 4                               | \$28,689 | \$35,201 | \$41,713 |
| 5                               | \$30,114 | \$37,641 | \$45,168 |
| 6                               | \$32,200 | \$40,251 | \$48,301 |
| 7                               | \$33,142 | \$43,041 | \$52,939 |
| 8                               | \$35,438 | \$46,024 | \$56,610 |
| 9                               | \$37,157 | \$49,215 | \$61,272 |
| 10                              | \$39,732 | \$52,626 | \$65,520 |
| 11                              | \$42,486 | \$56,275 | \$70,063 |
| 12                              | \$45,432 | \$60,175 | \$74,917 |
| 13                              | \$48,580 | \$64,346 | \$80,111 |
| 14                              | \$51,949 | \$68,807 | \$85,665 |
| 15                              | \$55,551 | \$73,577 | \$91,603 |
| 16                              | \$59,401 | \$78,677 | \$97,952 |

**AMENDED DEFINITION OF  
CONFIDENTIAL EMPLOYEE**



**BOARD OF REGENTS**

**MORGAN STATE UNIVERSITY**

**SUMMARY OF ITEM FOR ACTION**

**TOPIC:** Amended Definition of “Confidential Employee” for Collective Bargaining Purposes

**COMMITTEE:** Finance and Facilities Committee

**DATE OF MEETING:** August 6, 2019

**BRIEF EXPLANATION:** 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 (see attached).

**FISCAL IMPACT:** NA

**PRESIDENT’S RECOMMENDATION:** The President recommends approval of the proposed amended definition.

**COMMITTEE ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**BOARD ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

## Collective Bargaining Definitions

### **Managerial**

A managerial employee is someone who is: (a) primarily engaged in executive and management-related functions, activities or decision-making; or (b) assigned or charged with the responsibility of directing or implementing MSU's management policies, practices and programs.

### **Supervisory**

A supervisory employee is someone who has the authority to hire, transfer, suspend, lay off, recall, promote, demote, discharge, assign, evaluate, counsel, provide tangible employment-related benefits or detriments, to another employee or employees, or to adjust their grievances, or effectively to recommend that any of the aforesaid actions take place; so long as the exercise of that authority is not merely routine or clerical in nature, but requires the use of independent judgement or discretion on the part of the individual.

### **Confidential Employee**

A confidential employee is someone who: (1) has access to confidential or discretionary information regarding how MSU formulates its policies, procedures, programs, or information regarding legal advice, procedures or activities pertaining to labor/employee relations, budget formulation and implementation or confidential employment information; or (2) whose functional responsibilities, assignments, knowledge and/or responsibilities concerning labor/employee relations makes the employee's membership in any employee organization incompatible with the employee's duties; or (3) who is currently ~~or has previously acted~~ in the capacity of secretary/administrative assistant or in a clerical capacity to the President, Chairmen, Vice President, Provost, Dean, Director of Human Resource, Board of Regents or any member of Morgan State's Collective Bargaining Team.

# **MEDCO HOUSING AGREEMENT**

**BOARD OF REGENTS**

**MORGAN STATE UNIVERSITY**

**SUMMARY OF ITEM FOR ACTION**

**TOPIC:** MEDCO Housing Agreement

**COMMITTEE:** Finance and Facilities

**DATE OF MEETING:** August 6, 2019

**BRIEF EXPLANATION:** The University will move forward with plans to build to 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.

**FISCAL IMPACT:** To be determined once more information is developed for the project.

**PRESIDENT'S RECOMMENDATION:** The President recommends approval.

**COMMITTEE ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**BOARD ACTION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**MORGAN STATE UNIVERSITY**  
**[ADDRESS]**

June \_\_\_\_, 2019

Maryland Economic Development Corporation  
300 E. Lombard Street, Suite 1000  
Baltimore, Maryland 21202  
Attention: Robert C. Brennan, Executive Director

Re: Maryland Economic Development Corporation Student Housing Revenue Bonds to (i) procure a housing consultant and (ii) acquire, finance, design, construct, own and operate a student housing facility on the campus of Morgan State University, and undertake certain predevelopment activities with respect thereto.

Dear Mr. Brennan:

Morgan State University, an agency of the State of Maryland (the "State"), created and established under the laws of the State of Maryland (the "University") respectfully requests that the Maryland Economic Development Corporation, a body corporate and politic and a public instrumentality of the State of Maryland (the "Corporation"), organized pursuant to Sections 10-101 through 10-132, inclusive, of the Economic Development Article of the Annotated Code of Maryland, as amended (the "Act"), assist the University with (i) the procurement of resources to advise on general housing strategy and (ii) the acquisition, financing, design, construction, ownership and operation of a certain student housing project hereinafter described (the "Project"), located at the University, in Baltimore, Maryland.

The University requests that the Corporation (1) engage a consultant to advise on general housing strategy, as further set forth on Exhibit A hereto (the "Consulting Services) (2) undertake certain Predevelopment Work with respect to the Project, as further set forth on Exhibit B hereto (the "Predevelopment Work") designed to further the design and construction of the Project, (3) issue, sell and deliver its bonds, as its limited obligations and not upon its faith and credit, at any time or from time to time and in one or more series (the "Bonds"), (4) use the proceeds of the sale of the Bonds to (a) finance and refinance all or a portion of the costs (to the fullest extent permitted by the Act) of the Project, including reimbursement to the Corporation, if any, of the costs paid prior to the issuance of the Bonds which are paid or assumed by the Corporation (including any Predevelopment Work), and (b) pay eligible costs of issuance and other eligible costs related to the transaction described herein, and (5) own, lease and/or operate all or a portion of the Project once constructed. The Bonds shall be repayable by the Corporation solely from the revenue derived from the operation or leasing of the Project, or from any other monies made available to the Corporation for such purpose, which may include the proceeds of draws on one or more letters of credit which may be obtained to enhance the Bonds.

The Project will consist of (i) a student residential housing project to provide residential housing for approximately [750-1000 students, and related facilities, including certain retail space, dining, and/or academic space to serve the University community,] all to be constructed on a parcel or parcels of land (the "Land), located on the University's campus in Baltimore City, Maryland and which will be ground leased or leased as an air rights parcel to the Corporation by the State of Maryland on behalf of the University, and (ii) certain furnishings, machinery and equipment to be located in, and used in connection with, such student residential housing project to be located in, and used in connection with, such student residential housing project.

This letter constitutes the written request described in, and required by, Section 10-104 (c)(5)(ii) of the Economic Development Article of the Annotated Code of Maryland, as the same may be amended from time to time (the "Maryland Code"). The Corporation's issuance of its revenue bonds, and its ownership of the Project, will fulfill the legislative purposes of the Corporation as described in Section 10-104 (b) of the Economic Development Article of the Maryland Code, as follows: (a) relieving conditions of unemployment in Baltimore City and the State, (b) encouraging the increase of business activity and commerce and a balanced economy in Baltimore City and the State, (c) assisting in the retention of existing business activity and commerce and in the attraction of new business activity in Baltimore City and the State, (d) promoting economic development, and/or (e) generally promoting the present and prospective health, safety, right of gainful employment and general welfare of the residents of Baltimore City and the State.

It is expressly agreed and understood that, other than as set forth in this paragraph, (a) the Corporation will not incur any liability, direct or indirect, or any cost, direct or indirect, in connection with the Consulting Services or the Predevelopment Work or the issuance and sale of the Bonds and the acquisition, construction, equipping, leasing, ownership and/or operation of the Project, (b) the Consulting Services will be procured for the benefit of the University, and (c) the Project will be financed, acquired, constructed, equipped, leased, owned and/or operated so as to conform to the requirements and for the benefit of the University. Accordingly, the University shall pay all necessary expenses incurred by or on behalf of the Corporation in connection with Consulting Services, the Predevelopment Work and the Project, including the proposed financing and refinancing, including the administration thereof, and including, without limitation, all costs incurred in connection with the development of the appropriate legal documents necessary to effectuate the proposed financing and acquisition, including (without limitation) the fees of bond counsel to the Corporation, and compensation to any other person (other than full-time employees of the Corporation) performing services by or on behalf of the Corporation in connection with the transactions contemplated by this letter of intent (collectively, the "Project Costs"). Costs of the Predevelopment Work and the Project may be paid or reimbursed from proceeds of the Bonds upon successful closing of the financing.

The acceptance of this letter by the Corporation will evidence the present intent of the Corporation to authorize, sell, issue and deliver the Bonds and to acquire, construct, equip, own and operate the Project for the purpose described herein. However, the University recognizes that the Corporation cannot make any assurances as to the availability of a ready, willing and able purchaser of the Bonds. The University understands and agrees that the proposal contained herein is subject to: (i) the approval and appropriate action by the Board of Directors of the Corporation and the Executive Director of the Corporation and (ii) the approval of detailed provisions of all documents pertaining to the financing.

The Corporation's adoption of a resolution (within the meaning of the Act) providing for the issuance and sale of the Bonds and its acceptance of this letter of intent are intended to implement the financing of the Project by the issuance and sale by the Corporation of the Bonds. Neither the acceptance of this letter of intent nor the adoption of such a resolution shall constitute any assurance by the Corporation that (i) the Project will be feasible, economically or otherwise, (ii) the acquisition of the Project will be completed, (iii) the Project will be in compliance with applicable local, State or federal laws or (iv) the Bonds will be issued and sold.

Neither the Bonds nor any interest or premium thereon shall ever constitute an indebtedness or a charge against the general credit or taxing powers of the State, any political subdivision thereof, the Corporation or any other public body within the meaning of any constitutional or charter provision or statutory limitation, and none of the above shall ever constitute or give rise to any pecuniary liability of the State, any political subdivision thereof, the Corporation or any other public body. Nothing contained in this

letter of intent shall be deemed to constitute an undertaking by the Corporation to expend any of its funds to effect any or all of the transactions contemplated by this letter of intent.

If at any time the University determines not to proceed with the issuance, sale and delivery of the Bonds, the University will promptly advise the Executive Director of the Corporation, in writing, of such determination, stating the reasons therefor.

This letter of intent may be modified or amended from time to time upon written agreement of both parties.

Very truly yours,

**MORGAN STATE UNIVERSITY**

By: \_\_\_\_\_

Name:

Title:

Accepted:

**MARYLAND ECONOMIC DEVELOPMENT CORPORATION**

By: \_\_\_\_\_

Name: Robert C. Brennan

Title: Executive Director

## EXHIBIT A

### SCOPE OF CONSULTING SERVICES

- (a) Attend monthly meetings with the University team and other meetings as reasonably required by the University.
- (b) In consultation with University, coordinate and develop one or more housing consultant ("Consultant" or "Consultants") requests for proposals ("RFP"), solicitation timetables, and sample Consultant contracts.
- (c) Issue one or more RFPs for Consultants to provide [housing, strategic planning, and/or other campus advisory services] to the University.
- (d) Serve as the primary point of contact for offerors during the RFP processes and receive all submitted proposals.
- (e) Collaborate with University on evaluating submitted proposals, including both written and oral components, as well as any negotiations with any selected Consultants.
- (f) With the approval of University, enter into one Consulting contracts (the "Contracts") with the selected Consultants to provide [housing, strategic planning, and/or other campus advisory services] to the University.
- (g) Collaborate with University and the Consultants on matters related to the delivery of the Project.
- (h) Collaborate with University on the evaluation of submitted statements of qualifications and proposals from respondents to the solicitation to deliver the Project.
- (i) Receive, review and approve quarterly invoices before submitting to University for reimbursement.



## **EXHIBIT B**

### **SCOPE OF PREDEVELOPMENT WORK**

- (a) In consultation with and with the approval of the University, undertake certain studies on the Land as may be necessary or advisable for the design and construction of the Project.
- (b) In consultation with and with the approval of the University, coordinate and develop a request for proposals (“RFP”) for an architect to assist with the development of a program of requirements and a design for the Project.
- (c) Issue the RFP and serve as the primary point of contact for offerors during the RFP process, receive all submitted proposals, collaborate with the University on evaluation of proposals, and negotiate with any respondents.
- (d) In consultation with and with the approval of the University, enter into contract with the selected architect to provide design services to the University.
- (e) In consultation with and with the approval of the University, coordinate and develop a RFP for a general contractor to participate in the design process and construct the Project.
- (f) Issue the RFP to qualified firms, serve as the primary point of contact for offerors during the RFP process receive all submitted proposals, collaborate with the University on evaluation of proposals, and negotiate with any respondents.
- (g) In consultation with and with the approval of the University, enter into contract with the selected general contractor to participate in the design process and construct the Project.
- (h) In consultation with and with the approval of the University, enter into such other contracts and perform such other tasks as may be necessary or advisable for the delivery of the Project.

**Audit &  
Institutional  
Assessment**



**Morgan State University  
Audit and Institutional Assessment Committee Meeting  
Earl S. Richardson Library Boardroom  
Tuesday, August 6, 2019  
8:30 a.m. – 10 a.m.**

**Agenda**

**OPEN SESSION**

- Opening Remarks
- President's Remarks Dr. David Wilson
- Presentation of Fiscal Year 2020 Audit Plan Mr. Abraham Mauer
- Recap of Fiscal Year 2019 Audit Activities Mr. Abraham Mauer
- Vote to go into Closed Session

**CLOSED SESSION**

- Office of Internal Audit's Update Mr. Abraham Mauer
  - Progress in Implementing the Office of Legislative Audits' Recommendations
- Closing Remarks

## Public Session Minutes

### BOARD MEMBERS

Present: Regent Larry Ellis, Vice Chair; Regent Elijah Cummings (via telephone); Regent Linda Gilliam; Regent Shirley Malcom; Regent Kweisi Mfume, Regent Tracey Parker-Warren

Absent: Regent Frances Draper

### STAFF MEMBERS

Present: Dr. David Wilson, Mr. Sidney Evans, Mr. Thomas Faulk, Mrs. Deborah Flavin, Ms. Julie Goodwin (via teleconference), Mrs. Cassandra Grogan, Ms. Sherita Harrison, Mr. Shinil Hong, Mr. Abraham Mauer, Dr. Adebisi Oladipupo, Mr. Alan Small, Dr. Don-Terry Veal

### GUEST

Present: Mr. Ian Klein, Budget Analyst for the Department of Legislative Services

Committee Vice Chair Ellis called the meeting to order at 8:40 a.m. He welcomed all in attendance on behalf of Committee Chairman Cummings who participated via teleconference. Committee Chair Cummings thanked Regent Ellis for taking over the duties of today's meeting.

Mr. Mauer introduced our representative from the Department of Legislative Services. Mr. Klein introduced himself to the Committee. He indicated that Sara Baker was the previous analyst. He is now responsible for completing the analyses for Morgan State University. He is a resident of northeast Baltimore. Mr. Klein commented that it has been a pleasure working with Sidney Evans and Marvin Hicks. He added that he looks forward to working with everyone and is here to help in any way that he can.

Mr. Mauer commented that a big portion of this coming fiscal year will involve Internal Audit working closely with different departments with a very heavy focus on following up on all of the legislative audit findings to make sure they are corrected. The follow-up spans across the entire University.

Regent Ellis called on President Wilson for his remarks. Dr. Wilson greeted the attendees and stated that, during closed session, the Committee will receive a good update as to where we are in implementing the corrective actions with regard to the OLA findings as well as efforts on our part to continue to bring to closure some of the other open items. He commented that he believes the Committee will be very pleased with the progress that the University has made and is making.

President Wilson stated that we had a good discussion with the full Board at the last meeting regarding our efforts to shift the culture towards one where we really understand what a control is, how to appropriately document, and how to document the documenting. With this in mind, he has asked Internal Audit to bring in someone from the outside to do a half-day workshop about controls and documentation for 30 to 50 individuals. He added that we have to ensure that those individuals at the unit level have the same knowledge as those at higher levels of leadership. Mr. Mauer has identified an entity at a very reasonable

rate. The first workshop will likely be held in mid-June. These workshops are intended to occur at least twice a year at a minimum.

Regent Ellis asked whether all principal staff will be present in mid-June. Dr. Wilson indicated that, unlike faculty, staff members are here 12 months.

Regent Malcom commented that she would like to commend the administration for listening to the Board in terms of the Board's concerns regarding oversight responsibilities. President Wilson stated that the University heard the Board, and the administration really appreciates the Board's wisdom and feedback. Regent Ellis noted that, more importantly, the administration listened and came up with an action plan for implementation.

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, to receive the status of follow-up audits, and to receive an overview of investigations in progress. 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 Cummings to enter into CLOSED SESSION.

The Committee moved into Closed Session at 8:51 a.m.

**MORGAN STATE UNIVERSITY  
CITATION OF AUTHORITY FOR CLOSING A MEETING  
UNDER THE OPEN MEETINGS ACT  
AUDIT AND INSTITUTIONAL ASSESSMENT COMMITTEE**

Date: Tuesday, May 7, 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 Cummings

Members voting in favor: All Regents in attendance

Opposed: None

Abstaining: None

Absent: Regent 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;

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;

\_\_\_ (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.

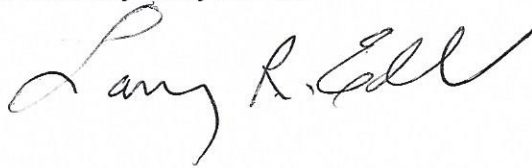
**FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:**

1. To receive an update on the progress of implementing the Office of Legislative Audits' recommendations.
2. To receive an update on the status of follow-up audits.
3. To receive an overview of investigations in-progress.

**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

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**EXPERIENCE** MORGAN

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[www.morgan.edu](http://www.morgan.edu)