



BOARD OF REGENTS

Tuesday, August 6, 2024
12 noon

Earl S. Richardson Library Conference Room

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Agenda



Board of Regents Meeting
Richardson Library Conference Room
Tuesday, August 6, 2024
12 Noon

Agenda

Public Session

- | | | |
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| I. | Meeting Called to Order | Chairman Kweisi Mfume |
| II. | Approval of Minutes of June 22, 2024 | Chairman Mfume |
| III. | Opening Remarks | Chairman Mfume |
| IV. | Report from the University President | Dr. David Wilson |
| V. | Report of the Executive Committee | Chairman Mfume |
| VI. | Reports of Standing Committees | |
| | A. Academic and Student Affairs Committee | Regent Linda Gilliam |
| | Items for Information (see Board book for details) | |
| | 1. Academic Affairs | |
| | 2. Enrollment Management | |
| | 3. Student Affairs | |
| | 4. Athletics | |
| | Items for Action | |
| | 1. Performance Accountability Report | |
| | 2. Title IX Policy Revisions – Sex Discrimination, Non-Discrimination and Code of Student Conduct (joint reporting with Finance) | |
| | B. Finance and Facilities Committee | Regent Shirley Malcom |
| | Items for Information (see Board book for details) | |
| | 1. Division of Facilities, Design and Construction Management Update | |
| | 2. Division of Research and Economic Development Update | |

Public Session Agenda
Tuesday, August 6, 2024

3. Division of Institutional Advancement Update
4. Division of Enrollment Management and Student Success Update
5. Division of Finance and Administration Update

Items for Action

1. FY 2026 Tuition, Housing and Board Rate Adjustments
2. Marble Hall Gardens Lease Amendment
3. Enolia Master Lease Term Sheet

C. Audit and Institutional Assessment Committee Regent Larry Ellis

VII. New Business

VIII. Adjournment of Public Session to Closed Session Chairman Mfume

IX. Closed Session

A. Evaluation Committee Update	Regent Linda Gilliam
B. Honorary Degree Candidate Recommendation	Dr. David Wilson
C. EEO Report	Ms. Tara Berrien
D. Litigation Update	Mr. Faulk/Ms. Goodwin
E. Campus Safety Update	Dr. David Wilson et al.
F. Student-Athlete Compensation Update	Dr. David Wilson et al.
G. Middle States Letter of Inquiry	Dr. David Wilson et al.
H. Maryland College of Osteopathic Medicine Update	Regent Gilliam/Dr. Wilson
I. State of IT at Morgan: Next Steps	Dr. David Wilson
J. Fraternal Order of Police (FOP) Negotiations Update	Dr. David Wilson et al.

Public Session

Public Session Minutes

The meeting of the Morgan State University Board of Regents was called to order by Chairman Kweisi Mfume at 12:40 p.m.

Present: Hon. Kweisi Mfume, Chairman, Regent; General (Ret.) Larry Ellis, Vice Chair, Regent; Hon. Tracey Parker-Warren, Secretary, Regent (2:30 p.m.); Ms. Swati Agrawal, Regent; Ms. Paityn Brooks, Student Regent; **Rev.** Dr. Harold Carter, Regent (4 p.m.); Dr. Burney Hollis, Regent; Ms. Emily Hunter, Regent; Dr. Shirley Malcom, Regent; Mr. Brian Pieninck, Regent; Mr. William Sherman, Regent; Ms. Shelonda Stokes, Regent; Mr. Carl Turnipseed, 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: Dr. Linda Gilliam, Regent

Minutes

The Chairman opened the floor for a motion to adopt the minutes of April 8, 2024. It was MOVED by Regent Stokes and SECONDED by Regent Wilkinson. The MOTION CARRIED unanimously.

Chairman's Remarks

The Chairman opened the meeting by welcoming the Regents, university administration, and members of the public in attendance. 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 Mfume thanked Regents for taking part in a few recent events since the last Board meeting to include: the Honors Convocation and Spring Choir Concert. He highlighted some upcoming events to include: Spring Commencement Exercises, Alumni Day Luncheon, campus tours for Regents, and the annual Board Retreat. The Chairman congratulated Regent Pieninck for receiving the 2024 Blue and Gold Impact Award, which recognizes a corporation or business that has created a culture of philanthropy. Regents were reminded to complete their financial disclosure statement, which was due on April 30th, if they had not already done so. Finally, on behalf of Regent Gilliam, chair of the Evaluation Committee, Regents as well as senior cabinet members and deans were reminded to complete the online 2023-2024 presidential evaluation survey during the period of May 13 – May 19th.

Chairman Mfume announced that U.S. Speaker Emerita Nancy Pelosi is expected to stop by late this afternoon. He extended an invitation to her while here in Maryland to tour the Francis Scott Key Bridge wreckage, which he was unable to attend due to the schedule conflict.

The Chairman recognized Regent Brooks for her service to the Board over the past year. On behalf of the Board, Chairman Mfume presented her with an award and thanked her for upholding a strong tradition of great students who go on to become great leaders. He then opened the floor to members of the Board for comments and observations.

Regent Stokes echoed the Chairman's sentiments and thanked Regent Brooks for her leadership and for adding value at the Board level while also delivering and maintaining in school.

Regent Agrawal extended appreciation to Regent Brooks for her diligence, insight and confidence. She stated that the Board will miss her.

Regent Hollis thanked Regent Brooks, on behalf of the Academic and Student Affairs Committee, for her tremendous contributions to the Committee over the last academic year. She is a sound mind and voice on the Committee, and all of her work and contributions are greatly appreciated.

Dr. Wilson echoed all that was said. He stated that Regent Brooks is an extraordinary student who personifies excellence **(one of Morgan's core values)**.

Regent Brooks expressed gratitude for the opportunity to serve as the student representative on the Board of Regents. She thanked the Board for welcoming her with open arms and helping her to grow as a leader. It is a very unique position that has expanded her network and afforded her many opportunities.

The Chairman recognized Regent Hollis and announced that he has decided to retire and leave the Board of Regents after a distinguished and extremely helpful tenure, effective August 1, 2024. He stated that Regent Hollis will truly be missed by so many who have worked, learned, and admired him over the years. He added that he cannot think of a person who has given more to this institution, particularly in the last five decades, than Regent Hollis. He emphasized that Regent Hollis is truly a Morgan legend.

Dr. Wilson stated that he has had the distinct pleasure and honor of working with Regent Hollis for his entire tenure as President. Regent Hollis has an unapologetic, uncompromised standard of excellence that is on par with any administrator or scholar in higher education. He noted that it has been a highlight in his career to have been associated **with Regent Hollis's model of excellence, his** incredible love for Morgan and the extraordinary way in which he has given so much to our National Treasure. He extended congratulations on a stellar career.

Regent Sherman stated that Regent Hollis's attention to details is a model of excellence. His ability to synthesize and parcel out those things that are not needed while editing in those things that are critically needed is unprecedented. He added that he has nothing but respect and admiration for Regent Hollis.

Vice Chairman Ellis shared that he and Regent Hollis went to high school together and graduated in 1964. They both attended Morgan and graduated in 1968. Regent Hollis was very studious and finished second in their class. He thanked Regent Hollis for all that he has done for Morgan over the years.

Regent Agrawal extended appreciation to Regent Hollis for his leadership and insights, particularly as a new Board member. She stated that he is quiet, dignified and humble. She noted that we can only hope to fill a tiny fraction of his shoes.

Regent Wilkinson stated that he will miss Regent **Hollis and enjoyed working with him. He noted Regent Hollis's** playfulness, his ability to laugh at himself, his admiration for details, and his enjoyment of working with Board members and all of their different personalities.

Regent Hollis stated that it has been an unspeakable honor and privilege to have served on the Board of Regents of his alma mater. He has enjoyed every minute. He noted that we should not hesitate to call on him for any reason or circumstance, if needed.

Report of the President

Dr. Wilson provided a report to the Board covering some major developments that occurred at the University since the last meeting in February 2024. Those highlights include: (a) New Leadership – Dean of the Earl G. Graves School of Business and Management, New Associate Director of Internal Audit, SGA President and Vice President, and Mr. and Miss Morgan; (b) American Educational Research Association (AERA) 2024 Outstanding Book Award; (c) newly elected American Association for the Advancement of Science (AAAS) Fellows; (d) making history – first graduate of the Morgan/Purdue dual degree program; (e) Honors Convocation; (f) Spring Choir Concert; (g) preparations for Middle States reaccreditation; (h) creation of new position – Director of University Policies; (i) enrollment update; (j) additional investments in public safety; (k) American Academy of Arts and Sciences (AAA&S) listening sessions to be held at Morgan (fall 2024); (l) upcoming events – Undergraduate Spring Commencement, MSU Choir off to Greece, Magnificent Marching Machine to perform in France, and Morgan in San Francisco this summer; and (m) congratulations to the Lady Bears softball team – MEAC softball champions.

The Chairman opened the floor for a motion to adopt the President's Report. It was MOVED by Regent Wilkinson and SECONDED by Regent Stokes. The MOTION CARRIED unanimously.

Nominating Committee Report and Election of Officers

Regent Wilkinson began by recognizing Committee members – Regents Brooks and Carter. He reported that the call for Board Officer nominations went out on March 29, 2024. Based on feedback received, individuals nominated for the upcoming fiscal year include: Regent Kweisi Mfume as Chair, Regent Larry Ellis as Vice Chair, and Regent Tracey Parker-Warren as Secretary. He then opened the floor for discussion and/or additional nominations for consideration.

Chairman Mfume stated that he would like to nominate Regent Carl Turnipseed for the position of Secretary. Regent Wilkinson stated that Board members will need to cast their votes by secret ballot.

The Chairman announced a brief recess so that ballots could be prepared and distributed. The meeting would resume in public session in approximately 10 minutes, once all votes have been tallied.

The meeting went into recess at 2:10 p.m.

The Public Session of the Board of Regents meeting resumed at 2:25 p.m.

Following the nominations and tallying of votes, Regent Wilkinson announced that Regent Kweisi Mfume was elected as Chair, Regent Larry Ellis was elected as Vice Chair, and Regent Carl Turnipseed was elected as Secretary.

Report of the Standing Committees

Academic and Student Affairs Committee

In the absence Regent Gilliam (Committee Chair), Regent Hollis presented the report of the Committee. He highlighted the information items to include: (i) Athletics – Name, Image and Likeness (NIL) initiatives underway for student-athletes, an extended partnership with teamworks and influencer application, the launch of the Morgan State Local Exchange in the fall of 2024 (the Committee noted the need for financial literary counseling for athletes to ensure their compliance with internal revenue income-reporting rules), and national exposure and attention attained by various Morgan sports teams and staff; (ii) Academic Affairs – program changes (online modality for M.S. in Urban Transportation and M.S. in Hospitality Management), prestigious awards won by faculty administrators, faculty members selected as Fellows in the American Association for the Advancement of Science, budget training (deans, chairs and directors), use of newly developed annual faculty performance evaluation instrument, program accreditations (B.S. in Nutritional Science, M.A in Music, B.S. Elementary Teacher Education, and B.S. in Nursing), and participation in the 56th Annual National Association of Black Social Workers Conference by students, faculty and staff from the School of Social Work; (iii) Enrollment Management – national and local impacts of the FAFSA mishap and its affect on institutions throughout the country; (iv) Student Affairs – housing applications (slight downturn as of April compared to last year), renovations (Baldwin and Cummings Halls coming back on line), and the opening of Legacy Hall (bringing a total number of available beds to 5,200 in the fall); and (v) SGA – 2023-2024 accomplishments, modest proposal to increase student activity fee, and introduction of newly elected SGA officers for 2024-2025 (President Tamera Trimuel and Vice President MarKayla Wilson).

Regent Hollis stated that there were three items for action brought before the Committee.

- Policy on Competency-Based Education and Prior Learning – This policy was approved by the ASA Committee in 2016 (with a slightly different name), but approval by the full Board was not recorded in the **minutes. The University is now proposing the policy under its slightly modified title, “competency-based education and prior learning.” The policy calls for the granting of credit for prior and experiential learning as demonstrated through work experience, professional training, military training, or prior learning that is assessed by evaluation methods, including but not limited to, portfolios, exams, workplace learning from industry certification and professional training and non-collegiate credit learning. No more than 50% of the credits toward graduation may be earned through competency-based education and prior learning. It was noted that the Academic and Student Affairs (ASA) Committee recommends approval.**

Chairman Mfume opened the floor for a motion to approve the Policy on Competency-Based Education and Prior Learning. It was MOVED by Regent Hollis and SECONDED by Regent Sherman. The MOTION CARRIED unanimously.

- Title Change: B.S. in Physical Education to B.S. in Sports Administration and Movement Education – The proposed name change will bring a modern, comprehensive and more accurate reflection of the existing program in physical education, which encompasses a diverse range of career paths not reflected **in the title “physical education.” The five current concentrations in physical education are: sports administration, recreation education, elementary and secondary education, dance, and dance education.** The major also has a track in recreation and parks. This new title more clearly articulates the broad variety of careers and graduate study options related to sports and physical activity that are available to graduates, thereby facilitating a wider array of post-graduate employment and study opportunities. It was noted that the ASA Committee recommends approval.

Chairman Mfume opened the floor for a motion to approve the Title Change of B.S. in Sports Administration and Movement Education. It was MOVED by Regent Hollis and SECONDED by Regent Parker-Warren. The MOTION CARRIED unanimously.

- Proposed New Academic Program: Ph.D. in Advanced and Equitable Computing – A year ago, Morgan submitted to MHEC a proposal for a Ph.D. in Advanced Computing, and it was challenged by other universities. This revised proposal for a Ph.D. in Advanced and Equitable Computing has been modified and given a more specific focus that makes it unique and significantly different from other doctoral programs in computing offered in Maryland. It is unique and distinctive in that no other university in Maryland offers a

doctoral program in advanced computing with a focus on Equitable AI and Quantum Cryptography and Algorithms that addresses cybersecurity challenges in the quantum/post quantum age. This proposed program, in addition to being a cross-disciplinary collaboration with the School of Engineering and the School of Business and Management, naturally buttresses and enhances the work of the existing state-funded Center for Equitable AI/ML Systems at Morgan, which is an important research feature that the other institutions do not have. In addition, this proposed program will close the equity gap in the computer space, where minorities with training at the doctoral level who can address inequities in advanced computing teaching and research are scarce. Finally, as reiterated by President Wilson, offering this program at Morgan will help the State achieve its goal of anticipating the future workforce and aligning college and university programs to accommodate it accordingly. It was noted that the ASA Committee recommends approval.

Chairman Mfume opened the floor for a motion to approve the Ph.D. in Advanced and Equitable Computing. It was MOVED by Regent Hollis and SECONDED by Regent Plieninck. The MOTION CARRIED unanimously.

Finance and Facilities Committee

Regent Malcom echoed congratulations to the Board leadership upon their election. She indicated that she would also provide an abbreviated report, emphasizing aspects that were not covered by the President or Regent Hollis. She stated that the Committee received updates from (i) Facilities, Design and Construction Management – continued work on deferred maintenance and exceeding MBE targets for projects that were being undertaken; (ii) Research and Economic Development – continued growth in funding for research being received across the university (one aspect of the metrics critical for ascension to R-1 status; the other metric, in addition to reaching and maintaining the required threshold of research expenditures, is reaching and maintaining a level of doctoral degree production (it was noted that Morgan missed the target, a three-year rolling average of 70 degrees awarded, largely because of the fallout during the pandemic); (iii) Institutional Advancement – increased positive visibility, enhanced outreach to alums, work to increase the levels of alumni giving (though numbers of contributors have not declined, the amounts being contributed have); (iv) Enrollment Management – **noted implications of the numbers reported on the University's budget, including the mix of in-state and out-of-state students;** and (v) Finance and Administration – revenues tracking above budgeted levels and expenses tracking below such levels. There was discussion and agreement on the need for a deeper review of trends and better understanding of the factors that affect doctoral degree production at Morgan, including the barriers and processes needed to support consistently high levels of doctoral degrees. The Committee received a presentation on the PEARL focused on the progress that has been achieved in increasing diversity among staff and students in this important research area. The Committee also looked at the implications of a recommended increase in tuition of 2% for FY 2026 (fall 2025) along with a recommendation for no change in fees but a review of the current fee structure and the elements subsumed under fees. The Committee was not asked to act on any changes, but indicated that, in the interest of transparency, the University wanted to report on the recommendations being discussed. In Closed Session, the Committee received an update on security as well as the current status/planning underway for student housing.

She stated that the Committee has one action item.

- FY 2026 Capital Budget Request – The five-year request totals \$626.4M of which \$117M is for 2026, and authorizes the President to adjust these numbers (since they are estimated amounts) and report back to the Board at its next scheduled meeting, if any changes are made. The request received approval by the Finance and Facilities Committee.

Regent Malcom commented that a discussion ensued about what is not in the request, specifically, the inadequacy of support for the new Science Building, and particularly the impact of this on the **University's** strategic goals to achieve R-1 status. It was noted that STEM fields are an area of growth for Morgan. The proposed size/scope of the building is currently inadequate and delays in addressing this issue will hamper achievement of our STEM education and research goals.

Chairman Mfume opened the floor for a motion to approve the FY 2026 Capital Budget Request. It was MOVED by Regent Malcom and SECONDED by Regent Plieninck. The MOTION CARRIED unanimously.

Audit and Institutional Assessment Committee

Regent Ellis stated that there were no items for action. In Closed Session, the Committee received updates from Enterprise Risk Management (ERM) and Internal Audit. He noted that the Committee requested that ERM be added to the Board retreat agenda scheduled for June, which was approved.

Report of the Executive Committee

The Chairman provided an update from the May 10, 2024 Executive Committee meeting. He stated that the meeting was informational in nature and there were no items for action.

New Business

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

Chairman Mfume, President Wilson, members of the Board of Regents, and the university administration welcomed Speaker Emerita Nancy Pelosi. She shared stories about growing up in Baltimore and working with her fellow colleagues/friends in Congress – Kweisi Mfume and the late Elijah Cummings (who was also a member of the MSU Board of Regents). She briefly spoke about federal funding over the years (increasing from single digit to double digits in the millions) for research including money to HBCUs, and the importance of having a full array of intellectual opportunities along with research facilities. She thanked President Wilson for his extraordinary leadership on the national stage, adding that he has been a champion for HBCUs and Morgan State University, which bestowed an honorary degree upon her that she is very proud of. She emphasized that education is the key to everything to include upward mobility. She concluded by thanking university administrators for all they are doing to make opportunities available to students, their families, and to so many others.

Adjournment of the Public Session

Chairman Mfume announced that the Board of Regents would convene in Closed Session to consider items specifically exempted from public consideration under **General Provisions Article § 3-305(b)(1)(2)(7)(8)** of the Open Meetings Act. In Closed Session, the Board of Regents will consider Honorary Degree and New Student Regent Recommendations, and receive updates on Litigation, EEO, the Maryland College of Osteopathic Medicine, and the OLA Audit. The Board may reconvene in Public Session at the conclusion of the Closed Session, if necessary.

After reading the citation into the record, the Chairman opened the floor for a motion to adjourn the Public Session to move into Closed Session. It was MOVED by Regent Wilkinson and SECONDED by Regent Stokes to adjourn the Public Session. The MOTION CARRIED unanimously.

The Public Session adjourned at 4:15 p.m.

Honorary Degree Candidate Recommendation (Closed Session)

Chairman Mfume opened the floor for a motion to approve the Honorary Degree Candidate Recommendation. It was MOVED by Regent Parker-Warren and SECONDED by Regent Turnipseed. The MOTION CARRIED unanimously.

New Student Regent Recommendation – FY 2025 (Closed Session)

Chairman Mfume opened the floor for a motion to approve the New Student Regent Recommendation. It was MOVED by Regent Turnipseed and SECONDED by Regent Hollis. The MOTION CARRIED unanimously.

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

Date: Monday, May 13, 2024

Time: 12:00 p.m.

Location: Richardson Library
Conference Room

Motion to close meeting made by: Regent Wilkinson

Seconded by: Regent Stokes

Members voting in favor: All Regents in attendance

Opposed:

Abstaining:

Absent: Regent Gilliam

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

General Provisions Article, § 3-305 (b)(1)(2)(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.

___ (15) To discuss cybersecurity, if the public body determines that public discussion would constitute a risk to: (i) security assessments or deployments relating to information resources technology; (ii) network security information, including information that is: 1. Related to passwords, personal identification numbers, access codes, encryption, or other components of the security system of a governmental entity; 2. Collected, assembled, or maintained by or for a governmental entity to prevent, detect, or investigate criminal activity; or 3. Related to an assessment, made by or for a governmental entity or maintained by a governmental entity, of the vulnerability of a network to criminal activity; or (iii) deployments or implementation of security personnel, critical infrastructure, or security devices.

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 consider a Honorary Degree Candidate Recommendation.
2. To consider the New Student Regent Recommendation (FY 2025).
3. To receive a Litigation Update.
4. To receive an EEO Report.
5. To receive an update on the Maryland College of Osteopathic Medicine.
6. To receive an update on the OLA Audit.

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

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

SIGNATURE:



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

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

Public Session Minutes

The Morgan State University Board of Regents Retreat was called to order by Chairman Kweisi Mfume at 8:29 a.m.

Present: Hon. Kweisi Mfume, Chairman, Regent; General (Ret.) Larry Ellis, Vice Chair, Regent; Hon. Tracey Parker-Warren, Secretary, Regent; Ms. Swati Agrawal, Regent; Ms. Paityn Brooks, Student Regent; Dr. Linda Gilliam, Regent; Ms. Emily Hunter, Regent; Dr. Shirley Malcom, Regent; Mr. Brian Pieninck, Regent; Mr. William Sherman, Regent; Ms. Shelonda Stokes, Regent; Mr. Carl Turnipseed, Regent; Mr. Winston Wilkinson, Regent

Absent: **Rev.** Dr. Harold Carter, Regent; Dr. Burney Hollis, Regent

Staff: Dr. David Wilson, University President; Mr. Thomas Faulk, Principal Counsel for Morgan State University, Office of the Attorney General; Mrs. Cassandra Grogan, Executive Administrator to the Board of Regents

Minutes

The Chairman opened the floor for a motion to adopt the minutes of May 13, 2024. It was MOVED by Regent Wilkinson and SECONDED by Regent Malcom. The MOTION CARRIED unanimously.

Chairman's Remarks

The Chairman opened the session by welcoming Board members and Dr. Wilson. He thanked all in attendance for taking time out of their busy schedules to come together for this daylong retreat. He stated that following the Closed Session, the Board would reconvene in Public Session to receive updates on the matters identified as such on the agenda.

The Chairman announced that the Board of Regents would convene in Closed Session to consider a Personnel Matter, receive the Evaluation Committee Report and discuss Board Affairs, which are specifically exempted from public consideration under **General Provisions Article** § 3-305(b)(1)(7) and § 3-103(a)(1) of the Open Meetings Act.

After reading the citation into the record, the Chairman opened the floor for a motion to adjourn the Public Session to move into Closed Session. It was MOVED by Regent Stokes and SECONDED by Regent Turnipseed to adjourn the Public Session. The MOTION CARRIED unanimously.

The Public Session adjourned at 8:35 a.m.

The Board of Regents reconvened in Public Session II at 1:55 p.m.

Add'l Staff: Mr. James Curbeam, Director of Enterprise Risk Management; Ms. Julie Goodwin, General Counsel; Ms. Sherita Harrison, Associate General Counsel; Dr. Don-Terry Veal, VP for State/Federal Relations **and Chief of Staff**; Dr. Hongtao Yu, Provost and SVP for Academic Affairs

The Chairman introduced former Regent, friend, alumna and donor to the University, Rev. Dr. Frances Draper. She served with great distinction on the MSU Board of Regents for 24 years in the role of Secretary and most recently as Vice Chair until she stepped down in 2019 to take over full control of her family-owned newspaper, *the Afro American Newspaper* for the Baltimore and Washington, DC markets. She thanked the Chairman for the warm welcome and shared the love that she and her family have for Morgan. As such, she encouraged her

grandson to look at Morgan as he is a rising senior who plans to major in Bio-Medical Engineering. He is in town visiting with his parents from Atlanta. She noted that her son is also a Morgan grad.

President’s Annual Report on the Current Status of the Strategic Plan

Dr. Wilson provided an update on the state of the University to the Board. The report highlighted achievements under the various strategic goals to include: (a) Enhance Student Success and Well-Being – fall commencement 2023, spring commencement 2024, degrees conferred 2023-2024, enrollment (Morgan to set more records), Morgan Choir on the world stages (West Africa and Greece tours), **Morgan’s Magnificent Marching Machine** (Normandy, France), and meetings with Israeli institutions and Harvard University; (b) **Elevate Morgan’s Status** to R1 Very High Doctoral Research University – HBCUs with highest number of top scientists, top 10 HBCU researchers, and state-supported research centers; (c) Expand and Improve a Campus-Wide Infrastructure – additional investments in public safety; and (d) Morgan as a Premier Anchor Institution in Baltimore City and Beyond – capital projects update (Baldwin Hall, Cummings Hall, Hurt Gym, Health and Human Services, Thurgood Marshall Hall Tower II, West Campus infrastructure, New Science Building, Public Safety Building, and Northwood Commons). He also discussed recruitment currently underway (Chief Operating Officer, Chief Information Officer, and Director of University **Policies and Compliance**), **the University’s financial health**, audit findings being addressed, and his role as a thought leader (Impact Baltimore Award, American Academy of Arts and Sciences, and the 2023 McGraw Prize in Education).

Briefing on the Maryland College of Osteopathic Medicine (MDCOM)

Dr. Wilson reported that the entity that is in partnership with Morgan (Salud) has indicated, in writing, that they have secured the investment needed to enable them to submit the application for candidacy to the Commission on Osteopathic College Accreditation (COCA) before the end of May. The expectation is that they will be on the agenda of the August Board meeting of COCA and if they are granted approval, they would be granted candidate status and can officially start recruiting the first class of students expected to enter in the fall of 2026. They have also hired a new President, Dr. Jim Lyons (former President of Bowie State University), who has called the first official meeting of the Board of Trustees (BOT) of the College. He noted that the MSU Board of Regents voted several years ago that Regent Gilliam would be its representative on the BOT along with Dr. Wilson as President of Morgan State University serving in ex officio capacities.

The Chairman expressed confusion about the number of positions from Morgan serving on the BOT of the College. He stated that we would take up this matter in closed session at the next Executive Committee meeting to obtain general clarity since it involves the Affiliation Agreement.

Chairman Mfume inquired if the University has invested any funds. Dr. Wilson responded that no funding has been invested. He added that we are in discussions with MDCOM about a lease agreement where they would lease space inside of Jenkins until they raze the Montebello facility and build anew. He commented that this is in the embryonic phase.

The Chairman commented that the the Middle States accreditation process was briefly mentioned earlier. He stated that he had participated in the process several years ago. This year, only one Board member (Regent Ellis) had the opportunity to participate since Regents Gilliam and Malcom had prior commitments and were not afforded any flexibility with scheduling the initial conversation. Dr. Wilson assured the Board that nothing was missed. The conversation with Regent Ellis was merely a formality to say here is what the process will look like with no action taken. He emphasized that the Board will be fully engaged in the process and referenced the presentation that he previously shared in terms of what the process looked like before, how it will unfold now, the committees that were put in place, and the other committees that we have to put in place based on each of the seven Middle States standards. Then we will move forward to conduct our self study, which the Board will be involved in. It was noted that the visit is scheduled for the spring of 2026, when the team comes for a three-day visit during which time they will indicate their desire to meet with members of the Board.

Status of Morgan as Compared Academically to Leading Top 15 HBCUs

Dr. Wilson led a brief discussion and shared a presentation on the top 15 HBCUs released by U.S. News and World Report for 2024 where Morgan ranked 12th. He also highlighted the top seven public HBCUs (MSU included in this group), ranking methodology, and data sources – IPEDS and federal college scorecard. He expressed strong disapproval with the flawed methodology used to rank institutions. There was agreement that while the methodology is severely flawed, the University would continue to participate in the annual survey while simultaneously controlling its own narrative to inform prospective students and their families of other national rating systems that Morgan participates in.

Enterprise Risk Management (ERM) Framework

Mr. Curbeam provided a high level overview on the ERM framework to include: (i) definition, (ii) elimination of surprises, (iii) process, (iv) risk quadrants, (v) frequency scale, (vi) impact scale, (vii) implementation timeline, (viii) risk management maturity model, and (ix) next steps.

Regent Ellis stated that the Audit and Institutional Assessment Committee has been looking at this over the past 18 months and working through it. It has become a best practice in most of the country. The important piece **that came out of the Committee is that this will be a change in culture. The Committee's responsibility was to assist in bringing the Board along for this culture shift while the President's responsibility was to get the institution and others on board.** He stated that the key takeaway from this is that you will see a shift in how we manage, which is tied back to the strategic plan. Ultimately, this will help the Board to carry out its fiduciary responsibility.

Regent Pieninck asked what is the vision for engaging the Board in assessing its risk comfort level. Mr. Curbeam responded that he would like to engage the Board using a two-prong approach – (1) an overall perspective of the progress being made with the KPIs, KRIs, and risk mitigation strategies and (2) determining the fine level for Board involvement.

Regent Malcom commented that one of the things that will move the culture of the Board the fastest is the application of the tool. The responsibility of the tool lives with the Audit and Institutional Assessment Committee. However, the tool gets applied in the Academic and Student Affairs Committee as well as the Finance and Facilities Committee. We have to look at different items along with the associated budget to determine what is necessary, what is critical, how much is enough, and where do we stop. Then we make projections that go along with the budget, which are based on recommendations in terms of where the item sits (importance/priority). Thus, it is a clustering of things that has to go along with actually making that work. As we begin to look at it in this way even within our committees, we will have short term things, those in the intermediate space and longer term things. She concluded that the quickest way for us to make the transition is to use the tool.

Mr. Curbeam commented that one of the good things, from an audit perspective, is how we plan. We will likely have to expend resources on some of the mitigation strategies. Therefore, it will be a cultural shift for us to be able to say we need to be well ahead of the budgeting cycle to plan how we will implement these things and what will be our mechanism to prioritize those things that are new to the budget versus those things that will have to come out of the budget based on this process. Regent Malcom responded that part of the discussion needs to be on the importance of action and the impact of inaction.

Regent Gilliam asked for clarity with regard to how risk management fits into the bylaws and policies. Regent Ellis responded that there is an existing ERM policy. There is also an ERM Committee that includes representation from across the entire campus that is tasked with looking at the area of risk and how it is managed.

Dr. Wilson stated that this is a healthy discussion in terms of how we engage the Board in helping us effectively lead a cultural shift at the institution around risk toleration. Regent Turnipseed commented that as we have the discussion with the Board in setting the tone around risk tolerance and risk appetite, he is hopeful that there will be a commitment flowing down to the team to help us move from where we are to where we ultimately want to be.

Chairman Mfume thanked Regent Ellis and members of the Audit Committee for their work in this area. He stated that he would work with the President to identify a place on the August Board meeting agenda to have Mr. Curbeam give another presentation to drill down on this important subject.

Adjournment of Public Session II

The Chairman announced that the Board of Regents would convene in Closed Session to discuss a Personnel Matter, which is specifically exempted from public consideration under **General Provisions Article § 3-305(b) (1)(7)** of the Open Meetings Act.

After reading the citation into the record, the Chairman opened the floor for a motion to adjourn Public Session to move into Closed Session. It was MOVED by Regent Gilliam and SECONDED by Regent Ellis to adjourn the Public Session. The MOTION CARRIED unanimously.

Public Session II adjourned at 4:19 p.m.

CLOSED SESSION I

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

Date: Saturday, June 22, 2024

Time: 8:30 a.m.

Location: Baltimore Marriott
Waterfront Hotel

Motion to close meeting made by: Regent Stokes

Seconded by: Regent Turnipseed

Members voting in favor: All Regents in attendance

Opposed:

Abstaining:

Absent: Regents Carter and Hollis

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

General Provisions Article, § 3-305 (b)(1)(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.

___ (15) To discuss cybersecurity, if the public body determines that public discussion would constitute a risk to: (i) security assessments or deployments relating to information resources technology; (ii) network security information, including information that is: 1. Related to passwords, personal identification numbers, access codes, encryption, or other components of the security system of a governmental entity; 2. Collected, assembled, or maintained by or for a governmental entity to prevent, detect, or investigate criminal activity; or 3. Related to an assessment, made by or for a governmental entity or maintained by a governmental entity, of the vulnerability of a network to criminal activity; or (iii) deployments or implementation of security personnel, critical infrastructure, or security devices.

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

X (1) To carry out an administrative function;

___ (2) To carry out a judicial function;

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

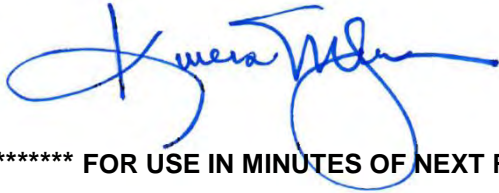
FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:

1. To consider a Personnel Matter.
2. To receive the Evaluation Committee Report.
3. To discuss Board Affairs.

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):

CLOSED SESSION II

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

Date: Saturday, June 22, 2024

Time: 4:00 p.m.

Location: Baltimore Marriott
Waterfront Hotel

Motion to close meeting made by: Regent Gilliam

Seconded by: Regent Ellis

Members voting in favor: All Regents in attendance

Opposed:

Abstaining:

Absent: Regents Carter, Hollis and Parker-Warren

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

General Provisions Article, § 3-305 (b)(1)(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.
- ___ (15) To discuss cybersecurity, if the public body determines that public discussion would constitute a risk to: (i) security assessments or deployments relating to information resources technology; (ii) network security information, including information that is: 1. Related to passwords, personal identification numbers, access codes, encryption, or other components of the security system of a governmental entity; 2. Collected, assembled, or maintained by or for a governmental entity to prevent, detect, or investigate criminal activity; or 3. Related to an assessment, made by or for a governmental entity or maintained by a governmental entity, of the vulnerability of a network to criminal activity; or (iii) deployments or implementation of security personnel, critical infrastructure, or security devices.

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 a Personnel Matter.

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
Academic and Student Affairs Committee Meeting
Monday, August 5, 2024 (Virtual)
1:00 - 4:00 P.M.

AGENDA

- | | | |
|-----------------------------|---|---|
| I. | Remarks by the Chairperson | Regent Linda J. Gilliam |
| II. | General Remarks | Dr. David Wilson, <i>President</i> |
| <u>Action Items</u> | | |
| III. | Approval of Committee Minutes of May 6 and July 29, 2024 | Regent Linda J. Gilliam |
| IV. | Performance Accountability Report (PAR) | Dr. Solomon Alao, <i>Assistant VP
Assessment and Operations</i> |
| V. | Title IX Policy Revisions <ul style="list-style-type: none">• Sex Discrimination• Non-Discrimination• Code of Student Conduct | Regent Linda J. Gilliam |
| <u>Brief Updates</u> | | |
| VI. | Academic Affairs <ul style="list-style-type: none">1. Faculty Promotion and Tenure2. New Faculty Members3. B.S. in Nursing Ten-Year Accreditation4. Ivy League School Partnerships5. James Baldwin Centennial Celebration and Morgan Reads Book Selection, <i>If Beale Street Could Talk</i>6. Health and Human Services (HHS) Move-In | Dr. Hongtao Yu, <i>Provost and Senior VP
Academic Affairs</i> |
| VII. | Enrollment Management (see Finance Section) | Dr. Kara Turner, <i>Senior VP
Enrollment Management & Student Success</i> |
| VIII. | Student Affairs <ul style="list-style-type: none">1. Student Affairs Impact Report2. Housing Fall 2024 | Dr. Kevin Banks, <i>Vice President
Students Affairs</i> |

- 3. New Student Arrival Activities
 - a. Community Engagement Programming
 - b. Welcome Week Activities
- 4. SGA Updates

IX. Athletics

- 1. Introduction of Keshia Campbell, Sr. Associate AD for Student Services
- 2. Academic Highlights
- 3. Update on Student-Athlete Compensation per Court Case

Ms. Dena Freeman-Patton, *VP and Director of Athletics*

X. New Business

XI. Public Meeting Adjourned

Regent Linda J. Gilliam

Closed Session

XII. Honorary Degree Candidate Recommendation

Dr. David Wilson

**COMMITTEE MINUTES
OF MAY 6, 2024 AND
JULY 29, 2024**



**Board of Regents
Academic and Student Affairs Committee Meeting (Virtual)
Monday, May 6, 2024**

Committee Meeting Minutes

The meeting of the Board of Regents Academic and Student Affairs Committee was held on Monday, May 6, 2024. Committee Chairman Linda Gilliam opened the meeting at 1:01 p.m.

Board Members

Present: Regent Linda Gilliam (Committee Chairman), Regent Burney Hollis, Regent William Sherman, Regent Swati Agrawal, Regent Emily Hunter, Regent Larry Ellis, Student Regent Paityn Amor Brooks

Staff Present:

Dr. Wilson, Dean Asojo, Dr. Banks, Dean Barton, Dr. Bridges, Dr. Patricia Dockery, Ms. Kayla Clark, Mr. Faulk, Ms. Freeman-Patton, Ms. Brooke Foyles, Dean Garrison, Ms. Goodwin, Mrs. Grogan, Ms. Harrison, Dr. Keys, Mr. Terrence Lollie, Mr. Lockett, Dean McPhatter, Dean Prime, Dean Syndor, Ms. Tamera Trimuel, Dr. Turner, Dr. Veal, Dr. Wang, Dean Westrick, Dr. Whitehurst, Dr. Yu

Guests:

Ms. Cheyna Smith, Teamworks

General Remarks by President Wilson

Chair Regent Gilliam opened the Academic and Student Affairs Committee meeting. President Wilson commented on the amazing MSU Choir Spring concert. President Wilson announced that two MSU students won the prestigious Gilman International Scholarship. President Wilson briefly commented on the Academic Program Duplication Bill. President Wilson concluded his remarks.

Action Items

Approval of Committee Minutes of February 12, 2024

- Approval of the Minutes of February 12, 2024 - It was MOVED by Regent Ellis and SECONDED by Regent Hollis to approve the minutes with updates of February 12, 2024. The MOTION CARRIED.

Approval of Committee Minutes of April 2, 2024

- Approval of the Minutes of April 2, 2024- It was **MOVED** by Regent Ellis and **SECONDED** by Regent Hollis to approve the minutes with updates of April 2, 2024. The **MOTION CARRIED**.

Policy on Competency-Based Education and Prior Learning

Provost Yu introduced Dean Westrick to present on the Policy on Competency-Based Education and Prior Learning. Dean Westrick stated that Credit for prior learning, also known as Competency-based education awards academic credit for educational experiences outside the traditional college classroom. Prior learning is assessed by credit by exams, which include CLEP, Advanced Placement, International Baccalaureate, and content-specific challenge exams, portfolio-based assessments supported by faculty reviewers, and a prior based learning tool such as CAEL. Dean Westrick presented the timeline of the development of the policy on Credit for Prior Learning. President Wilson stated that he has reviewed the policy and recommended approval. Regent Hollis asked about under one half of the students degree in credits from prior learning. Dean Westrick clarified the statement that no more than fifty percent of the degree can be earned by Credit for Prior Learning. Regent Hollis provided his recommendation of the statement. Regent Ellis asked about the marketing strategy for the military. Dean Westrick commented on the marketing strategy. Regent Ellis commented that he will have a conversation with President Wilson with regard to opportunities for military students and Credit for Prior Learning. President Wilson commented and agreed.

It was **MOVED** by Regent Hollis and **SECONDED** by Regent Ellis to approve the Policy on Competency-Based Education and Prior Learning. The **MOTION CARRIED**.

Title Changes: B.S. in Physical Education to B.S. in Sports Administration and Movement Education

Dr. Keys introduced Dr. Bridges to present on title change from B.S. in Physical Education to B.S. in Sports Administration and Movement Education. Dr. Bridges presented the proposal of the name change. Dr. Bridges commented that the rationale for the title change was driven by student demand, market demand, branding and innovation. Additionally, Dr. Bridges commented on the recruitment, enrollment, and retention with the title change of the program. Dr. Bridges stated that they utilized the data analytics and statistics in EAB Navigate to support the title change. The broader impact of the title change supports the broader application of Sports and Movement in diverse settings, equity and representation in the profession, graduate studies, and professional success in various fields. Dr. Bridges concluded the presentation. Regent Hunter asked if students that graduate with the degree have the opportunity to teach physical education and will they have enough credits. Dr. Bridges indicated that students can teach physical education and the current curriculum will not change. Dr. Bridges also stated that the title change supports the current curriculum. Regent Hollis asked about the four concentrations for the major. Regent Hollis commented that the proposal and MHEC stated five concentrations; however, Dr. Bridges stated four concentrations. Dr. Bridges commented that the four concentrations are four undergraduate programs and one graduate program. Regent Hollis asked if any changes are made to the Recreation and Parks track. Dr. Bridges commented that it will remain a track due to the

many career opportunities in the field. Regent Hollis asked Dr. Keys about the track in comparison to a concentration to MHEC. Dr. Keys commented on the possibility of updating the track to a concentration. Regent Agrawal asked if Movement Education is considered an art; and how is the term in comparison to Physical Education in the field. Dr. Bridges provided clarity on the difference and how it supports the students career. Regent Agrawal asked when the title change would apply. Dr. Keys stated that it would apply to the students after MHEC approval, hopefully for Fall 2024.

It was MOVED by Regent Hollis and SECONDED by Regent Sherman to approve the Policy on Competency-Based Education and Prior Learning. The MOTION CARRIED.

Proposed New Academic Program: Ph.D. in Advanced and Equitable Computing

Dr. Keys introduced Dr. Wang to present on the proposed New Academic Program: Ph.D. in Advanced and Equitable Computing. Dr. Wang presented the uniqueness of the program in the State of Maryland. The program supports equitable AI and quantum cryptography and algorithms. The proposed new academic program offers quantum and equitable AI in comparison to University of Maryland Baltimore County, Towson University, Bowie State University, Johns Hopkins University, University of Maryland College Park, and Capital University. Dr. Wang commented that the Master's Program in Advanced Computing enrollment has grown annually and the students are considering pursuing the Ph.D. program. The Computer Science faculty members obtained research grants which will fund five Doctoral students for three years. Dr. Wang stated that the program will admit B.S., M.S., and professionals in the industry with experience and certifications. Dr. Wang concluded the presentation. Regent Hollis asked if the two changes in the academic program will be sufficient since there were objections a year ago from the other institutions. Dr. Wang stated that he does not anticipate an objection. Regent Hollis commented on a correction necessary for the proposal prior to MHEC submission. President Wilson commented that he does not anticipate the other institutions will object to the new academic program.

It was MOVED by Regent Hollis and SECONDED by Regent Sherman to approve the Policy on Competency-Based Education and Prior Learning with the correction. The MOTION CARRIED.

Brief Updates

Athletics

NIL Education and Opportunities

Ms. Freeman-Patton introduced Mr. Terrance Lollie to present on Morgan State Athletics Initiatives for Name, Image, and Likeness (NIL). Morgan State Athletics has collaborated with Under Armour's Diversity, Education and Inclusion (DEI) team to host an NIL casting call for student-athlete population with over a fifty percent participation rate. Additionally, an extended partnership with Teamworks and Influencer Application, the leading NIL technology in collegiate athletics. Morgan State Athletics will launch the Morgan State Local Exchange in Fall 2024 transforming the NIL experience for student-athletes, businesses, donors, and alumni. Mr.

Lollie introduced Ms. Cheyna Smith from Teamworks Innovations Inc. to present. Ms. Smith commented on the influencer and collectives platform of Teamwork. Teamwork provides various subsections on their platform such as: recruiting, performance, compliance, athlete development, branding & NIL, and operations. Teamwork Influencer offers the opportunity to easily share content with your student-athletes, manage your exchange, and streamline tracking and reporting. Ms. Smith presented on manually reporting NIL Deals in Influencer. Chair Regent Gilliam asked if Teamworks and Influencer is a Morgan State University product. Ms. Smith replied that the University does have access to Teamworks and Influencer. Ms. Smith clarified that the company is partnered with the University. Chair Regent Gilliam asked if the application supports the student with financial literacy and taxes. Ms. Smith stated that the company has a partnership with Intuit TurboTax, which can support students. Ms. Freeman-Patton commented that the University has a MEAC partnership with Teamworks. Regent Sherman asked if Under Armour is a partner company. Ms. Smith stated that students are required to self report. Regent Agrawal asked how the company measures the success of the platform and student athletes. Ms. Smith responded that the NCAA is pulling data and building the metrics. Regent Ellis commented on education on finances and taxes. Ms. Freeman-Patton agreed. Ms. Smith stated that many institutions have partnered with Intuit TurboTax to have in person training. Regent Ellis commented on increasing financial literacy at the University. President Wilson and Chair Regent Gilliam agreed. President Wilson commented that the University offers multiple courses in financial literacy. Regent Brooks suggested training for student athletes and their professionalism on social media and in person. Chair Regent Gilliam asked who has access to the system and privacy. Ms. Smith stated that only the Compliance staff has access to the system.

AD Committees and National Exposure

Ms. Freeman-Patton presented the National Exposure for MSU athletics. Ms. Freeman-Patton participated in the US Open Tennis Coin Toss and was appointed to the NIT Basketball Selection Committee. Ms. Freeman-Patton also threw the first pitch for HBCU Night at Orioles Park and attended the Women in Sports event at the White House for Women's History Month. The Acrobatics and Tumbling Team was invited to the White House and was featured on CBS News and Sports Illustrated. The Wrestling Team was a part of the BET Feature Story, TheGrio Feature Story, and NBC Washington. Ms. Freeman-Patton continued to present on the national and international exposure of the Men's Basketball Team, Women's Basketball Team, Football Team, and the Cheer Bears. Ms. Freeman-Patton highlighted senior football student-athlete, Elijah Williams, signed a \$10,000 NIL deal with Harbor Bank and was featured on HBCUSports and the AFRO. President Wilson commented that the student athletes GPA goal was met. Ms. Freeman-Patton stated that sixty percent of our student athletes achieved a GPA of 3.0 or higher. Ms. Freeman-Patton concluded the presentation.

Academic Affairs Updates

Modality Change

M.S. in Urban Transportation and M.S. in Hospitality Management

Provost Yu presented on the program modality change for M.S. in Urban Transportation and M.S. in Hospitality Management. The program will change from on-campus modality to a combination of distance education and on-campus.

Awards and Honors

Provost Yu congratulated Dr. Oscar Barton, Dean for the School of Engineering for receiving the 2024 Edwin F. Church Medal from the American Society for Mechanical Engineering Foundation. Provost Yu congratulated Dr. Camika Royal, Associate Professor in the Department of Advanced Studies, Leadership, and Policy. Dr. Royal received the American Educational Research Association 2024 Outstanding Book Award for her book entitled, “Not Paced For Us: Black Educators and Public School Reform in Philadelphia.” President Wilson commented that the award is prestigious and a great accomplishment. Provost Yu presented the three members of the Faculty Elected AAAS Fellows. Dr. Farin Kamangar, Assistant Vice President for Research and Professor, for distinguished contributions to the etiology of esophageal and gastric cancers in high risk areas of the world and advancing our knowledge of risk factors and prevention of chronic diseases. Dr. Paul Tchounwou, Dean and Professor, for the School of Computer, Mathematical and Natural Sciences. Dr. Tchounwou provided seminal contributions to the identification of molecular targets for cancer therapy, as well as policy decisions by the U.S. Government regarding the management of toxic and hazardous materials. Dr. Kevin T. Kornegay, Eugene Deloatch Endowed Professor, for seminal contributions to the field of electrical engineering, and most notably integrated circuits, wide-bandgap semiconductor devices, and IoT device security. Dean Anna McPhatter, Founding Dean for School of Social Work, attended the 56th Annual National Association of Black Social Workers Conference in New Orleans, Louisiana with 52 Morgan State students, faculty, and staff. Melissa Smith Haley, LMSW- President NABSW is currently enrolled in the MSU School of Social Work Online Doctoral of Social Work program. MSU Ph.D. graduate, Dr. James Freeman was named Social Work Educator of the Year at the conference. Dr. McPhatter continued to present on the accomplishments of the students in the School of Social Work.

Budget Management Training for Deans, Chairs, and Directors

Provost Yu introduced Dr. Sharon Oliver-Whitehurst to present on the Budget Training for Deans, Chairs, and Directors. Dr. Oliver-Whitehurst will be conducting training sessions for budget managers on how to manage their budget and how to work in the University system concerning budget management.

Faculty Evaluation Using Interfolio

Provost Yu presented the Annual Faculty Performance Evaluation Instrument. The software will be utilized for Department Chairs to evaluate faculty annually in April and early May each year, and the Department Chair will meet with individual faculty members to discuss the performance of the faculty, as well as the goals and objectives for next year. A summary of the performance evaluation will be sent to the respective Dean/Provost. The evaluation results will be used for future merit raises. Provost Yu introduced Dr. Patricia Williams-Dockery, who commented on the production, development, and success of faculty with Interfolio.

Recently Accredited Programs

Provost Yu presented recent accreditations: B.S. in Nutritional Science accredited by the Accreditation Council for Education in Nutrition & Dietetics; B.S. Elementary Teacher Education was accredited by the Council for the Accreditation of Educator Preparation Programs; and the B.S. in Nursing accredited by the Maryland Board of Nursing. Dean Kim Sydnor commented on the success of the Nursing program. Chair Regent Gilliam asked Provost Yu about the deferment of the B.S. in Nutritional Science. Dean Sydnor stated that the changes are awaiting review and approval from Academic Affairs and Board of Regents. Dean Sydnor stated that it does not impact the current program.

Enrollment Management

Dr. Kara Turner presented for the Division of Enrollment Management and Student Success. Dr. Turner commented on the FAFSA challenges with the Federal Government, to include that FAFSA submissions from high school seniors are down by approx. 30%. Dr. Turner presented the percentage change in FAFSA completion annually by selected characteristics. Dr. Turner presented the Impact of FAFSA delays in the State of Maryland based on the school districts in the state. Nationally college admittance have increased among higher education; however, the commitment percentage has decreased due to the FAFSA delays. Morgan State University applications and admits are stable. However, the confirmations have decreased. Dr. Turner stated that the housing application and orientation numbers are a better gauge of students attending the University. Dr. Turner presented the total new enrolled undergraduates for Fall 2024, with a ten year range indicating increases. Chair Regent Gilliam asked about the challenges with FAFSA. Dr. Turner responded that the goal was to simplify the FAFSA application, to include fewer questions. However, the implementation of the updates have been challenging, including delaying the opening of the application. The application usually opens October 1st but it did not open until December 30th. FAFSA experienced technical difficulties, to include parents not having social security numbers. Dr. Turner indicated that FAFSA has also experienced additional errors that challenged student anticipated aid. President Wilson commented on the U.S. Department of Education does not have the information technology in place to process the newly configured application. Chair Regent Gilliam asked why FAFSA can not return to last year's application.

President Wilson talked to Dr. Turner regarding the suggestion about the U.S. Federal Government using the previous FAFSA application. However, it will pose challenges for new students, in comparison to returning students, based on the challenges with the Federal Government. Dr. Turner stated that the University has received 18,291 complete FAFSA applications, 10,753 new students, 593 CASA referrals, 4,389 continuing undergraduates, and 312 graduate students. The Office of Financial Aid sent 8,062 award letters to new students; and continuing students will be packaged in early June. Dr. Turner presented that the University currently has a 787 increase in returning students. Regent Sherman asked if the University is

awarding students the FAFSA amount, where is the funds coming from, if it is not coming from the University Foundation, FAFSA, and the Operational budget. Dr. Turner stated that the funds are all from the Federal government. Dr. Turner confirmed that we are operating efficiently even with the challenges of the Federal Government. Regent Agrawal asked for clarification regarding the 200 students it may impact, based on application and admission numbers. Dr. Turner stated that based on the numbers, we are early in the process, which include confirmation numbers which is approx. 500 students lower than last year. However, Dr. Turner stated that the numbers are approx. 150 down, ballpark 200; because the difference is the amount of housing applications and orientation confirmations. Regent Agrawal commented on the FAFSA delays and managing expectations. Dr. Turner stated that the number may be 100 to 200 down. However, we can definitely match last year's numbers.

Student Affairs

Fall 2024 Housing Updates

Dr. Kevin Banks presented on the Division of Student Affairs. Dr. Banks commented on the opening of Legacy Hall, Baldwin and Cummings Hall for the upcoming Fall 2024 semester. Dr. Banks stated that total applications are at 2,835 in comparison to last year 3,288, to include returning student and freshman student applications have increased. Chair Regent Gilliam asked how much housing we have available. Dr. Banks responded that once all inventory is back on line for the Fall 2024 semester, we will have 5,200 beds. However, for Fall 2025 the numbers will decrease because Harper Tubman and O'Connell Hall will reduce the total inventory. Regent Chair Gilliams commented on the use of hotels. Dr. Banks commented on the overflow of housing and the utilization of hotels. Dr. Banks presented the renderings for Baldwin, Cummings Hall, and Legacy Hall. Regent Sherman asked when the Board of Regents will be able to tour the renovated and new Legacy Halls. Dr. Banks presented the new SGA officers for the Fall 2024 - Spring 2025 Academic Year.

Dr. Banks commented on managing larger events on campus; and the success of I Love Morgan Week. Dr. Banks presented the activities for I Love Morgan Week; including the Student Powder Puff football game and the J'ouvert Event. The Division of Student Affairs hosted the Ball 4 Life Event in collaboration with Experian Credit Bureau and MSU Center For Financial Advancement. The event was full of games and activities, while also providing credit education and financial literacy. Flau'jae Johnson from LSU and Experian Ambassador, was the special guest performer and speaker for the event. Dr. Banks commented that the Women's Lacrosse Club defeated Howard University.

SGA Updates and Introduction to New SGA Officers

Dr. Banks opened the meeting to SGA President Foyles and SGA Vice President Kayla Clark. The SGA accomplishments included SGA Elections, ILMW Events, Class Weeks, Because We Care Campaign (Pt. 1 & 2), and Bernie Sanders visited the University to tour the new Health and Human Services building. SGA President Foyles also committed about the success of Freshman, Sophomore, Junior, and Senior week. SGA Vice President Clark presented the referendum on the increase in student fees. SGA President Foyles and SGA Vice President Clark introduced SGA

President elect Tamera Trimuel. SGA President elect Trimuel stated that the three initiatives for the Academic Year are Rebirth, Restrengthen, and Reimagined. President Wilson commented on the outstanding work of SGA leadership from Ms. Foyles and Ms. Clark as they are graduating at the Spring 2024 commencement ceremony. President Wilson thanked them for their outstanding leadership during their tenure as SGA President and Vice President.

New Business

No New Business

Meeting Adjourned

It was MOVED by Regent Hollis and SECONDED by Regent Ellis to close the Academic and Student Affairs Committee meeting. The meeting adjourned at 3:48 p.m.

Respectfully submitted,
Wayne Hill
Recorder

New Student Regent Recommendation - FY 2025 (in Closed Session)

Chairwoman Gilliam opened the floor to approve the New Student Regent Recommendation. It was MOVED by Regent Sherman and SECONDED by Regent Hollis. The MOTION CARRIED unanimously.

Honorary Degree Candidate Recommendation (in Closed Session)

Chairwoman Gilliam opened the floor to approve the Honorary Degree Candidate Recommendation. It was MOVED by Regent Sherman and SECONDED by Regent Hollis. The MOTION CARRIED unanimously.

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

Date: Monday, May 6, 2024

Time: 1:00 p.m.

Location: Virtual

Motion to close meeting made by: Regent Hollis

Seconded by: Regent Ellis

Members voting in favor: All Regents in attendance

Opposed:

Abstaining:

Absent:

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

General Provisions Article, § 3-305 (b)(1)(2)(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.
- ___ (15) To discuss cybersecurity, if the public body determines that public discussion would constitute a risk to: (i) security assessments or deployments relating to information resources technology; (ii) network security information, including information that is: 1. Related to passwords, personal identification numbers, access codes, encryption, or other components of the security system of a governmental entity; 2. Collected, assembled, or maintained by or for a governmental entity to prevent, detect, or investigate criminal activity; or 3. Related to an assessment, made by or for a governmental entity or maintained by a governmental entity, of the vulnerability of a network to criminal activity; or (iii) deployments or implementation of security personnel, critical infrastructure, or security devices.

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 consider the New Student Regent Recommendation (FY 2025).
2. To consider an Honorary Degree Candidate Recommendation.
3. To receive an update on Academic Program Duplication.

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):

Public Session Minutes

BOARD MEMBERS

Present: Regent Linda Gilliam, Regent Swati Agrawal, Regent Larry Ellis, Regent Burney Hollis, Regent Emily Hunter, Regent William Sherman

STAFF Dr. David Wilson, **President**; Ms. Tara Berrien, **Assistant VP for Diversity and EEO**; Mr. Thomas Faulk, **Principal Counsel for Morgan State University, Office of the Attorney General**; Ms. Julie Goodwin, **General Counsel**; Mrs. Cassandra Grogan, **Executive Administrator to the Board of Regents**; Ms. Sherita Harrison, **Associate General Counsel**; Mr. Jonathan Lockett, **Assistant General Counsel**; Dr. Don-Terry Veal, **VP for State/Federal Relations and Chief of Staff**; Dr. Letitia Williams, **Associate VP for Student Affairs and Dean of Students**

The special meeting of the Academic and Student Affairs Committee of the Morgan State University Board of Regents was called to order by Chairwoman Linda Gilliam at 7:02 p.m. Chairwoman Gilliam welcomed all in attendance and stated that the purpose of the meeting is to review the Title IX Policy Revisions to include Sex Discrimination, Non-Discrimination, and Code of Student Conduct. She then yielded the floor to Dr. Wilson for brief comments.

Dr. Wilson extended thanks to the Committee for agreeing to meet on such short notice. He also extended thanks to Ms. Berrien, our legal team, and the Office of Student Affairs for quickly coming together to produce these policies for the Committee to act on tonight. He stated that there are new federal regulations that must take effect on August 1st that calls upon universities and other entities across the country to put in place some additional kinds of ways which institutions will define sex **discrimination and Morgan's policies have been reviewed by the team.** We are now bringing forward those legal Title IX versions **for the Committee's consideration and action.**

Before yielding the floor to Ms. Berrien to lead the discussion, Chairwoman Gilliam asked for clarity regarding Board approval of the Title IX Policy revisions since it was her understanding that the University would automatically comply with all federal and state laws. Mr. Faulk stated that the federal law that changed the federal regulations basically requires the University to amend its policies. The federal law does not go into effect until the University revises its policies in order to be in compliance with the federal law. So, until those policies, which required substantial revisions **of the University's policies,** are redrafted, revised, and approved by the Board of Regents, they are not effective. He added that once the programmatic folks at the University revised the policies and confirmed that, in fact, the revisions are in compliance with federal law, the Board is in position to approve it.

Title IX Policy Revisions

Ms. Berrien stated that our Sexual Discrimination Policy essentially overhauls the entire previous policy, which was the Sexual Harassment and Prohibited Conduct Policy. There are four general areas of the new Title IX regulations that are implemented in this new policy related to (i) jurisdictional limitations (behavior that is alleged to have occurred outside the U.S. is now included), (ii) broader definition of sexual misconduct (sex discrimination and sex-based harassment), (iii) reporting requirements, and (iv) provisions specific to Morgan (relationship violence).

Chairwoman Gilliam commented on the need for various edits (formatting, grammar and numbering) on pages 14-17 **of the Sex Discrimination Policy.**

Regent Sherman asked if we have to treat every incident of sexual harassment as sexual discrimination. Ms. Berrien responded that sex discrimination is the umbrella term. The differences are the theories.

Regent Sherman commented that it seems like sexual assault has been subsumed into a form of sex discrimination. Ms. Berrien responded affirmatively, adding that the policy includes what is identified as sex-based harassment as well as sexual violence offenses such as sexual assault, dating violence, domestic violence and stalking.

Dr. Wilson commented that Morgan did not invent these terms. These are terms that the federal government has placed in the regulations. Therefore, if you were to look at our policies, they would likely not be too different from those of the University System of Maryland. In addition, we can expect (given the broadness of this policy) that, as we go about educating the entire university community, the number of allegations will likely increase because almost everything at the institution can be interpreted as some form of discrimination as a result of this sweepingly wide policy.

Mr. Faulk stated that a lot of the language and a lot of the terminology/definitions in the University's policies are the same as other institutions in the State because the information is straight out of the federal regulations. He noted, however, that the new regulations give universities a fair amount of discretion in certain areas, whereas in the past certain things had been prescriptive such as live hearings.

Ms. Goodwin stated that it is important to understand that since the 80s, sexual discrimination (particularly sexual harassment) took off as sort of a genre of its own. Sex discrimination, especially things like rape and sexual assault, has been defined as such from the very beginning. It is also important to note that Morgan has the ability to develop its own policy, and we have but we are guiding that policy from the same federal regulations so they, of course, are going to be similar in critical areas across the board. Morgan has been training in this area since the early 90s and the law is evolving. She concluded that those who are interested in discriminating according to sex should understand that the definition is broader in terms of its application, clearer, and persons are much more susceptible to being found at fault.

Chairwoman Gilliam commented that there needs to be some training and updates particularly for incoming freshmen as well as returning students, faculty and staff.

Regent Agrawal asked for further elaboration around relationship violence, which is a provision specific to Morgan. Ms. Berrien responded that the term is defined but there is no finding that would be a violation of any policy. It is a broad term that allows the Title IX Coordinator to intervene in certain circumstances and provide supportive measures. Mr. Faulk noted that the behaviors would be adjudicated under the Code of Student Conduct.

Regent Agrawal expressed concern about the inclusion of relationship violence in the Sex Discrimination Policy as opposed to the Code of Student Conduct. Ms. Berrien noted that relationship violence is included in the Code of Student Conduct.

Chairwoman Gilliam opened the floor for additional questions, comments or a motion. Regent Sherman MOVED to accept the proposed Title IX Policy Revisions – Sex Discrimination Policy, Non-Discrimination Policy, and Code of Student Conduct. It was SECONDED by Regent Ellis. The MOTION CARRIED unanimously.

The meeting adjourned at 7:41 p.m.

**PERFORMANCE
ACCOUNTABILITY
REPORT**

BOARD OF REGENTS

MORGAN STATE UNIVERSITY

SUMMARY OF ITEM FOR ACTION

TOPIC: Board Approval of the Performance Accountability Report

COMMITTEE: Academic and Student Affairs

DATE OF MEETING: August 5, 2024

BRIEF EXPLANATION: The Maryland Higher Education Commission (MHEC) mandates that the Performance Accountability Report (PAR) receive official Board approval. The 2024 PAR complies with MHEC requirements and includes a narrative aligned with our strategic plan and the goals of Transformation Morgan 2030, along with actual and estimated data for the objectives. Additionally, we have included summary pages to illustrate the year-over-year data changes from 2023 to 2024 (the PPT). The report also features a template provided by MHEC, detailing current and upcoming federal grants awarded to Morgan State University, specifically targeting student success.

FISCAL IMPACT: None

PRESIDENT’S RECOMMENDATION: The President recommends approval.

COMMITTEE ACTION: _____ **DATE:** _____

BOARD ACTION: _____ **DATE:** _____

Morgan State University

August 2024

Performance Accountability Report Narrative

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 six goals of the University's ten-year strategic plan entitled, *Transformation Morgan: Leading the Future: Strategic Goals 2021– 2030*. Our strategic plan was approved by our Board of Regents in November of 2021 and includes six goals. This report addresses our progress towards these goals.

Institutional Assessment

Goal 1: Enhancing Student Success and Well-Being

Morgan strives to create an educational environment that enhances student success by offering new academic programs and holistic co-curricular activities in a welcoming, diverse and inclusive campus community.

For the fall 2017 cohort, the most recent year that MHEC has data, 42% of those students graduated from Morgan State University or other four-year institutions in Maryland within six years. For African American freshmen, the six-year graduation rate is 42%. The graduation rate of the university is higher than the 28% six-year rate 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.

For the fall 2022 cohort, the most recent year that MHEC has data, MHEC has reported our first to second year retention rate as 68% overall and 69% for African American students. The University would like to point out that the MHEC rates are based on students' Social Security Numbers, which do not take into account students who did not provide their Social Security number because they do not use federal financial aid, students who do not have a Social Security number, or students whose Social Security numbers may have changed from the past year due to data entry errors. Using campus student identification numbers, the retention rate for the fall 2022 cohort was 71% and was 72% for African American students.

Morgan State University has a well-established approach to enhancing student success which supports the state-wide goals of increasing student access and success. Initiatives include: 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; and a Tutoring Center that offers one-on-one in-person and virtual peer tutoring. Understanding, however, the need for continuous improvement, especially in addressing the needs of the post-pandemic generation, the University continues to enhance its student success efforts. For summer 2024, we redesigned our summer freshman orientation program and look forward to seeing positive outcomes from this initiative. The University is also currently in the process of transitioning to EAB Navigate for advising and early alerts and has implemented the EAB Navigate 360 student app.

The Enrollment Management and Student Success division has continued with a 5th year of EAB Metrics Mapping. EAB Metrics Mapping utilizes the Advanced Search Filter, Saved Searches, Watch Lists, and Messaging in EAB Navigate to identify, contact, and monitor students in specific subgroups such as students with low GPAs or students who are eligible for specific scholarships. 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 5th or 6th academic year to finish Morgan "on-time" in six consecutive years or less.

Another best practice is that all first-year freshman students at Morgan are advised by professional staff from the Center for Academic Success and Achievement (CASA) and the Office of Student Success and Retention (OSSR). Holds are placed on every first-year student's account preventing them from making changes to their course schedule without consulting with an academic advisor first. Once first-year students have earned at least 24 credits with a 2.0 minimum cumulative GPA and a declared major, they are reassigned to their departmental/faculty advisor for the balance of their matriculation. All of the notes from first-year advising meetings are saved in Starfish for faculty advisors to refer back to in subsequent advising meetings. Every student has an online advising folder through Starfish.

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. Fifty-seven 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 increased from 36% in 2019 to 38% in 2024. The University has begun initiatives to increase the success of our Pell recipients and these efforts are described in the Institutional Response section of this report.

Beginning in 2020, out of concern for the unknown consequences of the COVID-19 pandemic on enrollment, several rounds of emails to students were added to the withdrawal process for students who request to withdraw from their classes. Morgan was able to help a good number of students to stay enrolled because of the changes to the withdrawal process; the new process will continue indefinitely.

While our updated strategic plan is to increase enrollment to 10,000 by fall 2030, we are actually on track to achieve this important milestone by fall 2024. Additional enrollment growth beyond the strategic plan objective is expected via the new College of Interdisciplinary and Continuing Studies which houses 18 programs from the bachelor's degree through the doctoral degree that are geared towards adult learners with some college credits who need pathways to earn their degrees. A Summer Accounting Academy program geared for high school and community college students has resulted in an increase in accounting majors.

Another new objective is to increase the number of undergraduates in research. The Association of American Colleges and Universities counts undergraduate research experience as a high impact practice that leads to increased student engagement, retention, and success. An Office of Undergraduate Research has been established to lead this effort. As the University continues to recover from the COVID 19 pandemic, we expect that the number of undergraduates participating in research will reach and surpass the pre-pandemic numbers.

Another component of our goal of Student Success is to add to the racial and ethnic diversity of the student body. Currently, 6.4% of our student body are members of other racial/ethnic groups.

Morgan State University continues to expand services for transfer students. The newly restructured Office of Transfer Initiatives (OTI) has launched a process that allows students/advisors transparency in tracking the status of their transfer credit evaluation and has reduced the turnaround in transcript evaluation from 20+ business days to 5 business days. OTI has also hired an in-house advisor to support transfer students in addition to their School Transfer Coordinator; redesigned the online orientation and onboarding module for new transfer students and sponsored in-person New Transfer Student Welcome Days; and sponsored Welcome activities and engagements throughout the semester, including the celebration of National Transfer Student Week. The University also signed the Degrees to Succeed partnership with the Community College of Baltimore County, a dual admission program providing a streamlined admission and evaluation process. Additionally, we've implemented a transfer student portal that allows prospective students wishing to transfer to Morgan to review coursework that has already been articulated to see its applicability and submit new courses for review before applying to MSU.

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. The percentage of applicants from Maryland urban districts out of all Maryland applicants has averaged 70% for the past six years.

Morgan State University continues to generate strategies to increase student enrollment and retention in the STEM fields. For the academic year 2023-2024, 228 bachelor's degrees were awarded in the STEM fields. Two initiatives with Google and Intel provide our STEM students with opportunities to work with these leading innovators in technology. Record enrollment has taken place in the newly launched BS in Cybersecurity Intelligence Management.

For the past several years, Morgan State University has continued to rate well in relation to its outcome quality indicators. Data from the Maryland Longitudinal Data System (MLDS) indicates that on average 43% of our bachelor's degree recipients after one year of graduation are included in the state workforce data available through MLDS. Morgan State University's undergraduate alumni continue to express their satisfaction with the way in which the University has prepared them for careers with 71% rating job preparation as good or excellent. Additionally, 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 with 66% of those attending graduate school rating preparation for advanced study as good or excellent. Undergraduate students at Morgan State University have continued their studies in graduate school or first professional degree programs. Based on survey results, graduate or professional school going rate has averaged 30% for the 2019-2024 period. Additionally, on average for the 2019-2024 period, 96% of employers expressed satisfaction with Morgan hires.

To support our student athletes, we have included a new objective to maintain a culture of academic achievement in athletics with at least 60% of student athletes earning a Grade Point Average of 3.0 or higher. Our current percentage of athletes at 3.0 or higher is 60%. In addition to academic support services available to all students, the Athletic Department also provides Study Halls for student athletes and the P.A.W.S. (Providing Athletes With Success Strategies) Program. P.A.W.S. is a “Life Skills” program designed to provide an optimum experience for every Morgan State student-athlete. P.A.W.S. focuses on the “total development” of the student athlete including academic, personal, career, service, and athletic development.

Goal 2: Implement Faculty Ascendancy and Staff Development Initiatives

The University will implement a broad range of human resource development initiatives for the benefit of faculty and staff. These initiatives will facilitate the ascendancy of faculty to higher ranks and provide staff with progressive opportunities for professional development and merit-based promotions.

An engaged and highly qualified faculty and staff are essential to the accomplishment of our strategic goals. Currently, the University has two endowed professors. To support faculty ascendancy, 9 Associate Professors were promoted to Professor during the academic year 2023-2024. The average number of Scholarly Publications for the past six years is 462. The average number of faculty and staff engaged in professional publications and creative activities for the past four years is 343.

Morgan State University's strategic plan delineates the University's objective to increase its online presence to better serve both traditional and non-traditional students. This objective ties directly to the Maryland 2022 State Plan for Higher Education goal of expanding access to quality higher education in the state. The percentage of faculty and staff at Morgan engaged in training to teach online has increased from 8% to 26% during the 2019-2024 period. Additionally, the number of faculty and staff with online courses has increased from 45 to 137 during the same period. This growth aligns with Morgan's strategic plan goal of faculty ascendancy and development, demonstrating a commitment to enhancing faculty capabilities and promoting professional growth through initiatives like Quality Matters (QM) and the Association of College and University Educators (ACUE) training.

Goal 3: Elevate Morgan’s Status to R1 Very High Doctoral Research University

Over the next ten years, Morgan will emerge as an R1 doctoral research university fully engaged in basic and applied research and creative interdisciplinary inquiries undergirded and sustained through increased research grants and contracts.

In Fiscal Year 2024 (FY2024), MSU’s research enterprise received \$88 million in new grants, cooperative agreements, and contracts. A portion of these awards are for research and development

(R&D). While the FY2024 expenditures have not yet been finalized, we estimate that the R&D expenditures will be approximately \$50 million. Both new awards and expenditures show remarkable increases over the corresponding numbers in FY2021 and years prior to that.

Morgan now has an expansive research portfolio and is receiving funding from a variety of agencies, including the U.S. Department of Education, the U.S. Department of Health and Human Services, the U.S. Department of Defense, the U.S. Department of Commerce, the National Science Foundation, and the U.S. Department of Transportation.

Additionally, to ensure that our research is impactful for Baltimore City, Maryland, and the nation, we have created several new research centers such as the Center for Equitable Artificial Intelligence and Machine Learning Systems, the Center for Urban Health Equity, the Center for Urban Violence and Crime Reduction, and the Center on Urban and Coastal Climate Science Research. The research conducted by these centers will enhance equity, reduce disparities, and save lives.

The University has increased its full-time Post-Doctoral Research staff from 52 in FY2019 to 92 in FY2024. The University awarded 62 research and scholarship doctorates. Over the next few years, the University expects to hire 100 new tenure-track faculty.

Goal 4: Expand and Improve a Campus-Wide Infrastructure to Support Operational Excellence and Increase Overall Institutional Capacity

Morgan will advance new construction, capital improvement, deferred maintenance, and campus safety projects in keeping with the University's evolving master plan. The University will also implement an information technology plan to accommodate and optimize operational excellence in all aspects of its service delivery.

The Division of Institutional Advancement exists to advance the vision, mission and core values of Morgan State University. It also aims to foster a culture of philanthropy through strategic fundraising, communications and alumni engagement.

During fiscal year 2024, the Division of Institutional Advancement upgraded the constituent relationship management system which allows front-line fundraisers greater access to data on major donor prospects. The division is in the final stages of implementing an integrated prospect management infrastructure which will include strategically defining portfolios development staff for cultivation. In addition, donor prospects were screened using public data and predictive modeling to determine their propensity to make a major gift of \$25,000 or more. Lastly, the unit is expanding its team with several open positions that will enhance capacity and result in raising additional funds. One of these positions, the Director of Development for the School of Engineering and the School of Business, is a new role that will directly support these two units with priority fundraising initiatives. Other open positions include Associate Vice President for MSU Foundation Operations, Assistant Vice President for Advancement Services & Donor Relations and Director of Donor Relations.

The fundraising results for fiscal year 2024 from private was \$15.3M, and the alumni participation rate of 12%.

The campus has made progress in reducing energy consumption. The average decrease of electrical usage for the past six years is 5%. The average gas usage in 2024 declined by 28% from 2023.

This decline is mainly due to the ongoing implementation of an Energy Performance Contract which includes key natural gas usage reduction initiatives such as improved infrastructure. A plan was developed in fall 2021 to curtail gas usage and to continue to reduce the use of electricity campus wide.

The Division of Information Technology (DIT) improved resiliency, scalability and capacity of enabling technology services such as Virtual Desktop Infrastructure (VDI), endpoint device management, and patch management through strategic hybrid cloud infrastructure integration. In addition, the enterprise firewall upgrade was completed in fall 2023. A total of 667 computers were upgraded throughout campus in an effort to remove obsolete computers from the university's network and minimize risk. The Technology Refresh Program (TRP) funded the upgrade of 188 office desktop computers while grant funding was used to upgrade 399 computers in student labs and 79 instructor podium computers in classrooms.

Goal 5: Serve as the Premier Anchor Institution for Baltimore City and Beyond

Morgan will expand and deepen its role as a recognized anchor institution with broad social and economic impact. The University will engage community residents and officials in the application of knowledge and policy analyses derived from faculty and student research, an appropriate sharing of mutually beneficial resources and the deployment and utilization of University experts and professionals to address local and regional concerns in the areas of public education, housing, safety, employment and neighborhood revitalization. In this way, Morgan State University will serve as a dynamic epicenter dedicated to the generation, integration and dissemination of new knowledge as a driving force to effect policy and catalyze meaningful social change.

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. Over the course of the next ten years, Morgan expects to expand its partnerships with a focus on providing internships for Morgan's undergraduate and graduate students. Overall, Morgan executed 33 new partnerships in 2024 with other government agencies, businesses, industries, non-profit, 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.

Morgan State University's students also play an active role in the local area. This past academic year approximately 900 students participated in university sponsored internship and field experience classes. A recent economic impact study found that Morgan students provide over 20,000 hours of community service annually.

The University, with the help of state support, has established seven cross-school research centers that address research and manufacturing challenges through an interdisciplinary lens. These centers provide focal points for the development and transfer of new knowledge, technologies, processes, and equipment in a cooperative environment with academic, industrial, government, non-profit, and community organizations. Output from these centers will allow Morgan to serve as a dynamic epicenter dedicated to the generation, integration, and dissemination of new knowledge as a driving force to affect policy and catalyze meaningful social and technological change.

Goal 6: Accelerate Global Education Initiatives and Expand the University’s International Footprint

Morgan will enhance its study abroad program and promote global awareness and intercultural competencies through its diverse curricular and co-curricular programs and activities. The University will also increase international student enrollment and leverage its ongoing presence in West Africa to develop effective and replicable models of excellence in international development and responsive, market-based educational service delivery in Latin America and the Caribbean nations.

The University continues to build back its enrollment of international students that was impacted by the COVID 19 pandemic and changes to federal international student policy. In 2024 the University hosted 336 international students. The University also is in the process of establishing additional partnerships with universities in Africa. Additionally, the University continues to build back its study abroad program which was impacted by COVID 19. In 2024, 145 Morgan students participated in Study Abroad programs, while 310 participated in the Virtual Exchange-COIL Study Abroad Program. The University expects to increase the number of faculty and staff engaged in both face-to-face Study Abroad programs as well as the Virtual Exchange-COIL Study Abroad Program.

Institutional Response

Responses to the prompts below follow.

1. In reviewing your institutional metrics regarding completion, what specific initiatives is your institution implementing to increase completion rates? Please provide a brief narrative on the impact of those initiatives on completion rates.

We have a number of long-standing successful academic support and student retention initiatives such as our CASA Summer Bridge Program, an early alert system, and centralized first-year advising. One of our newer student success initiatives is the Second Year Experience program (SYE) which provides students with experiential learning opportunities and career coaching. Students who participate in SYE have higher second to third-year retention rates than students who do not. With help from a \$1M JP Morgan Chase grant, we have exponentially increased the number of students participating in the program from fewer than 50 in 2018-2019 to over 500 in 2022-2023. Another new initiative is the addition of two Scholarship Coordinator positions to help our students identify and apply for external funding opportunities. To further support our students, we have also added several additional full-time academic advisors and are in the process of rolling out the EAB Navigate 360 student app, which will make it easier for students to access student success services and information. Additionally, we have reimaged our new student summer orientation program and are in the process of redesigning our first-semester orientation course to better support the needs of the post-pandemic generation. Finally, MSU has secured a \$1.5 million grant with the National Institute for Student Success at Georgia State University which will support enhancements to our advising model; increase our effectiveness at utilizing data to support student success; and help us engage in proactive financial outreach to our students.

2. Does your institution have specific goals regarding the success of transfer students? How have those goals been identified and how are they measured?

MSU has invested significantly in transfer success over the past few years, including adding several new positions to support transfer evaluation, articulation and student advising; creating of an online onboarding and orientation module for all new transfer students in our learning management system; and sponsoring Welcome activities and engagements throughout the semester, including the celebration of National Transfer Student Week.

Our specific goals around transfer student success are:

Goal 1: Increasing transfer student participation in student organizations.

Measure: Partner with the Office of Student Life and Development to track transfer student participation in student organizations. We will also work to make a concerted effort to introduce transfer students to the organizations via social engagements and outreach.

Goal 2: Increasing transfer student use of university resources such as the Center for Career Development (CCD).

Measure: Cross-promote opportunities with the CCD to encourage transfer students to get an early and engaged start on internship and career opportunities. We have also made creating a Handshake account part of the new student orientation module; this will allow us to track how many students have completed this task and are actively using Handshake.

Goal 3: Streamline the path to degree completion.

Measure: We have added transfer advising to the Office of Transfer Initiatives; we are working closely with the Office of Student Success and Retention and using their model. This will include tracking all advising engagements and student outreach via EAB Navigate. This will allow us to quantify how often we engage with students to assist them with completing their degree requirements in as short a time as possible.

3. In reviewing your institutional metrics regarding equity gaps (in either access or completion), what is the biggest challenge your institution faces as it attempts to eliminate those gaps?

Closing the achievement gap between Pell and non-Pell recipients has been a major focus as the University has continued to hone its student success efforts. While the overall six-year graduation rate has risen significantly over the past few years, including for Pell students, the gap in the graduation rate of Pell and non-Pell students has only closed slightly. The biggest challenge with eliminating this gap is the complexity of the reasons for the gap. Students may be facing financial challenges beyond paying for their educational expenses, such as food and/or housing insecurity. They may work numerous hours per week to support themselves and their families which may negatively impact their academic performance. They are more likely to be the first in their families to attend college and therefore to have less familial support in understanding how to navigate and succeed at a university. Additionally, they may be more likely to have attended schools that left them less academically prepared. We continue to work on enhancing our wraparound services to increase the success rates of our Pell students, and indeed of all our students. Such services implemented in recent years include implementing EAB Navigate, student success management system; utilizing Lumina Foundation's Beyond Financial Aid toolkit to provide students with information about resources that they may find useful in providing supplemental financial and social support; establishing the Growing the Future student emergency fund in 2020; and organizing a Food Resource Center to provide free, nutritious food to students. Currently, the

University is working with the National Institute for Student Success (NISS) at Georgia State to decrease the achievement gap between our Pell and non-Pell students through a multi-pronged approach.

4. How does your institution ensure that graduates leave with employable skills? What kind of opportunities do you provide (i.e. internships, co-op programs, practicums, professional development workshops, industry partnerships and advisory boards, and career counseling and advising services)?

At our full-service Center for Career Development, we are dedicated to ensuring that our graduates are well-prepared to enter the workforce with the skills and experiences necessary to thrive in their chosen careers. Below are a few of the key opportunities we provide:

1. Internships and Experiential Learning Opportunities: We partner with a diverse range of industries to offer internships that provide hands-on experience in real-world settings.
2. Professional Development Workshops and Mock Interviews: Workshops cover topics such as resume writing, interview techniques, networking strategies, salary negotiation, professionalism and job search tactics. We conduct mock interviews to help students gain confidence and receive constructive feedback to improve their performance in actual job interviews.
3. Career Counseling Services and Job Search Assistance: Our Career Specialists work one-on-one with students to explore career options, set goals, and develop personalized career plans. Our Career Specialists utilize an industry cluster model, allowing them to provide industry-specific guidance tailored to students' chosen fields. We also offer comprehensive one-on-one job search assistance.
4. Career Fairs and Networking Events: We organize annual career fairs and networking events, bringing employers to campus to meet with students.
5. Integration with Academic Programs: Our career development initiatives are closely integrated with academic programs to ensure that students receive a holistic education combining theoretical knowledge and practical skills.



**Morgan State University
Performance Accountability Report**

GOAL 1: ENHANCE STUDENT SUCCESS AND WELL-BEING
Morgan will create an educational environment that enhances student success and Well-Being
LEADERSHIP: VP, Kara Turner & VP, Kevin Banks

OBJECTIVE 1.1: Increase the graduation rate of Morgan undergraduates to 50% by 2027 and 60% or higher by 2030 .
 Rollins (MHEC Data) -----K. Turner (Estimates)

Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Six-year graduation rate ¹	42%	46%	48%	47%	47%	42%	42%	43%
Six-year graduation rate of African-Americans	42%	46%	48%	47%	45%	42%	42%	43%

¹ Actual graduation rates are based on the fall 2012, 2013, 2014, 2015, 2016 and 2017 freshman cohorts from MHEC, respectively. Rates also include students beginning at Morgan but graduating from other institutions."

OBJECTIVE 1.2: Increase the graduation rate of Pell recipients to 45% by 2027
 Rollins (IR-Data) -----K. Turner (Estimates) □

Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Six-year graduation rate of Pell recipients	36%	38%	42%	40%	38%	38%	40%	42%

OBJECTIVE 1.3: Increase the second year retention rate of Morgan undergraduates to 70% or higher by 2027 Data/IR/MHEC data-----
 Rollins/Hicks/K. Turner (Estimates)

Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
FTE student-authorized faculty ratio	18.1:1	17.9:1	18.8:1	22.5:1	24.7:1	24.9:1	23.0:1	23.0:1
Average class size of first year course offering	25	26	28	31	30	30	30	30
Percent of first-year courses taught by tenured/tenure track faculty	28%	24%	42%	32%	25%	21%	33%	33%
Second-year retention rate ²	72%	75%	77%	73%	71%	68%*	72%	73%

Second-year retention rate of African-Americans	72%	76%	78%	74%	74%	69%*	73%	74%
² Actual second-year retention rates are based on the fall 2017, 2018, 2019, 2020, 2021 and 2022 entering freshman cohorts from MHEC, respectively. *Note: The retention rates are based on MHEC's use of Social Security Numbers to track students from year to year. As not all students provide Social Security Numbers or there are instances where Social Security Numbers change between years, retention rates based on Social Security Numbers can be lower than retention rates based on the less variable campus student identification numbers. We urge MHEC to use the campus student identification numbers.								
OBJECTIVE 1.4: Increase enrollment to 9,500 by Fall 2027 and 10,000 by Fall 2030 Rollins (MHEC Data) -----K. Turner, Garrison, Westrick, Astatke (Estimates)								
Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Total Enrollment	7712	7763	7634	8469	9101	9808	10,400	10,400
Number of Morgan Completes You (MCY) Enrollment	NA	NA	NA	NA	62	125	150	300
OBJECTIVE 1.5: Increase the number of undergraduates in research by 5% a year by 2027 Rollins (MHEC Data) ----- L. Brown/Rollins (Estimates)								
Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of undergraduate students participating in research classes, campus research symposiums, working as campus research assistants	230	153	117	93	144	204	225	250
OBJECTIVE 1.6: Increase the diversity of undergraduate students to 10% by 2027. Rollins (MHEC Data) -----Granville/K. Turner (Estimates) □								
Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Total Percent of Diverse Students	6.1%	6.6%	6.9%	5.7%	6.5%	6.4%	7.4%	8.3%
Percent of Asian or Native Hawaiian students	0.7%	0.9%	0.7%	0.3%	0.3%	0.4%	0.4%	0.6%
Percent of Native American students enrolled	0.2%	0.1%	0.2%	0.1%	0.1%	0.2%	0.2%	0.2%
Percent of Caucasian students enrolled	1.8%	1.7%	1.6%	1.0%	0.9%	0.7%	0.8%	1.0%
Percent of Hispanic students enrolled	3.4%	3.9%	4.4%	4.3%	5.2%	5.1%	6.0%	6.5%
OBJECTIVE 1.7: Increase the number of new transfer students from Maryland community colleges to 212 by 2027. Rollins (MHEC Data) -----Granville/K. Turner (Estimates)								
Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of Maryland community college transfer students	142	161	116	73	168	103	176	200

OBJECTIVE 1.8: Maintain or increase the pool of college applicants to Morgan from urban school districts in Maryland at 60% of all Maryland applicants by 2027. Rollins (MHEC Data ----- Granville/K. Turner (Estimates)

Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
% of freshman applicants from urban districts	76.1%	74.1%	75.4%	68.3%	65.8%	64.6%	68.0%	68.0%
% of students accepted from urban districts	67.9%	68.0%	71.2%	86.8%	82.9%	83.6%	83.0%	83.0%
% of students enrolled from urban districts	36.5%	34.6%	25.3%	25.8%	25.0%	23.2%	27.0%	29.0%

Urban school districts are those school districts that are members of the Council of Urban Boards of Education and include Baltimore City, Baltimore County, Howard County, Montgomery County, and Prince George's County

OBJECTIVE 1.9: Increase the number of bachelor degree recipients in the STEM fields to 270 by 2027. Rollins (MHEC Data)-----Tchounwou, Barton and Bapna (Estimates)

Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Total number of STEM bachelor recipients⁵								
ENGR	190	223	169	139	103	79	100	100
SCMNS	95	106	118	92	115	112	127	133
SBM	42	32	32	34	29	33	33	32
CICS						4	6	8
TOTAL	327	361	319	265	247	228	266	273

[Number of underrepresented minority STEM] Bachelor's recipients⁶

ENGR	78	84	101	91	84	58	90	91
SCMNS	79	85	102	86	97	91	100	105
SBM	34	26	28	30	28	31	32	30
CICS						4	5	6
TOTAL	191	195	231	207	209	184	227	232

Number of women STEM bachelor's recipients

ENGR	27	37	28	33	27	17	33	33
SCMNS	52	67	68	54	68	68	79	83
SBM	9	8	10	15	9	13	11	13
CICS						2	3	4
TOTAL	88	112	106	102	104	100	126	133

⁵ STEM fields include the following programs: Actuarial Science, Biology, Chemistry, Computer Science, Information Systems, Civil Engineering, Electrical Engineering, Industrial Engineering, Mechatronics Engineering, Mathematics, Physics, Engineering Physics, Cloud Computing, Cybersecurity Intelligence Management, Transportation Systems Engineering, Interdisciplinary Technology Services, Interdisciplinary Engineering, Information Systems, and Computer Science, Interdisciplinary Sciences, and Transportation Systems. ⁶ Underrepresented minorities include Hispanics, Native Americans, Native Hawaiians/Pacific Islanders, and African Americans.

**OBJECTIVE 1.10: Increase the number of degrees awarded in teacher education to 50 by 2027.
Rollins (MHEC Data) -----Bridges/Prime (Estimates)**

Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of baccalaureates awarded in teacher education	75	51	71	50	27	44	50	52
Number of baccalaureates awarded in teacher education (elementary education and physical education)	46	51	72	39	27	44	50	52
Number of new hires teaching in Maryland schools	23	15	22	35	22	36	45	45

OBJECTIVE 1.11: Increase the percentage of bachelor's recipients satisfied with education received in preparation for graduate/professional study to 85% by 2027. Rollins/Alao (data) □

Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Percent of students who attend graduate/professional Schools	44%	45%	25%	31%	20%	15%	17%	20%
Percent of students rating preparation for grad. /prof. school as excellent or good	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Excellent	36%	42%	33%	40%	36%	33%	35%	35%
Good	43%	42%	33%	40%	45%	33%	45%	45%
Fair	21%	11%	26%	17%	18%	31%	10%	10%
Poor	0%	5%	8%	2%	0%	3%	0%	0%
Total Excellent-Good	79%	84%	66%	80%	81%	66%	90%	90%

OBJECTIVE 1.12: Increase the percentage of bachelor's recipients satisfied with education received in preparation for the workforce to 85% by 2027. Rollins/Alao (data) □

Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Percent of bachelor's recipients employed one year after graduation	69%	74%	84%	90%	90%	73%	90%	90%
Percent of bachelor's recipients employed one year after graduation in Maryland (MLDS data)	67%	44%	19%	39%	43%	48%	50%	52%
Percent of students rating preparation for jobs (excellent, good or fair)	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
	N = 34	N = 22	N = 31	N = 125	N=51	N=137	N=150	N=160
Excellent	36%	29%	20%	30%	29%	28%	30%	35%

Good	41%	39%	49%	46%	43%	43%	50%	50%
Fair	13%	16%	22%	14%	16%	22%	20%	15%
Poor	5%	0%	7%	2%	8%	7%	0%	0%
Uncertain	5%	16%	2%	9%	4%	0%	0%	0%
Total Excellent-Good	77%	68%	69%	76%	72%	71%	80%	85%
OBJECTIVE 1.13: Increase the percentage of employers satisfied with employees who are Morgan bachelor's recipients to 90% by 2027. Rollins/Alao (data)								
Percent of employers satisfied with employees who are Morgan bachelor's recipients	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
	N = 60	N = 76	N = 40	N = 76	N=53	N=67	N=80	N=100
Very Satisfied	42%	38%	43%	46%	45%	39%	50%	52%
Satisfied	53%	62%	55%	46%	45%	61%	50%	48%
Unsatisfied	4%	0%	2%	5%	8%	0%	0%	0%
Very Unsatisfied	1%	0%	0%	3%	2%	0%	0%	0%
Total Very Satisfied - Satisfied	95%	100%	98%	92%	90%	100%	100%	100%
OBJECTIVE 1.14: Maintain a culture of academic achievement in athletics with at least 60% of student athletes with a 3.0 Grade Point Averages or above. K. Turner/Freeman-Patton (Data & Estimates)								
Performance Measure or (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Percentage of Student Athletes with a 3.0 GPA or above	53%	62% (P/F)	80% (P/F)	62%	57%	60%	60%	60%
<i>Note: P/F = Pass or Fail</i>								



**MORGAN STATE UNIVERSITY
PERFORMANCE ACCOUNTABILITY REPORT**

GOAL 2: IMPLEMENT FACULTY ASCENDENCY AND STAFF DEVELOPMENT INITIATIVES
Faculty & Staff will Engage in Professional Development Initiatives to Enhance their Professional Competence & Personal Well-Being.
LEADERSHIP: AVP, Solomon Alao & AVP, Chevonie Oyegoke

OBJECTIVE 2.1: Establish 10 Endowed Professorships to Recruit, Attract and Retain Leading Scholars World-Wide by 2030 (Hongtao Yu/Data and Estimates)□

PERFORMANCE MEASURE OR (KPI):	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of Endowed Professors	NA	NA	NA	NA	1	2	4	4
Number of faculty who are fellows in their respective National Societies□	NA	NA	NA	NA	7	11	11	12

OBJECTIVE 2.2: Increase Scholarly Publications and Activities by Full-Time Tenured/Tenure Track Faculty to 260 by 2027 (Solomon Alao, Farin Kamangar/Data and Estimate)

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of Scholarly Publications (Books & Refereed Publications) by Full-Time Tenure/Tenure Track Faculty	198	219	226	240	746	1145	1150	1150
Number of Faculty and Staff Engaged in Professional Publications and Creative Activities	441	452	464	470	184	49	100	120
Number of Faculty & Staff Engaged as Principal Investigators in Funded Research or Contracts	84	67	71	78	94	172	180	190

Note IP = In-Process

OBJECTIVE 2.3: Support & Convert 15-20 of the Associate Professors to Full Professors by 2027 (Hongtao Yu/Data and Estimates)

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of Associate Professors Promoted to Full-Professors□	NA	NA	NA	NA	9	9	10	11

OBJECTIVE 2.4: Increase the percentage of Faculty and Staff Engaged in Professional Development with Emergent Technologies on the Science of Teaching and Learning, Research, & Grant Writing to 70% by 2027
 (Hongtao Yu, Patricia Dockery, Laura Dorsey-Elson, Cynthia Brown-Laviest, Farin Kamangar, Nicole Westrick, Angela Harris (Data/Estimates))

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Percentage of Faculty & Staff Engaged in Quality Matters Training	8%	14%	17%	18%	19%	26%	28%	30%
Number of the Faculty & Staff with Online Courses that Meet Quality Matters Standards	45	69	71	115	146	137	140	150
Percentage of the Faculty & Staff Using Open Education Resources	NA	NA	NA	NA	5%	33%	35%	37%
Percentage of New Faculty & Staff Engaged in Professional Development on the Science of Teaching & Learning	NA	NA	NA	NA	63%	55%	60%	70%
Number of Faculty & Staff Engaged in the Training Workshops on Research and the Scholarship of Grant Writing	NA	NA	NA	NA	70	90	100	100

OBJECTIVE 2.5: By 2027, Conduct Two (2) Professional Development Opportunities per Year that Support the Health and Wellness Need of all Employees (Dr. Dockery & Dr. Banks Data/Estimates)

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of Professional Development Opportunities on Safety, Health, and Wellness	NA	NA	NA	NA	41	44	55	55
Percentage of Faculty & Staff Engaged in Professional Development On Safety, Health and Wellness	NA	NA	NA	NA	90%	95%	97%	100%



**MORGAN STATE UNIVERSITY
PERFORMANCE ACCOUNTABILITY REPORT**

GOAL 3: ELEVATE TO R1 VERY HIGH DOCTORAL RESEARCH UNIVERSITY
Morgan will Enhance its Status to Carnegie R1 a Very High Doctoral Research University.
LEADERSHIP: VP, Willie May; SVP, Hongtao Yu; Director, Wayne Swann.
Projected Estimates are Based on Targets Generated from Morgan's Current R1 Carnegie Model

OBJECTIVE 3.1: Achieve total annual science and engineering research and development expenditures of \$40 Million by 2030.
 Carnegie Metrics: S&E R&D Expenditures and Non-S&E R&D Expenditures are used for four Carnegie performance metrics.

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
S&E R&D Expenditures	\$12.8	\$16.9	\$18.9	\$25.2	\$32.1	\$35.0	\$46	\$49
Non-S&E R&D Expenditures	\$0.46	\$0.27	\$1.7	\$4.3	\$6.1	\$15.0	\$8	\$9
Total R&D Expenditures	\$13.3	\$17.2	\$20.6	\$29.5	\$38.2	\$50.0	\$54	\$58

OBJECTIVE 3.2: Achieve total annual doctoral conferrals per year of >110 by 2030, with specific goals per Carnegie degree category.
 Carnegie Metrics: RSD. Research and Scholarship Doctorates are used for four Carnegie performance metrics.

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
STEM Research and Scholarship Doctoral Degrees Conferred	13	18	20	20	14	18	20	23
Humanities Research and Scholarship Doctoral Degrees Conferred	4	4	5	5	2	5	5	7
Social Science Research and Scholarship Doctoral Degrees Conferred	0	0	0	0	0	0	0	1
Other Research and Scholarship Doctoral Degrees Conferred	54	56	46	45	42	39	47	49
Total Research and Scholarship Doctoral Degrees Conferred	71	78	71	70	58	62	72	80

OBJECTIVE 3.3: Achieve total annual full-time post-doctoral research staff to 140 by 2030. Does not include full-time instructional faculty (3.4).□
 Carnegie Metric: PDNFRSTAFF. Full-time Doctoral Research Staff is used for two Carnegie performance metrics.□

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of Full-time Post-Doctoral Research Staff	52	49	65	102	111	92	129	130
OBJECTIVE 3.4 Increase the number of tenure track faculty to 300 by 2027 and 388 by 2030 (Hongtao Yu, Cheryl Rollins Data and Estimates)								
PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of Full-Time Instructional Tenure Track Faculty	330	333	323	290	288	317	320	325



**MORGAN STATE UNIVERSITY
PERFORMANCE ACCOUNTABILITY REPORT**

GOAL 4: IMPROVE CAMPUS-WIDE INFRASTRUCTURE

Morgan will enhance its infrastructure and processes

LEADERSHIP: VP, Kim McCalla, EVP, David LaChina, VP Endia DeCordova, Dir. Premdat Kokilerpersaud

OBJECTIVE 4.1: Increase private and philanthropic donations to \$50 million by 2027. Endia DeCordova (Actual and Estimates)

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Annual Private and Philanthropic Donations	\$13.2M	\$7.1M	\$67.9M	\$27.6M	\$17.4M	\$15.3M	\$15M	\$15.7M

OBJECTIVE 4.2: Increase the alumni giving rate to 16% by 2027. Endia DeCordova (Actual and Estimates)

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Calendar Year Alumni Giving Rate	15%	14%	14%	14%	11%	12%	12%	13%

OBJECTIVE 4.3: Reduce campus electricity usage by 7% by 2027 through effective conservation measures, persistent curtailment, and enhanced efficiency services. Kokilerpersaud (Actual and Estimates)

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Reduced Electricity Usage	-5%	-5%	-5%	1%	-5%	-12%	-14%	-16%

OBJECTIVE 4.4: Reduce campus natural gas usage by 5% by 2027. Kokilepersaud (Actual and Estimates)

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Reduced Natural Gas Usage	6%	32%	10%	22%	-5%	-28%	-28%	-28%



**MORGAN STATE UNIVERSITY
PERFORMANCE ACCOUNTABILITY REPORT**

GOAL 5: SERVE AS THE PREMIER ANCHOR INSTITUTION FOR BALTIMORE CITY & BEYOND
Morgan will engage with community residents and officials in the use of knowledge derived from faculty & student research
LEADERSHIP: AVP, Kim McCalla, & EVP, David LaChina

**OBJECTIVE 5.1: Increase the number of undergraduate and graduate students engaged in University sponsored
Field-work and internships to 1200 by 2027.**

Dr. Brenda James, Dean McPhatter, Dr. Woodroffe, Ms. Yolanda Seabrooks, and Mr. Nicholas Kovach (actual and/or estimates).

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of New Partnerships with Agencies & Organizations	0	12	8	39	35	33	37	35
Number of Students who Participated in University sponsored internship and field experience courses	513	546	900	1,031	1064	900	1000	1100



**MORGAN STATE UNIVERSITY
PERFORMANCE ACCOUNTABILITY REPORT**

GOAL 6: ACTIVATE GLOBAL EDUCATIONAL INITIATIVES & EXPAND INTERNATIONAL FOOTPRINT
Morgan will Activate its Global Educational Initiatives and Expand its International Footprint
LEADERSHIP: Yacob Astatke

OBJECTIVE 6.1: Enroll 500 international students by 2027 and 800 by 2030 (Yacob Astatke/Data and Estimates) □

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
Number of international Students (F1-Visa) Enrolled	709	512	349	327	319	336	380	400
Add 3 New International Partnerships by 2027	0	1	0	0	0	0	1	1

Objective 6.2: Increase and sustain annual student participation in study abroad and experiential global learning activities from 2% to 7% of total enrollment by 2030. (Yacob Astatke/Data and Estimates) □

PERFORMANCE MEASURE OR (KPI):	2019 Act	2020 Act.	2021 Act.	2022 Act.	2023 Act.	2024 Act.	2025 Est.	2026 Est.
# of students in the face-to-face Study Abroad program	158	0	0	34	83	145	200	250
# of students in the Virtual Exchange-COIL Study Abroad program	19	46	180	284	211	310	350	400
# of faculty engaged in the face-to-face Study Abroad program	8	0	0	7	12	25	35	40
# of faculty engaged in the Virtual Exchange-COIL Study Abroad program	1	1	8	4	14	10	12	15
# of staff engaged in the face-to-face Study Abroad program	2	0	0	2	2	4	7	10
# of staff engaged in the Virtual Exchange-COIL Study Abroad program	1	2	4	3	3	3	4	5

PERFORMANCE ACCOUNTABILITY REPORT 2024



Monday, August 5, 2024

ACKNOWLEDGEMENTS

TEAMWORK

We begin by thanking all 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 of Enrollment Management & Student Success
- Division of Institutional Advancement
- Division of Research & Economic Development
- Faculty, Staff, and Students
- Maryland Higher Education Commission (MHEC)



SPECIAL THANKS

**DR. CHERYL ROLLINS
DIRECTOR, INSTITUTIONAL RESEARCH**

**MRS. KASSANDRA C. GROGAN
EXECUTIVE ADMINISTRATOR FOR THE BOARD OF REGENTS**

COMMITMENT TO EXCELLENCE AND LEADERSHIP:

- PERFORMANCE ACCOUNTABILITY REPORT (PAR)**
- MANAGING FOR RESULTS (MFR) REPORT**

PERFORMANCE ACCOUNTABILITY REPORT (PAR)

- **In accordance with MHEC guidelines the PAR for 2024 is divided into 3 major parts:**
 - **(1) Narrative (sharing and telling our own story)**
 - **(2) Data and estimates (progress on key indicators/benchmarks)**
 - **(3) Response to MHEC Questions**

FOCUS OF PRESENTATION

- ❑ **5-Year Progress Information on Key Strategic Goals Metrics**
- ❑ **Specific Implications of Year-over-Year PAR Data**



PROGRESS ON STRATEGIC GOAL 1

Goal 1: Enhancing Student Success and Well-Being

- ❖ Record enrollment for three consecutive years, reaching 9,808 students in fall 2023**
- ❖ 192 students away from the Target of 10,000 students set for 2030**
- ❖ For 13 consecutive years, second-year retention rates have remained at or above 70%**
- ❖ In a span of six years, we elevated the six-year graduation rate to 46.2%**
- ❖ Since inception, the university has conferred degrees on over 55,000 students**
- ❖ Morgan State University Served as Community Vaccination Site (April 21, 2021)**
- ❖ Expanded Traditional and Online Counseling Services for Students (Fall 2021-Present)**
- ❖ Wellness days for students per semester (Fall 2022-Present)**
- ❖ Trained over 200 employees and students on Mental Health First Aid in (2022-2023)**
- ❖ Launched University Wide Health, Safety, and Well-being committee Fall 2022 – Present**

PROGRESS ON STRATEGIC GOAL 2

Goal 2: Implement Faculty Ascendency and Staff Development Initiatives

❖ Successfully hired more than 92 highly qualified professionals over two academic years.

	2023-2024	2022-2023	Grand Total
Tenure Track	32	29	61
Tenured	9	6	15
Non-Tenure Track	6	10	16
Total	47	45	92

PROGRESS ON STRATEGIC GOAL 2

Distribution of New Faculty by Colleges and Schools

School	2023-2024	2022-2023	Total
CLA	7	7	14
SAP	2	5	7
SBM	7	2	9
SCHP	3	8	11
SCMNS	7	7	14
SEUS	10	4	14
SJGC	1	1	2
SOE	2	8	10
SSW	7	1	8
Total	47	43	89

PROGRESS ON STRATEGIC GOAL 3

Goal 3: Elevate Morgan's Status to R1 Very High Doctoral Research University

- ❑ Spent **\$29.5 M** in Grants, Cooperative Agreements, & Contracts in 2021 vs. **\$50 M** in FY 2024
- ❑ The University has increased its full-time Post-Doctoral Research staff from **52** in FY2019 to **92** in FY2024.
- ❑ The University awarded **62** research and scholarship doctorates.
- ❑ Over the next few years, the University expects to hire **100** new tenure-track faculty.

PROGRESS ON STRATEGIC GOAL 4

Goal 4: Expand and Improve a Campus-Wide Infrastructure to Support Operational Excellence and Increase Overall Institutional Capacity

- ❑ The new Calvin and Tina Tyler Hall Student Services Centre is an \$81-million, state-of-the-art facility opened in 2020**
- ❑ Hundreds of Students Moved into the New Thurgood Marshall dormitory in August 2022**
- ❑ Completed the new Health and Human Services Building (Move-In-in-Process)**
- ❑ Fall 2020, campus-wide classroom AV upgrade project (state-of-the-art instructional delivery technology). To date, more than 150 classrooms have been upgraded.**
- ❑ In fall 2019, the university successfully changed its Learning Management System (LMS) from Blackboard to Canvas.**

PROGRESS ON STRATEGIC GOAL 5

Goal 5: Serve as the Premier Anchor Institution for Baltimore City and Beyond

IMPACT STUDY 2021:

- ❑ The university contributed over \$1 billion to the Maryland economy.**
- ❑ Each year, more than 3,424 jobs are created in the DC and Baltimore metro regions.**
- ❑ In 2024, Morgan established 33 new partnerships with government agencies, businesses, industries, non-profits, and community organizations.**
- ❑ Around 900 students engaged in university-sponsored internship and field experience classes this past academic year.**

PROGRESS ON STRATEGIC GOAL 6

Goal 6: Accelerate Global Education Initiatives and Expand the University's International Footprint

- ❑ International student enrollment is up from 319 in 2023 to **336** In 2024 (**+17** students).
- ❑ In 2024, 145 Morgan students participated in Study Abroad programs, while 310 participated in the Virtual Exchange-COIL Study Abroad Program.
- ❑ 1-YR diff for Study Abroad is **+62**
- ❑ 1-YR diff for Virtual Exchange is **+99**

FOCUS OF PRESENTATION

- ✓ **5-Year Progress Information on Key Strategic Goals Metrics**
- **Specific Implications of Year-over-Year PAR Data**



GOAL 1: ENHANCE STUDENT SUCCESS & WELL-BEING		TARGETS BY 2027	2023 Act.	2024 Act.	1-YR DIFF.	YR-YR COMP.	IMPLICATIONS
OBJECTIVE 1.1	Increase the graduation rate of undergraduates	50%	47%	42%	(-) 5%	-10.60%	Requires immediate attention. (Significant Decrease)
OBJECTIVE 1.2	Increase the graduation rate of Pell recipients	45%	38%	38%	0.00%	0.00%	Stable performance. (No Change)
OBJECTIVE 1.3	Increase the second year retention rate of undergraduates	70%	71%	68%	(-) 3%	-4.20%	Observe for trends. (Slight Decrease)
OBJECTIVE 1.4	Increase overall enrollment	9,500	9101	9808	(+ 707	7.80%	Effective measures, positive trends. (Moderate Increase)
OBJECTIVE 1.5	Increase the number of undergraduates in research	5%/Yr.	144	204	(+) 60	41.70%	Highly effective strategies. (Significant Increase)
OBJECTIVE 1.6	Increase the diversity of undergraduate students	10%	7%	6%	(-) 1%	-14.30%	Requires immediate attention. (Significant Decrease)
OBJECTIVE 1.7	Increase the # of new transfers from Md community colleges	212	168	103	(-) 65	-38.70%	Requires immediate attention. (Significant Decrease)

GOAL 1: ENHANCE STUDENT SUCCESS & WELL-BEING		TARGETS BY 2027	2023 Act.	2024 Act.	1-YR DIFF.	YR-YR COMP.	IMPLICATIONS
OBJECTIVE 1.8	Maintain the pool of applicants from MD urban school districts	40%	66%	65%	(-) 1%	-1.50%	Observe for trends. (Slight Decrease)
OBJECTIVE 1.9	Increase the # of B.S. degree recipients in the STEM fields	270	247	228	(-) 19	-7.70%	Monitor and address potential issues. (Moderate Decrease)
OBJECTIVE 1.10	Increase the number of degrees awarded in teacher education	50	27	44	(+) 17	63.00%	Highly effective strategies. (Significant Increase)
OBJECTIVE 1.11	Increase the % of students satisfied with their prep. for grad/prof. study	85%	81%	66%	(-) 15%	-18.50%	Requires immediate attention. (Significant Decrease)
OBJECTIVE 1.12	Increase the % of students satisfied with their prep. for the workforce	85%	43%	48%	(+) 5%	11.60%	Highly effective strategies. (Significant Increase)
OBJECTIVE 1.13	Increase the % of employers satisfied with MSU degree recipients	90%	90%	100%	(+) 10%	11.10%	Highly effective strategies. (Significant Increase)
OBJECTIVE 1.14	Maintain a culture of excellence in athletics (students with a 3.0 GPA)	60%	57%	60%	(+) 3%	5.30%	Effective measures, positive trends. 75 (Moderate Increase)

GOAL 2: IMPLEMENT FACULTY ASCENDENCY & STAFF DEVELOPMENT INITIATIVES		TARGETS BY 2027	2023 Act.	2024 Act.	1-YR DIFF.	YR-YR COMP.	IMPLICATIONS
OBJECTIVE 2.1	Establish and Retain Endowed Professorships	10	1	2	(+) 1	100.00%	Highly effective strategies. (Significant Increase)
OBJECTIVE 2.2	Increase Scholarly Publications & Activities by Full-Time & Tenure Track Faculty	260	746	1145	(+) 399	53.50%	Highly effective strategies. (Significant Increase)
OBJECTIVE 2.3	Support & Convert Associate Professors to Full Professors	15-20	9	9	0	0.00%	Stable performance. (No Change)
OBJECTIVE 2.4	Increase the % of Faculty and Staff Engaged in Prof-Dev. with Emergent Technologies	70%	68%	88%	(+) 20%	29.40%	Highly effective strategies. (Significant Increase)
OBJECTIVE 2.5	Conduct Prof-Dev. OPP to support the Health & Wellness Need of employees	2	41	44	(+) 3	7.30%	Effective measures, positive trends. (Moderate Increase)

GOAL 3: ELEVATE TO R1 VERY HIGH DOCTORAL RESEARCH UNIVERSITY		TARGETS BY 2027	2023 Act.	2024 Act.	1-YR DIFF.	YR-YR COMP.	IMPLICATIONS
OBJECTIVE 3.1	Achieve total annual S&E R&D and Non-S&E R&D Expenditures	\$40M	\$38.2	\$50.0	(+) 12M	30.90%	Highly effective strategies. (Significant Increase)
OBJECTIVE 3.2	Achieve total annual doctoral conferrals per year	110	58	62	(+) 4	6.90%	Effective measures, positive trends. (Moderate Increase)
OBJECTIVE 3.3	Achieve total annual full-time post-doctoral research staff	140	111	92	(-) 19	-17.10%	Requires immediate attention. (Significant Decrease)
OBJECTIVE 3.4	Increase the number of tenure track faculty	388	288	317	(+) 29	10.10%	Highly effective strategies. (Significant Increase)

GOAL 4: IMPROVE CAMPUS-WIDE INFRASTRUCTURE		TARGETS BY 2027	2023 Act.	2024 Act.	1-YR DIFF.	YR-YR COMP.	IMPLICATIONS
OBJECTIVE 4.1	Increase private and philanthropic donations	\$50M	\$17.4M	\$15.3M	(-) 2.1M	-12.10%	Requires immediate attention. (Significant Decrease)
OBJECTIVE 4.2	Increase the alumni giving rate	16%	12%	12%	0.00%	0.00%	Stable performance. (No Change)
OBJECTIVE 4.3	Reduce campus electricity usage	7%	-5%	-12%	(-) 7%	-140.00%	Highly effective strategies. (Significant Reduction)
OBJECTIVE 4.4	Reduce campus natural gas usage	5%	-5%	-28%	(-) 23%	-460.00%	Highly effective strategies. (Significant Reduction)

Note: Negative Energy Numbers are Positive

GOAL 5: SERVE AS PREMIER ANCHOR INSTITUTION FOR BALTIMORE CITY & BEYOND		TARGETS BY 2027	2023 Act.	2024 Act.	1-YR DIFF.	YR-YR COMP.	IMPLICATIONS
OBJECTIVE 5.1	Increase the number of undergraduate and graduate students engaged in University sponsored Field-work and internships	1200	1064	900	(-) 164	-15.40%	Requires immediate attention. (Significant Decrease)

GOAL 6: ACTIVE GLOBAL EDUCATIONAL INITIATIVES & EXPAND INTERNATIONAL FOOTPRINT		TARGETS BY 2027	2023 Act.	2024 Act.	1-YR DIFF.	YR-YR COMP.	IMPLICATIONS
OBJECTIVE 6.1	Enroll International Students	800	319	336	(+) 17	5.30%	Effective measures, positive trends. (Moderate Increase)

TITLE IX POLICY REVISIONS

Sex Discrimination

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

TOPIC: Sex Discrimination Policy

DATE OF MEETING: August 6, 2024

BRIEF EXPLANATION: The current Policy is the Sexual Harassment and Prohibited Conduct Policy, which was approved by the Board on August 11, 2020, to incorporate the August 2020 Title IX federal regulations on Sexual Harassment. On April 19, 2024, the Department of Education released new Title IX federal regulations on Sex Discrimination (“new Title IX Regs”) to become effective August 1, 2024. An explanation of the proposed changes is attached to this Summary of Item Action.

The new Title IX Regs also require universities to adopt certain procedures for Sex Discrimination cases. Those procedures require a neutral and equitable fact-finding investigative phase; and the ability of either party to appeal the outcome. The University will adopt the Procedures, incorporating these procedural requirements, by August 1, 2024.

FISCAL IMPACT: The University will consider reorganization and a cost analysis for hiring additional staff vs. contracting with additional staff to carry out the additional requirements imposed on Title IX practitioners.

PRESIDENT’S RECOMMENDATION: The President recommends approval to ensure that the University is in compliance with federal law.

COMMITTEE

ACTION: Finance & Facilities and Academic & Student Affairs **DATE:** July 29, 2024

BOARD

ACTION: _____ **DATE:** _____

SUMMARY OF PROPOSED SEX DISCRIMINATION POLICY MORGAN STATE UNIVERSITY

I. Change in Terminology Reflecting a Broadening of Scope and Applicability of Title IX Regulations

- a. University must address sex-based discrimination including discrimination based on “sex stereotypes, sex characteristics, sexual orientation, gender identity, pregnancy or related conditions, parental or family status and marital status. “
- b. Policy applies to all conduct occurring within “Education Program or Activity,” including, but not limited to, all conduct over which the University exercises disciplinary authority and conduct occurring in buildings controlled by recognized student organizations. University must address a sex-based hostile environment even when some contributing conduct occurred outside the Education Program or activity or outside the United States.
- c. Sufficient knowledge to trigger University's response obligation is changed from “actual knowledge” to “information about conduct which may reasonably constitute sex discrimination.”

II. New Terminology/ Definitions

- a. “Sexual Harassment” (2020 Policy) → “Sex Discrimination” and “Sex-Based Harassment” (2024 Policy)
- b. “Sex Discrimination means exclusion from participation in or being denied the benefits of any University Education Program or Activity on the basis of sex, including sex stereotypes, sex characteristics, sexual orientation, gender identity, pregnancy or related conditions, parental or family status and marital status. Sex-Based Harassment is a form of Sex Discrimination.”
- c. “Severe or pervasive” standard applies to sex-based harassment hostile environment for Students under Title IX, but no severe or pervasive requirement for Employees under Maryland Fair Employment Practices Act.

III. Expanded Training and Preventive Education Requirements

All employees must receive training, not just individuals involved in the investigation, adjudication, or informal resolution processes. Training requirements for employees are based on their category: 1) all employees; 2) confidential employees; 3) employees involved in investigation, adjudication or resolution. University must develop and implement preventive education for all employees and students.

IV. Notification Requirements

Employees’ notification requirements are based on their status:

- a. Confidential Employees
- b. Employees with Authority
- c. All employees who are not Confidential Employees or Employees with Authority

V. Protections for Pregnancy and Pregnancy-Related Conditions

- a. Student policies for pregnancy accommodations (under Title IX)

- b. Employee policies for pregnancy accommodations (under Pregnant Worker's Fairness Act)
- c. Lactation Spaces required
- d. Notification requirements - employees must provide Title IX contact information when informed of a student's pregnancy.

VI. Provision Specific to Morgan

- a. Creates a broad definition of Relationship Violence that identifies risky behaviors between individuals, in a dating or domestic relationship, that does not constitute Dating or Domestic Violence because there was no physical or sexual abuse
- b. Allows the Title IX Coordinator to intervene, consult with the Assistant Dean of Students and Director of Student Rights and Responsibilities, and implement Supportive Measures to address the risky behaviors of individuals, in a dating or domestic relationship, before they escalate to physical or sexual abuse.

MORGAN STATE UNIVERSITY SEX DISCRIMINATION POLICY

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¹ This definition applies only to Sex-Based Harassment of employees. See Md. Code Ann., State Gov't §§ 20-601 through 20-611.

- v. Sex Discrimination
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I. POLICY STATEMENT

Morgan State University (the “University”) is committed to providing a working and learning environment free from Sex Discrimination, including Sex-Based Harassment, Sexual Exploitation, Sexual Coercion and Sexual Intimidation (all defined terms are capitalized and appear in Section III), through training, education, prevention programs, and through procedures that promote prompt reporting, prohibit Retaliation, and provide for timely, fair, and impartial investigation and resolution of Sex Discrimination in a manner that eliminates the conduct, prevents its recurrence, and addresses its effects. This Sex Discrimination Policy (“Policy”) and the accompanying Morgan State University Non-Discrimination and Sex Discrimination Grievance Procedures (“Procedures”) apply to all conduct occurring within the University’s Education Program or Activity. The University prohibits and will not tolerate Sex Discrimination in any form. Sex Discrimination is prohibited by state and federal laws, including Title IX of the Education Amendments of 1972 as amended (Title IX) and Title VII of the Civil Rights Act of 1964, and may also constitute criminal activity.

It is the responsibility of all members of the University community to create a safe and inclusive environment that is free from Sex Discrimination and Retaliation. Such acts subvert the mission of the University and threaten 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. Students and employees who violate this Policy may face disciplinary action, for students up to and including expulsion, and for employees up to and including termination from the University.

This Policy applies to all alleged incidents of Sex Discrimination occurring on or after August 1, 2024. For all alleged incidents of Sex Discrimination occurring before August 1, 2024, the Morgan State University Sexual Harassment and Prohibited Conduct Policy approved by the Board of Regents on August 11, 2020, applies.

II. SCOPE AND APPLICABILITY

This Policy prohibits Sex Discrimination, Other Sexual Misconduct and Retaliation under federal and state discrimination laws, including Title IX of the Education Amendments of 1972 as amended (Title IX) and Title VII of the Civil Rights Act of 1964 (Title VII). This Policy covers all members of the campus community, including all University Students, Employees, including faculty and staff, other employees, contractors and other third parties who are engaged in any University Education Program or Activity, or who are otherwise interacting with the University. All University members are prohibited from engaging in or assisting or abetting another’s engagement in Sex Discrimination or Retaliation.

This Policy applies to Prohibited Conduct committed by or against Students, faculty, staff and third Parties when:

- Conduct occurs on University premises, in any University facility, or on property owned or controlled by the University, including but not limited to, a building owned or controlled by a student organization that is officially recognized by the University, and conduct that is subject to the University’s disciplinary authority;
- Conduct occurs in the context of a University Education Program or Activity (as defined herein), including, but not limited to, University-sponsored academic, athletic, extracurricular, study abroad, research, online, or internship programs or activities; or

- Conduct occurs outside the context of a University Education Program or Activity or outside the United States, but has continuing adverse effects on or creates a hostile environment for Students, Employees or third Parties while on premises or other property owned or controlled by the University or in any University Education Program or Activity.

The University has no authority to investigate reported incidents involving members of the campus community that occurred prior to the individual being enrolled at or employed by the University when the incident did not occur on campus or otherwise in connection with a University Education Program or Activity. The University may, however, be able to assist individuals with Supportive Measures.

A. Reports involving minors or suspected child abuse and neglect²

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. **Complainant** is the individual who is alleged to have been subjected to Sex Discrimination who is a student or employee or who was participating or attempting to participate in the Education Program or Activity at the time of the alleged Sex Discrimination, whether or not that individual initiated the Complaint. A parent, guardian, or authorized legal representative with the legal right to act on behalf of Complainant may also file a Complaint on behalf of a Complainant. The Complainant can also be guests, visitors or other third parties.
- B. **Complaint** is an oral or written request to the University that objectively can be understood as a request to investigate and make a determination about alleged Sex Discrimination.
- C. **Complicity** is any act that knowingly aids, facilitates, promotes, or encourages the commission of Sex Discrimination by another person.
- D. **Confidential Employees** are employees who satisfy at least one of the three categories below:
 1. employees whose communications are privileged³ or confidential under Federal or State law;

² 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 at

³ The employee's confidential status is only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies.

2. employees whose communications are specifically designated as confidential for the purpose of providing services related to potential Sex Discrimination; or
3. employees who are conducting an Institutional Review Board-approved human-subjects research study designed to gather information about Sex Discrimination—but the employee’s confidential status is only with respect to information received while conducting the study.

The employees working in the following University offices are confidential employees:

1. Harriet A. Woolford University Health Center
2. University Counseling Center
3. University Memorial Chapel
4. Employees who are conducting an Institutional Review Board-approved human subjects research study designed to gather information about Sex Discrimination.

E. **Consent** is knowing, voluntary and unambiguous agreement, affirmatively expressed in mutually understandable words or actions, to engage in a specific sexual activity.

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 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.

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:

1. An individual cannot infer consent through silence, lack of resistance, or absence of a verbal “no” or “stop.”
2. Consent cannot be inferred by the existence of a current or prior dating or sexual relationship between individuals.
3. Consent to any one form of sexual activity does not automatically imply consent to other forms of sexual activity.
4. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
5. 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.

F. **Dating Violence** is violence committed by a person who is or has been in a social relationship of

a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

- G. **Domestic Violence**⁴ includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant, or by any other person against an adult or youth Complainant protected from those acts by domestic or family violence laws of Maryland.
- H. **Education Program and Activity** is all operations of the University in the United States, including, but not limited to, all conduct (such conduct may occur in-person or through the use of technology such as e-mail, texts, social media applications, etc.) over which the University exercises disciplinary authority and all conduct that occurs in any building owned or controlled by an officially recognized student organization. The University must address a sex-based hostile environment under its Education Program or Activity even when some conduct alleged to be contributing to the hostile environment occurred outside the University’s Education Program or Activity or outside the United States.
- I. **Employee** is a faculty or staff member, regardless if they are contractual employees, work part-time or full time, have benefits, or accrue leave. Employees are not independent contractors or individuals who work for the University through a third-party agreement.
- J. **Employees with Authority** are employees, other than Confidential Employees, who have authority to institute corrective measures or who are responsible for administrative leadership, teaching, or advising.
- K. **Incapacitation** is 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:
 - 1. Being asleep or unconscious
 - 2. Intermittent consciousness
 - 3. Existence of a mental, physical, or developmental disability
 - 4. Consumption of alcohol or other drugs (including 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 varies 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:

⁴ 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.

1. Making decisions about the potential consequences of the sexual activity;
2. Appraising the nature of one's own conduct;
3. Communicating consent to the sexual activity; or
4. 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.

L. **Other Sexual Misconduct** means the following conduct:

1. **Sex-Based Harassment prohibited by Md. Code Ann., State Gov't § 20-6015** means unwelcome and offensive conduct, which need not be severe or pervasive, when the conduct is based on sex, sexual orientation, or gender identity or consists of unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature; and
 - a. Submission to the conduct is made either explicitly or implicitly a term or condition of the employment of an individual;
 - b. Submission to or rejection of the conduct is used as a basis for employment decisions affecting the individual; or
 - c. Based on the totality of the circumstances, the conduct creates a working environment that a reasonable person would perceive to be abusive or hostile.
2. **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 Sexual 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 intimidation, manipulation, express or implied threats of emotional or physical harm, and/or blackmail. Examples of Sexual Coercion include but are not limited to causing the deliberate Incapacitation of another person; conditioning an academic benefit or employment advantage on submission to the sexual contact; threatening to harm oneself if the other Party does not engage in sexual contact; or threatening to disclose an individual's sexual orientation, gender identity, gender expression, or other personal sensitive information if the other Party does not engage in the sexual contact.
3. **Sexual Exploitation**: Taking 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.

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

⁵ This definition applies only to Sex-Based Harassment of employees. See Md. Code Ann., State Gov't §§ 20-601 through 20-611.

messages, group chats, etc.); knowingly exposing another individual to a sexually transmitted disease or virus without their 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

4. **Sexual Intimidation**: Threatening behavior that is verbal and/or physical of a sexual nature directed at another person, such as threatening to sexually assault another person, engaging in indecent exposure or gender-based stalking, including cyber-stalking.
 5. **Attempted Sexual Assault**: An attempt to commit Sexual Assault.
- M. **Parental Status** is the current, potential, or past status of an individual who is, with respect to any person under the age of 18 or over the age of 18 but incapable of self-care because of a disability: (1) a biological, step, adoptive, or foster parent; (2) a legal custodian or guardian; (3) in loco parentis; or (4) actively seeking legal custody, guardianship, visitation, or adoption.
- N. **Party** means either Complainant and Respondent or collectively "Parties".
- O. **Pregnancy or Related Conditions** refers to the current, past, or potential presence of any of the following conditions:
1. Pregnancy, childbirth, termination of pregnancy, or lactation; or
 2. Recovery from pregnancy, childbirth, termination of pregnancy, or lactation; or
 3. Medical conditions related to pregnancy, childbirth, termination of pregnancy or lactation.
- P. **Relationship Violence** is a broad term that encompasses behaviors among individuals in a dating or domestic relationship, including but not limited to, the threat or risk of physical or sexual safety to a party, the threat or risk of physical safety to the University campus, and any pattern of behavior that exists even if there has not been physical or sexual abuse. If the Title IX Coordinator becomes aware of such behaviors, in conjunction with a referral to the Office of Student Conduct, the Title IX Coordinator shall consult with the Assistant Dean of Students and Director of Student Rights and Responsibility to institute Supportive Measures to address behaviors, including but not limited to, destruction of personal property, frequent or intense verbal altercations, or monitoring of a partner's physical movement or technological activity. Factors that the Title IX Coordinator must consider before deciding to intervene are the frequency and intensity of the behavior, the impact on others, the threat or risk of physical or sexual safety to a party, the threat or risk of physical safety to the University campus, and any pattern of behavior.
- Q. **Relevant** means related to the allegations of sex discrimination under investigation as part of the grievance procedures. Questions are Relevant when they seek evidence which may aid a decisionmaker in determining whether the alleged sex discrimination occurred. Evidence is Relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.
- R. **Respondent** is an individual who is alleged to be the perpetrator of conduct that could

constitute Sex Discrimination.

- S. **Retaliation** means intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because an individual has made reported information, made a Complaint, testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or hearing related to Sex Discrimination.

Retaliation includes bringing charges against an individual for violations of other University policies that do not involve Sex Discrimination, but arise out of the same facts or circumstances as a Complaint of Sex Discrimination, for the purpose of interfering with any right or privilege secured by Title IX.

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.

- T. **Sexual Assault**⁶ means an offense classified as a sex offense in the uniform crime reporting system of the Federal Bureau of Investigation. Sex offenses are sexual acts directed against another person, and include the following:
1. **Non-Consensual Sexual Penetration** - Penetration, no matter how slight, of the genital or anal opening of the body of another person with any body part or object or oral penetration of a sex organ of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their⁷ age⁸ or because of their temporary or permanent mental or physical incapacity.
 2. **Fondling**—The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
 3. **Incest**—Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 4. **Statutory Rape**—Non-forcible sexual intercourse with a person who is under the statutory age of consent.⁹
- U. **Sex-Based Harassment** means Sex Discrimination prohibited by Title IX that satisfies one or more of the following:
1. **Quid Pro Quo Harassment**— An Employee, agent, or other person authorized by the University to provide an aid, benefit, or service, under the University’s Education Program or Activity explicitly or implicitly conditioning the provision of such aid,

⁶ In addition to violating this Policy, sexual assault is a crime 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 at <https://mcasa.org/law-public-policy/maryland-law-regulations>.

⁷ All pronouns in this Policy are gender neutral and non-binary.

⁸ The age of consent in Maryland is 16. MD Code Ann., Crim. Law §§3-301 through 3-307

⁹ The age of consent in Maryland is 16. MD Code Ann., Crim. Law §§3-301 through 3-307.

- benefit, or service on the person's participation in unwelcome sexual conduct;
2. **Hostile Environment Harassment** - Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the University's Education Program or Activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
 - a. The degree to which the conduct affected the Complainant's ability to access the University's Education Program or Activity;
 - b. The type, frequency, and duration of the conduct;
 - c. The Parties' ages, roles within the University's Education Program or Activity, previous interactions, and other factors about each party that may be Relevant to evaluating the effects of the conduct;
 - d. The location of the conduct and the context in which the conduct occurred; and
 - e. Other sex-based harassment in the University's Education Program or Activity.

The following refers to conduct of a sexual nature that, if unwelcome, could be Hostile Environment 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 Hostile Environment 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 Hostile Environment 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 Hostile Environment 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. Conduct need not be severe or pervasive to find Hostile Environment Harassment in the employment setting. In cases involving employees, the analysis is whether a reasonable person would perceive the work environment to be abusive or hostile, based on the totality of the circumstances.

3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking.

V. **Sex Discrimination** means exclusion from participation in or being denied the benefits of any Education Program or Activity of the University on the basis of sex, including sex stereotypes, sex characteristics, sexual orientation, gender identity, and Pregnancy or Related Conditions. Sex-Based Harassment is a form of Sex Discrimination.

W. **Stalking**¹⁰ means engaging in a course of conduct directed at a specific person 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.

¹⁰ In addition to violating this Policy, stalking is a crime in Maryland.

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).

- X. **Student** is an individual who has gained admission to the University.
- Y. **Supportive Measures** are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to a Complainant or Respondent. Supportive measures are designed to restore or preserve that party's equal access to the University's Education Program or Activity, including measures that are designed to protect the Parties or the University's educational environment, or provide support during the University's grievance procedures.

Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, restrictions on contact applied to one or more parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, training and education programs related to Sex-Based Harassment, and other measures.

IV. PROHIBITED CONDUCT

This Policy prohibits Sex Discrimination, Other Sexual Misconduct, and Retaliation as defined in this Policy. Prohibited Conduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Prohibited Conduct can occur between people of the same or different sex, sexual orientation, or gender identity.

V. TITLE IX COORDINATOR'S COMPLIANCE OVERSIGHT

The University designates and authorizes at least one Employee as the Title IX Coordinator to coordinate its efforts to comply with Title IX and this Policy and to coordinate the effective implementation of remedies, including Supportive Measures.

The Title IX Coordinator leads the University's Office of Diversity and Equal Employment Opportunity ("Office of Diversity and EEO"), which includes staff responsible for investigating complaints of Sex Discrimination and assisting the Title IX Coordinator with case management, training, and prevention.

The Title IX Coordinator shall monitor the Education Program or Activity for barriers to reporting information about conduct that reasonably may constitute Sex Discrimination; and take steps reasonably calculated to address such barriers.

The Office of Diversity and EEO is located on the University's campus in Tyler Hall, Room 503. The University's Title IX Coordinator can be reached at 443-885-3559 or 443-885-3580. Individuals may also send an email to titleixcoordinator@morgan.edu.

Individuals are encouraged to contact the Title IX Coordinator with any concerns about this Policy or the University's application of Title IX.

A. Title IX Team

Depending on the size and specific needs of the University, the University may identify a Title IX Team, which may include the Title IX Coordinator, Deputy Title IX Coordinators, Title IX investigators, representatives from the University Police Department, Student Affairs, the Provost's Office, and Human Resources, and any other University Employees or third-party contractors, as necessary to fulfill the University's obligations under this Policy. The Title IX Coordinator shall be responsible for coordinating, delegating, and supervising the activities of the Title IX Team.

B. Reporting Information From University Employees

All University Employees must notify the Title IX Coordinator or provide Students or other persons with the contact information of the Title IX Coordinator under the following circumstances:

1. Notification Requirements for Employees with Authority

All Employees with Authority must notify the Title IX Coordinator when they obtain information about conduct that may reasonably constitute Prohibited Conduct.

2. Notification Requirements for Confidential Employees

A Confidential Employee must inform any person who communicates information about conduct that may reasonably constitute Prohibited Conduct of the following:

- a. that they are a Confidential Employee
- b. they are not required to notify the Title IX Coordinator about conduct that reasonably may constitute Prohibited Conduct
- c. how to contact the Title IX Coordinator
- d. how to initiate a Complaint, and
- e. that the Title IX Coordinator may be able to offer and coordinate Supportive Measures as well as initiate an informal resolution process or investigation under the grievance procedures.

3. Notification Requirements for All Employees

All Employees who are not Confidential Employees or Employees with Authority shall either:

- a. notify the Title IX Coordinator when the Employee has information about conduct that reasonably may constitute Prohibited Conduct or
- b. provide the contact information of the Title IX Coordinator and information about how to make a Complaint to any person who provides the Employee with information about conduct that may reasonably constitute Prohibited Conduct. All Employees are expected to act in accordance with the duties set forth in their annual training and

failure to do so may result in disciplinary action.

Any person may also directly report Prohibited Conduct at any time by contacting the Title IX Coordinator or any member of the Title IX team at any time regardless of whether the reporting person is the Complainant.

4. Notification Requirements for All Employees Regarding Pregnancy or Related Conditions

If a Student, or a person who has the legal right to act on behalf of the Student, informs any Employee of the Student's Pregnancy or Related Conditions, the Employee must provide that person with the Title IX Coordinator's contact information and inform them that the Title IX Coordinator can coordinate specific actions to ensure equal access and prevention of discrimination. Employees need not provide the Title IX Coordinator's contact information if the Employee reasonably believes that the Title IX Coordinator has been notified.

This Notification Requirements applies to all Employees, including Employees with Authority and Confidential Employees.

C. Parental, Family and Marital Status

The University prohibits any policy, practice, or procedure or any employment action concerning the current potential or past Parental Status, family status or marital status of a Student, Employee or applicant (for admission or employment) that treats persons differently on the basis of sex.

D. Training

1. All Students and Employees – Preventative Education

The University will develop and implement preventative education, for all Employees and Students, to help identify and reduce the occurrence of Sex Discrimination. The training will contain information regarding what constitutes Sex-Based Harassment, definitions of Consent and Prohibited Conduct, the University's Procedures, bystander intervention, risk reduction, and the consequences of engaging in Sex-Based Harassment. These educational initiatives shall be for all incoming Students and new Employees. The University will also develop ongoing prevention and awareness campaigns for all Students and Employees addressing the same information. Educational initiatives for Employees shall comply with Md. Code Ann., State Pers. & Pens. § 2-203.1.

2. Employee Training

The University will develop and implement training for all Employees regarding the University's obligation to address Sex Discrimination. All Employees shall be trained upon hire, upon change of position that alters their duties under Title IX or this Policy, and annually thereafter. Training materials must not rely on sex stereotypes. Training materials will not rely on sex stereotypes. The training will include: the scope of conduct that may constitute Sex Discrimination, the definition of Prohibited Conduct, and all applicable notification requirements (set forth in Section VI. of this Policy) and responsibilities that apply to each Employee's specific designation.

VI. REPORTING OPTIONS

It is important for Complainants 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 Sex Discrimination. 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

Complainants have the right to report alleged incidents of Sexual Assault to law enforcement and to file criminal charges. Reporting these alleged incidents to law enforcement does not preclude an individual from also reporting the alleged incident to the University. A Complainant can choose to pursue both a report under this Policy and a report to law enforcement at the same time; and the outcome of one investigation does not determine the outcome of the other. At the request of a Complainant, University Police will promptly assist individuals in reporting an incident of Sexual Assault to the appropriate law enforcement agency and the Title IX Coordinator. The University Chief of Police or Deputy Chief of Police will forward the report to the University's Title IX Coordinator, regardless of whether the incident constitutes a crime under the law.

Contact Information	
Morgan State University Police	Baltimore City Police, Northeast District
The police station is open 24-hours a day and located in the Public Safety Building 1535 Havenwood Road Emergency: 443-885-3103 Non-emergency: 443-885-3100 msupolice@morgan.edu	1900 Argonne Drive, Baltimore, MD 21228 Emergency: 911 Non-emergency: 410-396-2444

When a Complainant wishes to pursue criminal charges related to an alleged incident of Sexual Assault, the criminal investigation will be handled by the University Police Department and/or Baltimore City Police Department. Information and resources to obtain additional help and support are provided below in the section entitled, "Obtaining Help and Support."

B. Reports to the University

Any person may report alleged Sex Discrimination (whether or not the person reporting is the Complainant) to the Title IX Coordinator by phone, mail, email, or in person or by submitting the Complaint Form which can be accessed on the Office of Diversity and EEO's website, by mail, email, or in person.

Morgan State University, Office of Diversity and EEO, Tyler Hall, Room 503, 1700 E. Cold Spring Lane, Baltimore, MD 21251

Email: titleixcoordinator@morgan.edu
Phone: 443-885-3559 or 443-885-3580

This Policy, the University's grievance procedures, and other information regarding Title IX can be found at: <https://www.morgan.edu/titleix>

The Formal Complaint form can be found at:
<https://www.morgan.edu/Documents/ADMINISTRATION/OFFICES/EEO/EEOComplaint.pdf>

The University makes every effort to respect an individual's autonomy in how to proceed with a report of Sex Discrimination. Resources are available to support an individual regardless of the course of action ultimately chosen.

The University does not impose a time limit for reporting allegations of Sex Discrimination. 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.

XV. 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 Sex Discrimination, prevent its recurrence, and address its effects.

A. 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 discreet 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.

B. Confidentiality of Investigations

Formal investigations must not restrict the ability of either party to obtain and present evidence, consult with others, or otherwise prepare for or participate in the process. The University will keep confidential the identity of anyone who has made a report of Sex Discrimination, any Complainant, any Respondent, and any witness, except as permitted by FERPA or required by law or to carry out the purposes of the Title IX regulations and this Policy.

When a Student is a party, information regarding the alleged incident or University process will not be shared with the Student's parents or guardians unless the Student has submitted a

signed waiver that complies with FERPA or there is an articulable threat to the health or safety of the party or other individuals.

The University will keep confidential any Supportive Measures provided to the Parties, to the extent that maintaining confidentiality would not impair the ability to provide the measures.

C. Information Shared With Confidential Employees

Information shared with a designated confidential 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 or using the Confidential Resources, identified below in the Section XVI, "Obtaining Help and Support."

D. Requests for Confidentiality that Limits the University's Response

If 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 Complainant's request to not share their name or other identifiable information, the University 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, the requirements of Title IX and/or any procedures pursuant to this Policy. If the Complainant's request prevents the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein, the Title IX Coordinator will inform the Complainant in writing that the Complaint has been dismissed.

At times, in order to maintain safety and a non-discriminatory environment, the University will not be able to honor a Complainant's request to take no formal action on a Complaint or the allegations therein. In such circumstances, the Title IX Coordinator will inform the Complainant, in writing, prior to starting a formal process. The Complainant can choose not to participate in the University's process. In such cases, the University's ability to meaningfully investigate the alleged incident and/or pursue disciplinary action against the Respondent may be limited.

E. Records

The University will maintain records of the following:

1. Each Sex Discrimination investigation, including any determination regarding responsibility and any audio or audiovisual recording or transcript required; any disciplinary sanctions imposed on the Respondent; and

2. any remedies provided to the Complainant designed to restore or preserve equal access to the education program or activity;
3. Any appeal and the result therefrom;
4. Any informal resolution and the result therefrom; and
5. All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.

All training materials will be publicly available on the University's website.

Additionally, the University will maintain records of any actions, including any Supportive Measures, taken in response to a report of Sex Discrimination. In each instance, the record will document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to its education program or activity. If the University does not provide a Complainant with Supportive Measures, it will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the University, in the future, from providing additional explanations or detailing additional measures taken.

These records will be maintained for a minimum of seven (7) years or in accordance with University policies and Maryland state law.

F. 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.

G. Campus Sexual Assault Climate Survey

On or before March 1, 2016, and at least every two (2) years, the University shall: (1) develop an appropriate Sexual Assault campus climate survey using nationally recognized best practices for research and climate surveys; and (2) administer the Sexual Assault campus climate survey to students in accordance with the procedures set by MHEC. On or before June 1, 2016, and at least every two (2) years, the University shall submit to MHEC a

report in accordance with the requirements set forth in Md. Code Ann., Educ. § 11-601(h)(1).

1. Clery Act Compliance

In handling Sex-Based Harassment reports, the University remains responsible for complying with the requirements of the Crime Awareness and Campus Security Act of 1990 (“Clery Act”) and its amendments. Institutions must comply with Clery Act requirements, including crime recording and reporting requirements, where compliance is not otherwise achieved by actions under this Policy.

2. Agreements with Local Law Enforcement and Rape Crisis Programs

The University will, at a minimum, pursue formalized agreements with (1) the University’s local law enforcement agency and (2) a State designated rape crisis program and/or federally recognized sexual assault coalition. Agreements with law enforcement agencies must comply with Title IX and clearly state when the University will refer a matter to a local law enforcement agency. Agreements with rape crisis or sexual assault programs must formalize a commitment to provide trauma-informed services to victims of sexual assault and to improve the University’s overall response to sexual assault.

VIII. SUPPORTIVE MEASURES

The University may implement Supportive 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 Supportive Measures to protect the parties and facilitate their continued access to University employment or education programs and activities. Supportive Measures may be temporary or permanent. Supportive Measures are available to either party regardless if the Complainant pursues formal 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 any Supportive Measures, including in any instances of Relationship Violence. All individuals are encouraged to report concerns to the University’s Title IX Coordinator about the Supportive Measures or failure of another person to abide by any restrictions imposed by a Supportive Measure. Violations of Supportive Measures will be addressed under this Policy and the University will take appropriate, responsible, and prompt action to enforce such measures.

A. Types of Supportive Measures

Supportive Measures may include, but are not limited to:

1. Restrictions on contact between the parties that are mutually agreed upon
2. Access to counseling services and assistance setting up initial appointments, both on and off campus
3. Arranging for medical services
4. Academic accommodations and support services such as tutoring
5. Academic schedule modification, including the ability to drop a course without penalty or to transfer sections
6. Work schedule or job assignment modifications

7. Residence modification
8. Escort service to assure safe movement to and from classes, activities, and/or job site.
9. Limiting access to certain University facilities
10. Restrictions on campus activities
11. Leave of absence from school or work (with or without pay)
12. Any other measure that can be tailored to achieve the goals of this Policy

B. Students Experiencing Pregnancy or Related Conditions

The University shall not discriminate on the basis of current, past or potential Pregnancy or Related Conditions. The University will provide reasonable modifications of University policies, practices or procedures for Students experiencing Pregnancy or Related Conditions. Each reasonable modification shall be based on the Student's individualized needs, in consultation with the student. A modification that would fundamentally alter the nature of the University's Education Program or Activity is not reasonable. The University will allow the Student to voluntarily access any separate and comparable portion of the Education Program or Activity. The University must allow the Student to take a voluntary leave of absence for a period of time determined by the Student's medical provider, or the period of time permitted by the University's policy, whichever is greater. Upon return from a leave of absence, the Student must be reinstated to the same academic status and (to the extent possible) extracurricular status that the Student held when the leave began.

The University will not require documentation for reasonable modifications unless it is necessary for the University to determine what reasonable modifications are needed or whether to take additional actions. The University will not require a Student who is Pregnant or with a Related Condition to provide certification that the Student is physically able to participate in a class, program, or activity, unless:

1. The certified level of physical ability or health is necessary for the class, program, or activity;
2. The recipient requires such certifications of all students participating in the class, program, or activity; and
3. The information obtained through the certification is not used as a basis for prohibited discrimination.

The University will treat Pregnancy or Related Conditions in the same manner and under the same policies as any other temporary medical conditions with respect to medical or hospital benefits, services, or any other policies the University operates or participates in with respect to students in the University's Education Program or Activity.

C. Employees with known limitations related to Pregnancy or Related Conditions

The University shall not discriminate on the basis of current, past or potential Pregnancy or Related Conditions. The University will provide reasonable accommodations for Employees with known limitations related to Pregnancy or Related Conditions. Each reasonable accommodation shall be based on the Employee's individualized needs, in consultation with the Employee, and in consideration of any medical documentation. The University may request from the Employee only the minimum documentation necessary to establish that the Employee is

experiencing Pregnancy or Related Conditions, and what adjustments are needed. Reasonable accommodation may include temporary relief from essential functions of the Employee's job.

D. Lactation Space

The University provides lactation spaces for all Students, Employees, and visitors, that are not a bathroom, that are clean, shielded from view, free of intrusion from others, and may be used for expressing milk or breastfeeding as needed. An updated list of lactation spaces on campus can be found at www.morgan.edu/titleix.

E. Permissible different treatment or separation on the basis of Sex

In circumstances where different treatment or separation on the basis of sex is permitted, this Policy prohibits different treatment or separation on the basis of sex in a manner that discriminates on the basis of sex by subjecting a person to more than de minimis harm, except as permitted by 20 U.S.C. §§ 1681 and 1686 and their corresponding regulations. The University shall not adopt a policy or engage in a practice that prevents an individual from participating in an Education Program or Activity consistent with their gender identity because doing so subjects them to more than de minimis harm. This provision should not be interpreted as such a policy or practice.

F. Emergency Removal

In certain circumstances, the alleged Sex Discrimination or Sex-Based Harassment may require the University to place a Student, or Employee on a leave of absence or to impose a loss of privileges, such as student housing. The Title IX Coordinator or designee shall conduct an individualized safety and risk analysis before requesting that a party be placed on a leave of absence or loss of privileges. During this leave of absence or loss of privileges, the individual or organization may be denied access to campus, campus facilities and/or all other University activities or privileges for which the individual might otherwise be eligible.

1. **Students.** If the Title IX Coordinator determines that, after individualized safety and risk analysis, a leave of absence and/or loss of privileges is appropriate, the Title IX Coordinator or designee shall refer the matter to the Division of Student Affairs. Upon receipt of the referral, 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 leave of absence and/or loss of privileges should not be imposed. Such leave of absence and/or loss of privileges is to become immediately effective, on an emergency basis, without prior notice, if the Vice President for Student Affairs or designee determines that the continued presence of the Student on the University campus poses an imminent and serious threat to the health or safety of the Complainant or any Students, Employees, or other persons rising from the allegations of Sex Discrimination. The Respondent shall be provided with notice and an opportunity to challenge the decision immediately following the removal.
2. **Employees.** If the Title IX Coordinator determines that, after an individualized safety and risk analysis, a leave of absence and/or loss of privileges and/or reassignment is

appropriate, the Title IX Coordinator or designee shall make the request to the appropriate University official. Such requests shall be made to the Provost (faculty) or Executive Vice President for Finance and Administration (non-faculty staff) in consultation with the appropriate area Vice President and/or Associate Vice of President of Human Resources/Chief Human Resources Officer (non-faculty staff) and proceed in accordance with the appropriate faculty handbook, collective bargaining agreement, and/or applicable employee policies and procedures. A leave of absence and/or loss of privileges is to become immediately effective, on an emergency basis, without prior notice, if it is determined that the continued presence of the Employee on the University campus poses an imminent and serious threat to the health or safety of the Complainant or any Students, Employees, or other persons rising from the allegations of Sex Discrimination. The Respondent shall be provided with notice and an opportunity to challenge the decision immediately following the removal.

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 and/or pervasive to interfere with an individual's ability to participate in employment or educational programs and activities from both a subjective and objective perspective. Sex Discrimination, as described in this Policy, is neither legally protected expressions nor proper exercises of academic freedom.

X. AMNESTY FOR ALCOHOL AND DRUG POSSESSION AND CONSUMPTION

To encourage reporting of alleged Sex-Based Harassment to the University and law enforcement and to encourage participation in the relevant procedures, a student complainant or witness will not face disciplinary action for their consumption or possession of alcohol or drugs in violation of University policy, except for mandatory intervention for substance abuse.

To receive amnesty, the violation of University policy must occur:

- A. during or near the time of the alleged Sex-Based Harassment;
- B. the student is the Complainant of Sex-Based Harassment, or is participating in the investigation as a witness, in good faith; or
- C. the violation was not an act that was reasonably likely to place the health or safety of another individual at risk.

XI. CONSENSUAL RELATIONSHIPS AND PROFESSIONAL CONDUCT

A sexual or intimate relationship between a faculty or staff member and a student is strictly prohibited when the faculty or staff member has any current or foreseeable professional responsibility for the student. If a faculty or staff member and a student are already in a consensual relationship and then the employee develops professional responsibilities for the student, the employee must immediately report the relationship to the Title IX Coordinator and their supervisor or department chair. Further the employee must cooperate in any action plan to eliminate any actual or potential conflicts of interest and to mitigate adverse effects on the other party in the relationship.

A sexual or intimate relationship between an employee and another employee is strictly prohibited where one employee has or reasonably believes they will have supervisory, advisory, evaluative, or other authority or influence over the other employee. An exception to this prohibition may be allowed when the employee with the supervisory, advisory, evaluative, or other authority or influence does both of the following:

- A. Immediately reports the relationship to their supervisor and Title IX Coordinator, and
- B. Cooperates in any action plan to eliminate any actual or potential conflicts of interest and to mitigate adverse effects on the other employee.

XII. FALSE REPORTS

The University will not tolerate the false reporting of Sex Discrimination. The University takes the accuracy of information very seriously as an accusation of Sex Discrimination 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 Sex Discrimination. 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. RIGHTS OF PARTIES

Parties will be treated with dignity, respect and sensitivity by University officials during all phases of the process. The accompanying procedures to this Policy are designed to allow for a fair and impartial investigation, as well as prompt and equitable proceedings (if any) and resolutions that provide an opportunity for Parties to be heard.

1. Treatment with dignity, respect, and sensitivity by University officials during all phases of the disciplinary proceedings (if any);
2. A fair and impartial investigation;
3. Disciplinary proceedings (if any) and resolutions that are prompt and equitable and provide an opportunity for the parties to be heard;
4. Timely written notice of:
 - a. The reported violation, including the date, time, and location of the alleged violation, and the range of potential sanctions associated with the alleged violation;
 - b. The party's rights and responsibilities under the University's policies and procedures and information regarding other civil and criminal options;
 - c. The date, time, and location of each hearing (if any), meeting, or interview that the party is required or permitted to attend;
 - d. A final determination made by the adjudicating official or body regarding whether a policy violation occurred and the basis for the determination;
 - e. Any sanction imposed, as permitted by law; and

- f. The party's rights to appeal and a description of the appeal process;
5. Participation in the disciplinary proceedings (if any), including:
 - a. Access to the case file and evidence regarding the incident obtained by the University during the investigation or considered by the adjudicating official or body, with personally identifiable or other information redacted as required by applicable law;
 - b. Submitting evidence, witness lists, and suggested specific questions to be posed to the other party involved in the disciplinary proceedings (if any) by Investigators or the adjudicating official or body;
 - c. 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;
 - d. Reviewing and providing written responses to reports and proposed findings; and
 - e. Appealing a determination or sanction.
 6. Assistance by a licensed attorney, an advocate supervised by an attorney, or a trained advocate throughout the disciplinary proceedings (if any), including by the attorney or advocate's:
 - a. Attendance at hearings (if any), meetings, and interviews with the party;
 - b. Private consultations with the party during hearings (if any) meetings, and interviews, except during questioning of the party at a hearing (if any); and
 - c. Assistance with the party's exercise of any right during the disciplinary proceedings (if any); and
 7. Notwithstanding whether a student accesses counsel paid for by the Maryland Higher Education Commission (MHEC), the presence of no more than two people, including a personal supporter of the party's choice, an attorney, or an advocate, at any hearing (if any), meeting, or interview during the disciplinary proceedings (if any);
 8. Notice to a student party, presented in an appropriate and sensitive format, before the start of the disciplinary proceedings (if any), of:
 - a. The student's right to the assistance of an attorney or an advocate;
 - b. The legal service organizations and referral services available to the student; and
 - c. The student's right to have a personal supporter of the student's choice at any hearing (if any), meeting, or interview during the disciplinary proceedings (if any);

A. Legal Representation Fund for Title IX Proceedings (if any) (Students Only)

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 institution at the time of the incident that is the basis of the complaint, is permitted to access counsel paid for

by MHEC, unless the student knowingly and voluntarily chooses not to have counsel, and provide that in accordance with COMAR 13B.09.01 et seq.:

1. A student may select and retain an attorney before the conclusion of the formal Title IX proceedings;
2. A student may obtain from MHEC, through MHEC's website, a list of licensed attorneys who have indicated that they will represent such students in Title IX proceedings on a pro bono basis or for reduced legal fees; and
3. 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.

B. Allegations of Sex Discrimination against Third Parties Not Affiliated with the University

The University does not tolerate Sex Discrimination 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.

XIV. OBTAINING HELP AND SUPPORT

Members of the University community who experience Sex-Based Harassment, 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 Sex-Based Harassment to attend to any physical injuries as well as their emotional well-being.

A. Finding a Safe Place

Sex-Based Harassment 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, orders of protection, and/or University investigation. Regardless of whether a person intends to file criminal charges or seek a protective order, 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 or obtain an order of protection.

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 in the process if a person decides to file a complaint with law enforcement, obtain an order of protection 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. Reporting to Non-Confidential Campus Resources.

Individuals may report the allegations of Sex Discrimination to the University’s Title IX Coordinator or law enforcement to initiate an investigation.

Title IX Coordinator/Deputy Title IX Coordinator
Office of Diversity & EEO Tyler Hall, Room 503
443-885-3559/443-885-3580
titleixcoordinator@morgan.edu
www.morgan.edu/eo

The Office of Diversity and 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.

University Police

Public Safety Building, 1535 Havenwood Road

443-885-3103

msupolice@morgan.edu

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).

D. Obtaining Confidential Support

It is important to find people who can provide support after experiencing a form of Sex-Based Harassment. 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 Sex- Based Harassment 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 Sex-Based Harassment 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 Confidential Resources

University Counseling Center

Carter Grant Wilson Administration Building, Room 202

443-885-3130

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

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

The University Health Center is staffed by confidential licensed healthcare providers. The University Health 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. Off-Campus and Community Resources

House of Ruth

2201 Argonne Drive, Baltimore, MD 21218

410-889-7884

www.hruth.org

House of Ruth 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 for training and technical assistance

301-565-277 for legal services and technical assistance

www.mcasa.org

MCASA is a 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, 2nd Floor, Towson, MD, 21286

410-377-8111

www.turnaroundinc.org

TurnAround, Inc. 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

<https://mcasa.org/providers/resources/legal-lawyers-sali>

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 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)

410-598-0234

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/ccdcdvpo001br.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

This Board 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

201 Saint Paul Place

Baltimore, MD 21202

<https://opd.state.md.us/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

120 East Baltimore Street, 9th Floor, Baltimore, MD 21202

<https://www.stattorney.org/>

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 (OCR)

The Wanamaker Building, 100 Penn Square East, Suite 515, Philadelphia, PA 19107
215-656-8541

ocr.philadelphia@ed.gov

www2.ed.gov/ocr

OCR is a federal agency where individuals may file an external Title IX complaint.

Equal Employment Opportunity Commission (EEOC)

GH Fallon Federal Building, 31 Hopkins Plaza, Suite 1432, Baltimore, MD 21201
1-800-339-4000

www.eeoc.gov

EEOC is a federal agency where employees may file an external sex discrimination/harassment complaint.

Maryland Commission on Civil Rights (MCCR)

6 St. Paul Street, Suite 900, Baltimore, MD 21202
410-767-8600

www.mccr.maryland.gov

MCCR is a state agency where employees may file an external sex discrimination/harassment complaint.

Non-Discrimination

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

TOPIC: Proposed Changes to the Non-Discrimination Policy

DATE OF MEETING: August 6, 2024

BRIEF EXPLANATION: There are two (2) proposed changes to the Non-Discrimination Policy. One proposed change is to prohibit protected class discrimination, other than sex, not identified in the Sex Discrimination Policy. The Protected classes include race, color, national origin, religion, gender, sexual orientation, gender identity, gender expression, age, marital status, disability, genetic information, veteran status or any other applicable protected basis. The other proposed change is to clarify that discrimination, based on sex, is prohibited in a separate policy - the Sex Discrimination Policy.

FISCAL IMPACT: None

PRESIDENT'S RECOMMENDATION: The President recommends approval to ensure that the University policies prohibit discrimination on all protected classes.

COMMITTEE ACTION: Finance & Facilities and Academic & Student Affairs **DATE:** July 29, 2024

BOARD ACTION: _____ **DATE:** _____

Approved Board of Regents
_____, 2024 and is
effective on that date.

Morgan State University Nondiscrimination Policy

Morgan State University is committed to providing all employees and students a working and learning environment free from discrimination. Discrimination against any person or group of persons because of race, color, national origin, religion, sex, gender, sexual orientation, gender identity, gender expression, age, marital status, disability, genetic information, veteran status or any other applicable protected basis that has the purpose or reasonably foreseeable effect of creating an offensive, demeaning, intimidating, or hostile environment for that person or group of persons are prohibited by this Nondiscrimination Policy (Policy), Title VII of the Civil Rights Act of 1964 and other applicable law.

Any employee, student, student organization, or person privileged to work or study at Morgan State University who violates this Policy will be subject to disciplinary action up to and including: for employees – termination, suspension, or formal reprimand; and for students – suspension or expulsion from the University.

Incidents of Sex Discrimination (as defined in the University’s Sex Discrimination Policy) constitute violations of Title IX of the Education Amendments of 1972 as amended and shall be handled in accordance with the University’s Sex Discrimination Policy.

The scholarly, educational, or artistic content of any written, oral, or other presentation or inquiry shall not be limited by this Policy. It is the intent of this paragraph that academic freedom be assured for all members of the academic community. Accordingly, this provision shall be liberally construed but shall not be used as a pre-textual basis for violation of this Policy.

Persons who feel they are victims of discrimination or who observe incidents of discrimination should immediately make a detailed written record of incidents, dates, and times at which they occurred, and of the names of perpetrators and witnesses, if known.

The incident should be reported to the Office of Diversity and Equal Employment Opportunity (EEO). The EEO Officer will, after a prompt investigation, in accordance with the University’s Non-Discrimination and Sex Discrimination Grievance Procedures (the “Procedures”) and take measures appropriate to the nature of the incident. These measures will be designed to accomplish the following:

1. Determine whether discrimination has occurred;
2. Prevent further acts of discrimination;
3. Remedy any effects of the discriminatory conduct;
4. Remove any material that violates this Policy; and
5. Prevent acts of retaliation against any persons involved.

If it is determined that discrimination or retaliation has occurred, sanctions will be devised in accordance with the Procedures.

Any member of the University community who attempts to interfere with, restrain, coerce, discriminate against, or harass any individual for filing a discrimination complaint or participating in the investigation of a discrimination complaint will be subject to disciplinary action including but not limited to: for employees – termination, suspension, or formal reprimand; and for students – suspension or expulsion.

***This Policy amends the Policy approved by the Board of Regents on November 3, 2014 and updated on April 1, 2021 for technical amendments.**

DRAFT

Code of Student Conduct

BOARD OF REGENTS
MORGAN STATE UNIVERSITY
SUMMARY OF ITEM FOR ACTION

TOPIC: Proposed Changes to Code of Student Conduct

DATE OF MEETING: August 6, 2024

BRIEF EXPLANATION:

The proposed changes (1) clarify that student misconduct or attempted misconduct in violation of the Non-Discrimination Policy and/or Sex Discrimination Policy will be handled by the Office of Diversity and EEO, not the Office of Student Rights and Responsibilities; (2) allow the Title IX Coordinator to implement Supportive Measures to address the risky behaviors among individuals in a dating or domestic relationship before the behaviors escalate to physical or sexual abuse, which may constitute Dating or Domestic Violence as defined by the Sex Discrimination Policy; and (3) include the Title IX Coordinator as a University Official who can issue directives where failure to comply with the directives can be alleged student misconduct. Also, the proposed change identifies the Office of Diversity and EEO and/or Student Disabilities Support Services to provide reasonable accommodations for students with disabilities participating in a process offered by the Office of Student Rights and Responsibilities.

- VII. **PROHIBITED CONDUCT** - All misconduct and attempted misconduct, including, but not limited to, the Prohibited Conduct listed hereafter, is subject to disciplinary action, **unless such misconduct is governed by the Non-Discrimination Policy and/or Sex Discrimination Policy. In such cases, the allegations will be handled by the Office of Diversity and EEO in accordance with the applicable policies, including the coordination of any Supportive Measures for Relationship Violence (as both are defined by the Sex Discrimination Policy).**

D. FAILURE TO COMPLY

1. Failure to comply with the directives of University officials, administrators, or judicial board(s), including campus police officers and **the Title IX Coordinator or designee**, acting in performance of their duties.

XX. ACCESS FOR PERSONS WITH DISABILITIES

The University will provide reasonable accommodations to students with disabilities upon request, to enable them to participate fully in the process, programs, and services offered by the Office of Student Rights and Responsibilities. Accommodations are determined on an individual basis by **the Office of Diversity and EEO and/or Student Disabilities Support Services.**

FISCAL IMPACT:
NO FISCAL IMPACT

PRESIDENT'S RECOMMENDATION:
The President recommends these proposed changes to incorporate the new Sex Discrimination Policy.

COMMITTEE
ACTION: Finance and Facilities & Academic and Student Affairs **DATE:** July 29, 2024

BOARD
ACTION: _____ **DATE:** _____

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CODE OF STUDENT CONDUCT
(Approved by the Board of Regents on August ____, 2024)

This Code of Student Conduct ("Code") does not govern misconduct involving academic dishonesty. Please refer to the Policy on Academic Dishonesty in the University Catalog.

TENETS OF STUDENT CONDUCT PROGRAM

To regard each student as an individual, deserving individual attention, consideration, and respect.

To consider the facts fully and carefully before resolving any case.

To speak candidly and honestly to each student.

To hold each student to a high standard of behavior, both to protect the campus community, and to promote student moral development.

To contribute to the educational mission of the University by designing policies, conducting programs, and offering instruction that contribute to the intellectual and moral development of the entire student body.

I. RATIONALE

A. The primary purpose of the imposition of discipline in the University setting is to protect the campus community. Consistent with that purpose, reasonable efforts will also be made to foster the personal and social development of those students who are held accountable for violations of University regulations.¹

II. DEFINITIONS

A. When used in this Code:

1. "Aggravated violation" means a violation that resulted in or it was foreseeable that it could have resulted in significant damage to persons or property or which otherwise posed a substantial threat to the stability and continuance of normal University or University-sponsored activities.
2. "Appellate Board" means any person or persons authorized by the Vice President for Student Affairs or designee to consider an appeal from a judicial body's determination that a student has violated the Code.

¹ The University is not designed or equipped to rehabilitate or incapacitate persons who pose a substantial threat to themselves or to others. It may be necessary, therefore, to remove those individuals from the campus and to sever the University's relationship with them, as provided in this Code and by other University regulations. Any punishment imposed in accordance with the Code may have the value of discouraging the offender and others from engaging in future misbehavior. In cases of minor disciplinary violations, the particular form of punishment may also be designed to draw upon the educational resources of the University in order to bring about a lasting and reasoned change in behavior. The underlying rationale for punishment need not rest on deterrence or "reform" alone, however.

3. "Charged Party" means a student or student organization charged with violating the Code.
4. "Complainant" means an 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 Code. 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 Code.
5. "Conduct Board" means any person(s) authorized by the Vice President for Student Affairs or designee to determine whether a student has violated the Code.
6. "Conduct Officer" means "Chief Judicial Officer" or "Assistant Chief Judicial Officer".
7. "Distribution" means sale and/or exchange.
8. "May" is used in the discretionary sense.
9. "Notice of Violations of Code of Student Conduct" means that students or student organizations alleged to have violated the Code shall be provided with a Notice of Violation of the Code of Student Conduct ("Notice") and shall be required to report to the Office of Student Rights and Responsibilities (hereinafter referred to as "Office") within five (5) business days of receipt of the Notice.
10. "Not responsible" means found not to have violated the Code.
11. "Possession" means the exercise of actual or constructive dominion over a thing by one or more persons.
12. A "Preponderance of evidence" means more likely than not.
13. "Presiding Officer" means a conduct board member with voting authority who coordinates the orderly administration of a hearing, including, but not limited to, insuring that the hearing is conducted in accordance with the Code, making rulings on objections in consultation with other board members, sequestering witnesses, and administering an oath.
14. "Reckless conduct" means action which a reasonable person should know creates a clear risk of harm to persons or property, or would disrupt the lawful activities of others, including studying, teaching, research and university administration.
15. "Registered Campus Organization" means a recognized group of persons who have complied with University requirements for registration.
16. "Remand" means to send a case back to the original hearing body for additional proceedings.

17. "Responsible" means found to have violated the Code.
18. "Shall" is used in the mandatory sense.
19. "Sanction" means a penalty for a violation of the Code.
20. "Student"² means all persons who are admitted, taking or scheduled to take courses at the University, both full-time and part-time, pursuing undergraduate, graduate, post graduate, or professional studies. Persons who are not enrolled at the University for a particular term but have a "continuing relationship"³ with the University are considered students.
21. "Student Organization" or "Student Group" means a group of students who are officially recognized by the University as a student organization or student group that serves a purpose, benefits the University and fosters relationships with the entire campus and the surrounding community.
22. "Trier of Fact" can be: (1) the Vice President for Student Affairs, or his/her designee; (2) the Conduct Board; or (3) Ad Hoc Boards
23. "University" means Morgan State University.
24. "University Premises" means buildings or grounds owned, leased, operated controlled or supervised by the University.
25. "University-Sponsored Activity" means any activity on or off campus that is initiated, aided, authorized or supervised by the University.
26. "Weapon" means any object, substance or chemical used to inflict a wound, cause injury, or incapacitate.
27. "Will" is used in the mandatory sense.

III. INTERPRETATION OF REGULATIONS - Disciplinary regulations at the University are set forth in writing in order to give students general notice of Prohibited Conduct. The regulations should be read broadly and are not designed to define every instance of misconduct.

IV. APPLICABILITY OF THE CODE

This Code shall apply to conduct that occurs:

- i.) on University premises;
- ii.) at sponsored or sanctioned activities on or off campus; and
- iii.) off-campus non-University sponsored activities or events, that adversely affect the University Community and/or the pursuit of its objectives. Specifically, this Code shall apply and each student and student organization shall be responsible for their conduct that occurs as set forth immediately above in (i), (ii) or (iii)

² Former students may be charged for violations that allegedly occurred during their enrollment at the University.

³ A continuing relationship may include but not be limited to a student who is on winter or summer break.

from the time of a student's application for admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment (and even if their conduct is not discovered until after a degree is awarded). The Code shall apply to a student's conduct even if the student withdraws from school while a disciplinary matter is pending.

For conduct that occurs off-campus at non-University sponsored activities or events, the Chief Judicial Officer shall decide whether the Code shall be applied to such conduct on a case by case basis, in their sole discretion. The University will take disciplinary action against a student or student organization for such an off-campus offense when a student or student organization violates city, state, or federal law, or University policy when the nature of the offense is such that in the judgement of the Chief Judicial Officer:

- i.) the continued presence of the student or student organization on campus is likely to interfere with the educational affairs process or the orderly operation of the University;
- ii.) the continued presence of the student or student organization on campus is likely to endanger the health, safety or welfare of the University community or is intimidating or threatening to another individual within the University community; and/or
- iii.) the offense committed by the student or student organization is of such a serious nature as to adversely affect the student's or student organization's suitability as a member of the University community.

V. **STUDENT PARTICIPATION** – Students are asked to assume positions of responsibility in the University student conduct system in order that they might contribute their skill and insights to the resolution of disciplinary cases. Final authority in disciplinary matters, however, is vested in the University administration.

VI. **VIOLATIONS AND DISCIPLINARY REGULATIONS** – Students and student organizations may be accountable to both civil authorities and to the University for acts that constitute violations of federal, state, or local laws. Disciplinary action at the University will normally proceed even if criminal proceedings are pending. The outcome of a disciplinary action will not be subject to challenge on the ground that criminal charges involving the same incident have been dismissed or reduced.

VII. **PROHIBITED CONDUCT** - All misconduct and attempted misconduct, including, but not limited to, the Prohibited Conduct listed hereafter, is subject to disciplinary action, unless such misconduct is governed by the Non-Discrimination Policy and/or Sex Discrimination Policy. In such cases, the allegations will be handled by the Office of Diversity and EEO in accordance with the applicable policies, including the coordination of any Supportive Measures for Relationship Violence (as both are defined by the Sex Discrimination Policy).

A. ALCOHOL AND/OR DRUG VIOLATION:

1. Consumption or possession of alcohol on University premises.
2. Unauthorized distribution or possession for purposes of distribution of any controlled dangerous substance or illegal drug.⁴
3. Use or possession of any controlled dangerous substance or illegal drug.

⁴ The “controlled dangerous substances” or “illegal drugs” prohibited in this section are set forth in Schedules I through V in Criminal Law Article, § 5-401 et. seq. of the Annotated Code of Maryland.

4. Any other violation of the Morgan State University Alcohol and Drug Policy.

B. CONSPIRACY

A combination by two or more persons to plan, attempt and/or execute a violation of the Code or some act which is not a violation of the code, in itself, but becomes a violation of the Code when done by the concerted acts of the conspirators.

C. DISRUPTIVE, DISORDERLY OR RECKLESS CONDUCT

1. Intentionally or recklessly causing physical harm or intentionally or recklessly causing reasonable apprehension of such harm, including conduct that endangers the health, safety and wellbeing of others.
2. Intentionally and substantially interfering with the freedom of expression of others.
3. Intentionally or recklessly destroying or damaging the property of others and/or the University.
4. Trespass or unauthorized entry to any University premises, facility, property or at a University-sponsored event or activity.
5. Engaging in disorderly or disruptive conduct, which interferes with the activities of others.
6. Classroom Disruption - The primary responsibility for managing the teaching and learning environment rests with the instructor, which includes faculty, teaching assistants, laboratory assistants, librarians or any other person acting in a supervisory capacity over the instructional forum. Students who engage in unlawful or prohibited conduct in those forums which includes any behavior prohibited by the instructor (including but not limited to use of cellular phones, bringing unregistered persons to class, smoking, persistently speaking without being called upon, refusing to be seated, disrupting the class by leaving and entering without authorization, etc.), may be directed by the instructor to leave the class for the remainder of the class period. Depending on the severity and frequency of the conduct, the University may impose any other sanction available to it at law, or under section 8 of this Code.
7. Stalking - means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or suffer substantial emotional distress.
8. Abuse of any person; this includes verbal, written, electronic, or telephone abuse.
9. Harassment of any person which is defined as unwelcome conduct (including written or electronic communication) directed at a specific person(s), which is so severe, pervasive or persistent that it interferes with or limits a person's ability to participate in, or benefit from the services, activities, or opportunities offered by the University. In no event shall this provision be used to discipline a student for speech protected by the First Amendment of the United States.
- 10.

D. FAILURE TO COMPLY

1. Failure to comply with the directives of University officials, administrators, or judicial board(s), including campus police officers and the Title IX Coordinator or designee, acting in performance of their duties.
2. Failure to comply with any official University protocols and/or procedures implemented to ensure the health, safety and well-being of the campus community, including but not limited to statements by any faculty, staff or members of the campus community intended to ensure compliance with such protocols and/or procedures.
3. Knowingly violating the terms of any disciplinary sanction imposed in accordance with this Code.

E. FALSE INFORMATION

1. Intentionally furnishing or causing false information or a false report to be furnished to the University.
2. Making, possessing, or using any forged, altered, or falsified instrument of identification.
3. Making, possessing, or using any forged, altered, or falsified University document, on or off-campus.

F. FIRE EQUIPMENT/ARSON/WEAPONS/SAFETY

1. Setting fires, intentionally or recklessly misusing or damaging fire safety equipment, including, but not limited to, alarms, heat sensors, smoke detectors, hoses, fire extinguishers, and emergency telephones.
2. Failure to exit any building when a fire alarm has sounded or a building is evacuated.
3. Unauthorized use, possession or storage of any weapon.
4. Unauthorized use or possession of fireworks on University premises.
5. Trespass or unauthorized entry to any University premises or at a University-sponsored event or activity.

G. GAMBLING

Participation in illegal games of chance or raffles for which there are not appropriate permits.

H. HAZING

Hazing is defined as any activity undertaken or situation created by any individual, group of individuals or organization, in which individuals are voluntarily or involuntarily subjected to activities which have the potential to harass, intimidate, impart pain, humiliate, invite ridicule of, cause mental or physical fatigue or distress, or to cause mutilation, laceration, or bodily injury.

I. POLICY/REGULATION VIOLATION

Violation of published University regulations, procedures, and policies. Such regulations or policies may include but are not limited to the residence hall contract, as well as those regulations relating to entry and use of University facilities, sale, possession, or consumption of alcoholic beverages, use of

vehicles ⁵ and amplifying equipment, campus demonstrations, misuse of identification cards, hazing or gambling.

J. MISUSE OF MATERIALS OR PROPERTY

1. Embezzling University funds; unauthorized reading, duplicated, removing, photographing, forging, counterfeiting, altering, or misuse of any document permit or record.
2. Misuse of materials, including but not limited to, student identification cards, keys, computers or computer-related items, laboratory equipment, athletic equipment, or other materials issued by the University.
3. Destruction, damage, misuse, defacing or littering of any University building, property, or private property on the campus or at University sponsored events.

K. THEFT

1. The unauthorized taking, misappropriation, or possession of a property owned or maintained by the University or owned by any person on campus or attending a University sponsored event.
2. Possessing, retaining, and/or disposing of any stolen property, knowing or having reason to know that the property is stolen.

L. 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.

VIII. SANCTIONS

Sanctions for violations of disciplinary regulations consists of:

1. **DISCIPLINARY REPRIMAND** - The student is warned in writing that further misconduct may result in more severe disciplinary action.
2. **RESTITUTION** - The student is required to make payment to the University or to other persons, groups, organizations for damages incurred as a result of a violation of this Code. Restitution may not be in excess of the damage or loss incurred.
3. **DISCIPLINARY PROBATION** - A specified period of time during which the student must demonstrate the ability to comply with University rules, regulations and other conditions of the probation, and any other imposed sanctions. During the probationary period, the student shall not represent the University in any extracurricular activity, run for, or hold office in any student group or organization. Additional restrictions or conditions may also be imposed. Notification will be sent to appropriate University offices, including the Office of Student Activities. Failure to comply with the conditions of probation shall result in the imposition of the original sanction. Additional findings of responsibility for violating the Code shall

⁵ Parking and traffic violations may be processed in accordance with procedures established by the Vice President for Finance and Management.

result in disciplinary sanctions.

4. **SUSPENSION –**
 - a. Separation of the student from the University for a specified period. A notation will appear on the student's transcript. A suspended student will be withdrawn from all divisions of the University for at least the remainder of the semester/session in progress. A student who is suspended from the University is not eligible for the return of tuition, room or board fees, or other fees paid or owed to the University. The student shall not participate in any University- sponsored activity and will be barred from University premises. Suspension requires administrative review and approval by the Vice President for Student Affairs or designee.
 - b. Suspension of a Student Organization: Please refer to Section IX – STUDENT ORGANIZATIONS AND STUDENT GROUPS.
5. **INTERIM SUSPENSION -** The Vice President for Student Affairs or a designee may suspend a student for an interim period pending disciplinary proceedings or medical evaluation. Such interim suspension is immediately effective without prior notice whenever there is evidence that the continued presence of the student on the university campus poses a substantial threat to themselves, to others, or to the stability and continuance of normal University functions. Students on interim suspension are barred from University Premises and University-Sponsored Activities. Students suspended on any interim basis shall be given an opportunity to appear personally before the Vice President for Student Affairs or a designee within five (5) business days from the effective date of the interim suspension in order to discuss the following issues only:
 - a. The reliability of the information concerning the student's conduct.
 - b. Whether the conduct and surrounding circumstances reasonably indicate that the continued presence of the student on the University campus poses a substantial threat to themselves, to others, or to the stability and continuance of normal University functions.
6. **EXPULSION -** Permanent separation of the student from the University. A notation will appear on the student's transcript. The student will also be barred from the University premises. A student who is expelled from the University is not eligible for the return of tuition, room or board fees, or other fees paid or owed to the University. Expulsion requires administrative review and approval by the Vice President for Student Affairs or designee.
7. **OTHER SANCTIONS -** Other sanctions may be imposed, including but not limited to: paying fines, participating in workshops, or performing community service. For example, a student may be subject to dismissal from University housing for disciplinary violations that occur in the residence halls, denial of or restrictions on driving privileges for disciplinary violations involving the use or registration of motor vehicles. Other types of sanctions may include work on research projects.
8. **REPEAT OR AGGRAVATED VIOLATIONS -** Increased penalties may result from repeated or aggravated violations of any section of this Code.

IX. STUDENT ORGANIZATIONS AND STUDENT GROUPS

1. Student organizations and student groups may be charged with violations of the Code to the same extent as students.
2. Student organizations and student groups, as well as their members and other students, may also be held collectively and/or individually responsible for violations including but not limited to misconduct that occurs: (a) on University property; (b) on premises used or controlled by the group or organization; (c) at University-sponsored activities; or (d) in violation of University hazing policies or any other applicable policies.
3. The officers or leaders of a student organization or student group may be held collectively and/or individually responsible when such violations are committed by persons associated with the student organization or student group who have received consent or encouragement from the student organization's or student group's officers or leaders, or if those officers or leaders knew or should have known that such violations were being or would be committed.
4. The officers or leaders of a student organization or student group may be directed to take action designed to prevent or end such violations by the student organization or student group or by any persons associated with the student organization or student group. Failure to comply with a directive may be considered a violation of the Code, both by the officers or leaders of the student organization or student group and by the student organization or student group.
5. Sanctions or suspension for student organization's or student group's misconduct may include revocation or denial of recognition or registration by the University for a stated period of time, when the student organization or student group is found to have violated the Code. Any suspension shall result in complete suspension of activities of the student organization or student group during the stated period of time and may include conditions of removal of suspension. Suspension of a student organization or student group requires administrative review and approval by the Conduct Officer.

X. THE OFFICE OF STUDENT RIGHTS AND RESPONSIBILITIES

The Office of Rights and Responsibilities directs the efforts of students and staff members in matters involving student discipline. The responsibilities of the Office include:

- A. Determination of the disciplinary charges to be filed pursuant to this Code.
- B. Interviewing and advising parties involved in disciplinary proceedings.
- C. Recruiting, selecting, training, supervising, and advising all conduct boards.
- D. Reviewing the decisions of all conduct boards.
- E. Maintenance of all student disciplinary records.
- F. Resolution of cases of student and student organizations misconduct, as specified in this Code.
- G. Collection and dissemination of research and analysis concerning student conduct.
- H. Submission of a statistical report each semester to the campus community, reporting the number of cases referred to the Office, the number of cases

resulting in disciplinary action, and the range of sanctions imposed.

XI. HEARINGS

STANDARDS OF DUE PROCESS - A student or student organization who is alleged to have engaged in conduct in violation of the Code shall be provided with notice of the alleged allegations and an opportunity to be heard. Disciplinary proceedings shall determine whether a Charged Party is responsible or not responsible for violating the Code or other University regulations. The Office of Student Rights and Responsibilities will determine the method of adjudication. Formal rules of evidence shall not be applicable, nor shall deviations from prescribed procedures necessarily invalidate a decision or proceeding, unless significant prejudice to a student Charged Party or the University may result. Hearings or other proceedings as provided in the Code may be held before the following triers of fact, who are responsible for hearing evidence presented during a hearing and, based on that evidence, determining whether the Charged Party has committed the alleged violation of the Code:

1. VICE PRESIDENT FOR STUDENT AFFAIRS OR DESIGNEE (trier of fact)
2. CONDUCT BOARD hears cases involving disciplinary violations of the Code. The Conduct Board is composed of three to five (3-5) students. The Chief Judicial Officer shall designate a presiding officer.
3. AD HOC BOARDS may be appointed by the Vice President for Student Affairs or a designee when a Conduct Board is unable to obtain a quorum or is otherwise unable to hear a case. Each Ad Hoc Board shall be composed of three members, including at least one student. The Chief Judicial Officer shall designate a presiding officer.

XII. SELECTION AND REMOVAL OF CONDUCT BOARD MEMBERS

A. Members of the conduct boards are selected in accordance with procedures developed by the Chief Judicial Officer and approved by the Vice President for Student Affairs. Prior to serving on boards, student members shall successfully complete training provided by the Office of Student Rights and Responsibilities.

B. The Vice President for Student Affairs or designee may suspend conduct board members who are charged with any violation of this Code or with a criminal offense from their board positions during the pendency of the charges against them. Board members found responsible for a Code violation or guilty of a criminal offense may be disqualified from any further participation in the University's student conduct system by the Vice President for Student Affairs or designee.

XIII. CASE REFERRALS

A. Any person may refer a student or a student group or organization suspected of violating this Code to the Office of Student Rights and Responsibilities. Persons making such referrals are expected to cooperate fully with the Office of Student Rights and Responsibilities. It is very important that persons making such referrals provide detailed and complete information pertinent to the referred matter. In addition, persons making such referrals may be needed to appear in a hearing.

- B. If the Office of Student Rights and Responsibilities preliminarily determines that the allegation has merit and the alleged conduct is a violation of the Code, specific charges shall be drafted and referred for a hearing or conduct conference.

XIV. HEARING REFERRALS

Notice of Violations of Code of Student Conduct – Students and student organizations alleged to have violated the Code shall be provided with a notice of Violations of Code of Student Conduct ("Notice") and are required to report to the Office of Student Rights & Responsibilities within five (5) business days of receipt of the Notice for a Conduct Conference. Any of the following methods may be used to provide a student with notice:

1. Hand-delivered and the deliverer will execute an Affidavit which verifies the delivery to the student or to the student organization representative.
2. Sent to student's or the student organization representative's official University E-mail address and a delivery receipt and read receipt are confirmed (and placed in the student's or the student organization's file) which documents the receipt of the message by the addressee.
3. Delivered by certified, return receipt requested first class mail and return receipt, signed by the student or the student organization representative, is returned to the sender and placed in the student's or the student organization's file.

If methods 1-3 do not successfully result in documentation or receipt by the student organization representative, then the University shall mail on the same date an identical notice to the student organization representative's local-to-campus address by first class mail and correspondence will be deemed delivered and received by the student organization five (5) working days after mailed.

Note: A student is required to maintain their University/local and permanent mailing addresses with the Office of Records and Registration and check their University E-mail account for news and information. Failure to do so may result in the student not receiving routine, critical or urgent correspondences and to be held responsible for the content of certain notices.

XV. CONDUCT CONFERENCE - In this conference, the student and student organization has the following options:

- A. Student and Student Organization Waiver Of Hearing When Student or Student Organization Does Not Dispute The Charges - When the Charged Party does not dispute the facts upon which the charge(s) are based, pleads "responsible" to the alleged code violations and executes a written waiver of the hearing procedures, the Conduct Officer shall assess a sanction that is appropriate to the charge(s). The student or student organization may present any mitigating evidence at this time. The student or student organization shall be informed in writing of the action taken. Where the sanction of suspension (greater than one year) or expulsion may be imposed, then this option is not available. Where the sanction of suspension of one year or less may be imposed, a student or student organization may waive a hearing.
- B. Hearing - The following procedural guidelines shall be applicable in disciplinary hearings:

1. A Charged Party shall be given notice of the hearing date and the specific charges against them at least five (5) business days in advance.
2. The Chief Judicial Officer shall issue notices requesting the appearance (Notice to Appear) of witnesses at the hearing. Notices to Appear are issued upon the request of either party (Charged Party or the University) or a board member. All lists of witnesses for hearings must be submitted to the Chief Judicial Officer at least five (5) business days in advance of the hearing. Witness testimony is important to the effective administration of a hearing. Witnesses are expected to appear.
3. The Vice President for Student Affairs, or designated Conduct Officers are Prohibited from serving as witnesses during a hearing due to their responsibilities for managing the adjudication process.
4. Charged Party who fails to appear after proper notice shall be deemed to have failed to comply with directives of University officials, which may result in further disciplinary action pending against him/her. Disciplinary Hearings may be held in the absence of a properly notified Charged Party.
5. Hearings will be closed to the public, except for the Charged Party's advisor or the alleged victim in the particular case. Upon approval and within the sole discretion of the presiding officer, other persons may be permitted to attend. An open hearing may be held, at the discretion of the presiding officer, if requested by the Charged Party.
6. The presiding officer of each board shall exercise control over the proceedings to avoid needless consumption of time and to achieve the orderly completion of the hearing. Except as provided in this Code, any person, including the Charged Party, who disrupts a hearing, may be excluded by the presiding officer.
7. A hearing may be tape recorded or transcribed. If a recording or transcription is not made, the decision must include a summary of the testimony and shall be sufficiently detailed to permit review by appellate bodies and by staff members in the Office of Student Rights and Responsibilities.
8. Any party may challenge a board member on the grounds of personal bias. Board members may be disqualified upon majority vote of the remaining members of the board, conducted by secret ballot, or by the Chief Judicial Officer.
9. Witnesses shall be asked to affirm that their testimony is truthful and may be subject to charges of providing false information to the University.
10. Prospective witnesses, other than the Charged Party, shall be excluded from the hearing during the testimony of other witnesses. All parties, witnesses, and the public shall be excluded during board deliberations
The burden of proof shall be upon the University, which must establish the responsibility of the Charged Party by a preponderance of the evidence.
11. The presiding officer of each board shall give effect to the rules of confidentiality and privileges, but shall otherwise admit all matters into evidence that reasonable persons would accept as having probative value in the conduct of their affairs. Unduly repetitious or irrelevant evidence may be excluded.
12. A Charged Party shall be accorded an opportunity to question those witnesses who testify for the University at the hearing.
13. An affidavit may be admitted into evidence unless unsigned or if other circumstances suggest that, it is unreliable.
14. Board members may take judicial notice of matters that are within the general experience of University students.
15. Board advisors may be designated by the Chief Judicial Officer. Board advisors

may comment on questions of procedure and admissibility of evidence and will otherwise assist in the conduct of the hearing. Board advisors will be accorded all the privileges of board members, and the additional responsibilities set forth in this Code, but shall not vote. Board advisors are responsible to the Chief Judicial Officer and shall not be excluded from hearings or board deliberations by any board or by the presiding officer of any board.

16. The Chief Judicial Officer may appoint a "special presiding officer" to any board in complex cases or in any case, in which an attorney advises the respondent. Special presiding officers may participate in board deliberations but shall not vote.
17. A determination of responsibility shall be followed by a supplemental proceeding in which either party and the board advisor may submit evidence or make statements concerning the appropriate sanction to be imposed.
18. Final decisions of all judicial boards shall be by majority vote of the members present and voting. A tie vote will result in a recommendation of non-responsibility in an original proceeding. A tie vote in an appellate proceeding will result in an affirmation of the original decision.
19. Final decisions of all disciplinary hearings shall be accompanied by brief written findings of fact.

XVI. ADVISORS - A charged student or student organization may have present at a hearing an advisor who will not serve as a witness. The advisor may not speak or present the student's case, but may provide the student with advice during the course of the proceeding. Official notices will be sent to a Charged Party, not their advisor. Students or student organizations that are charged with Code violations are responsible for maintaining direct communication with the University and the Office of Student Rights and Responsibilities. Any request, or questions pertaining to the Code are to be made directly by the charged student or student organization representative. The University will respond to the charged student or charged student organization during the adjudication process.

- A. All advisors who attend a disciplinary hearing shall not:
 1. Engage in conduct to disrupt a hearing;
 2. Attempt to improperly influence an officer of the Office of Student Rights & Responsibilities, a board advisor or member of a judicial board;
 3. Fail to obey a reasonably definite and specific order by a presiding officer;
 4. Knowingly advise a student or student organization representative to make a false statement of material fact, law or representation of the Code to other participants in a hearing;
 5. Knowingly advise a student or student organization representative to fail to disclose a material fact in a hearing when disclosure is necessary to avoid assisting a future criminal or fraudulent act;
 6. Knowingly advise a student or student organization representative to offer false evidence, falsify evidence, counsel or induce witnesses to testify falsely, or offer improper inducements to testify; or
 7. Recklessly and unlawfully obstruct another party's access to evidence, or alter, destroy or conceal material not protected by privilege having potential evidentiary value.
- B. If the presiding officer finds an advisor responsible for violation(s) of the provision(s) of this sub-section of the Code, the presiding officer may suspend an advisor from the privilege of advising. A suspended representative may appeal the suspension to the

Vice President for Student Affairs, or designee, within ten (10) business days of receipt of the letter notifying the representative of the appealed decision. Decisions of the Vice President shall be final. When the appealed decision is made by the Vice President for Student Affairs, an appeal of that decision shall instead be made to the Chief of Staff to the President, or designee, within ten (10) business days of receipt of the letter notifying the party of the Vice President's decision, in such cases the decision of the Chief of Staff, or designee shall be final.

XVII. APPEALS PROCEDURE

- A. Any determination made pursuant to this Code resulting in expulsion or suspension of a student or dissolution or suspension of an organization may be appealed by the Charged Party or a student found responsible to the Vice President for Student Affairs. The Vice President for Student Affairs or designee shall also hear appeals from denials of petitions to void disciplinary records, pursuant to this Code. In instances where the Vice President for Student Affairs has served as the trier of fact/hearing officer, the Charged Party may appeal to the President's Chief of Staff or designee.
- B. In instances where the Vice President for Student Affairs has served as the trier of fact/hearing officer, the party may appeal to the President's Chief of Staff or designee.
- C. Requests for appeals, including the grounds on which the appeal is based, must be submitted in writing to the Vice President for Student Affairs or designee within ten (10) business days from the date of the letter notifying the Charged Party of the original decision. Failure to appeal within the allotted time will render the original decision final and conclusive.
 - 1. If the appellant wishes to submit for an appeal, a written brief in support of the appeal must be submitted to the Vice President for Student Affairs or designee with the written request for an appeal. An appeal which is not submitted in a timely manner or which does not set forth grounds for asking for such appeal shall result in a finding that the original decision is final and conclusive.
- D. An appeal shall be decided upon the record of the original proceeding and upon written briefs submitted by the parties. A new hearing with additional evidence shall not be conducted.
- E. Appellate bodies may:
 - 1. Affirm the finding and the sanction imposed by the original board.
 - 2. Affirm the finding and reduce, but not eliminate, the sanction.
 - 3. Dismiss the case.
- F. Deference shall be given to the determinations of the original hearing body.
 - 1. Sanctions may only be reduced if found to be grossly disproportionate to the offense.
 - 2. A case may be remanded to the original hearing body if specified procedural errors or errors in interpretation of University regulations were so substantial as to effectively deny the Charged Party a fair hearing, or if new and significant evidence becomes available which could not have been discovered by a properly diligent Charged Party before or during the original hearing. On remand, no reference of record of the previous judicial hearing will be introduced or provided to member(s) of the judicial hearing body, except to impeach contradictory testimony at the discretion of the presiding officer.

3. A case may be dismissed only if the finding is held to be arbitrary and capricious.
4. A decision of the Conduct Board shall be a recommendation to the Chief Judicial Officer. A decision altering the determinations of the Conduct Board shall be accompanied by a brief written opinion.
5. The imposition of sanctions will normally be deferred during the pendency of appellate proceedings, at the discretion of the Chief Judicial Officer.

XVIII. DISCIPLINARY FILES AND RECORDS - Case referrals and findings of responsibility shall result in the development of a disciplinary file in the name of the Charged Party, which shall be voided⁵ if the Charged Party is found not responsible for the charges. Disciplinary records may be reported to third parties, in accordance with University regulations and applicable state and federal law. The files of Charged Parties found responsible of any of the charges against them will be retained as a disciplinary record for a minimum of three years from the date of the letter providing notice of final disciplinary action. Disciplinary records may be voided by the Chief Judicial Officer for good cause, and only upon written petition of the Charged Party. Factors to be considered in review of such petitions shall include:

- A. The present demeanor of the Charged Party.
- B. The nature of the violation and the severity of any damage, injury, or harm resulting from it.
- C. Denials of petitions to void disciplinary records shall be appealed to the Vice President for Student Affairs or designee, who will apply the standard of review specified in this Code.
- D. The requirements for appeals as set forth in this Code shall be applicable.

XIX. PARENTAL NOTIFICATION

The Family Educational Rights and Privacy Act (FERPA), permits colleges and universities to inform the parent or guardian of a student under 21 years of age when their student has been found in violation of University alcohol or drug rules and/or in the case of a health or safety emergency.

The Office of Student Rights and Responsibilities will notify the parent or guardian of a student under 21 years of age:

1. By a phone call, if that student is transported to an emergency medical treatment center for drug use or intoxication or if the student's health and safety is at risk, staff will contact the parent or guardian and/or person the student listed as an emergency contact in official University records at the time the student is transported to the emergency medical treatment center.
2. In writing to the parent and/or legal guardian's permanent address on file at the University, if the University determines (after adjudication) that the student has committed a violation of the alcohol or drug policies.

XX. ACCESS FOR PERSONS WITH DISABILITIES

The University will provide reasonable accommodations to students with disabilities upon request, to enable them to participate fully in the process, programs, and services offered by the Office of Student Rights and Responsibilities. Accommodations are determined on an individual

basis by the Office of Diversity and EEO and/or Student Disabilities Support Services. Any student with a disability requiring an accommodation should notify the Chief Judicial Officer at least seven (7) business days prior to the Conduct Conference or Conduct Hearing.

**This policy approved by the Board of Regents on August 11, 2020 and effective on August 14, 2020 amends and supersedes all prior Board of Regents approved versions of this policy.

ACADEMIC AFFAIRS

ACADEMIC AFFAIRS UPDATES

**For Board of Regents: Academic
and Student Affairs Committee**

AUGUST 2024

HONGTAO YU
Provost and Senior Vice President
for Academic Affairs



B.S. IN NURSING RECEIVES 10-YEAR ACCREDITATION

In its accreditation letter dated May 24, 2023, the Board stated that upon review of the special report, the Board may act to extend the term of accreditation for up to an additional 7 years, resulting in the maximum 10-year term of accreditation.

As a result of the Board's review of the special report, the term of accreditation for the baccalaureate degree program in nursing at Morgan State University has been extended to June 30, 2033. NCLEX passing rate for 2023-2024 is > 90%.

NEW FACULTY HIRES IN LAST THREE YEARS

	23-24	22-23	21-22	Total
Tenure Track	32	29	8	69
Tenured*	9	6	2	17
Non-Tenure Track	6	10	4	20
Total	47	45	14	106

***Includes:**

- 3 deans**
- 2 department chairs**
- 1 associate dean**
- 1 endowed professor**

FACULTY TENURE AND PROMOTION



Promotion to Associate Professor & Tenure

Grant = 13

Promotion to Full Professor

Grant = 9

Tenure Only

Grant = 2

NEW FACULTY GRANT APPLICATIONS AND AWARDS 2021-2024



GRANTS.GOVSM

In addition to their outstanding instructions in the classrooms, these faculty members:

- ❖ **Total grants submitted: 187**
 - **Percent of Total: 20%**
- ❖ **Total Grants Awarded: 51**
 - **27% Success Rate**
- ❖ **Total Amount: \$20 M**
- ❖ **Award Size: \$5 K - \$3 M**

PARTNERSHIPS WITH IVY LEAGUE SCHOOLS

❖ Brown University

- Summer Scholars-In-Residence Program
- Leadership Alliance for student internships
- Potential dual degree programs

❖ Dartmouth College: School of Community Health Partnership

❖ Harvard University

- Visiting Professorship for 2024-2025: Coleman Jordan, Assistant Professor of Architecture

❖ Yale University

- Two faculty members and two students are at Yale for summer research.
- Two \$100K collaborative research grants
 - Neuroimaging and Machine Learning
 - A Land Reparations Network from Baltimore to Jackson

STUDENT AFFAIRS



MORGAN STATE UNIVERSITY

BOARD OF REGENTS

ACADEMIC AND STUDENT AFFAIRS

COMMITTEE REPORT

Dr. Kevin Banks, Vice President for Student Affairs

*Dr. Letitia Williams, Associate Vice President for
Student Affairs & Dean*

AUGUST, 2024



AGENDA

Student Affairs: A Year in Review

- Office of Residence Life & Housing
- Counseling Center
- Student Health Center
- Food Resource Center
- Student Rights and Responsibilities
- Center for Career Development
- Office of Student Life & Development
- Strategic Planning Goals for Student Affairs



OFFICE OF RESIDENCE LIFE & HOUSING

Recap from FY23-FY24

- 4, 227 Assigned residents
- O'Connell Hall- Fitness Center Opening
- Wellness Suites- Blount, O'Connell & Thurgood Marshall Halls
- Baldwin & Cummings remodeling construction
- Legacy Hall Construction



FY24 Housing Assignments

- **Number of available spaces-** 5250
- **Assigned-** 2, 098 Freshmen students
- **Assigned-** 1, 955 Continuing/ Transfer students

Assignments do not include Morgan View

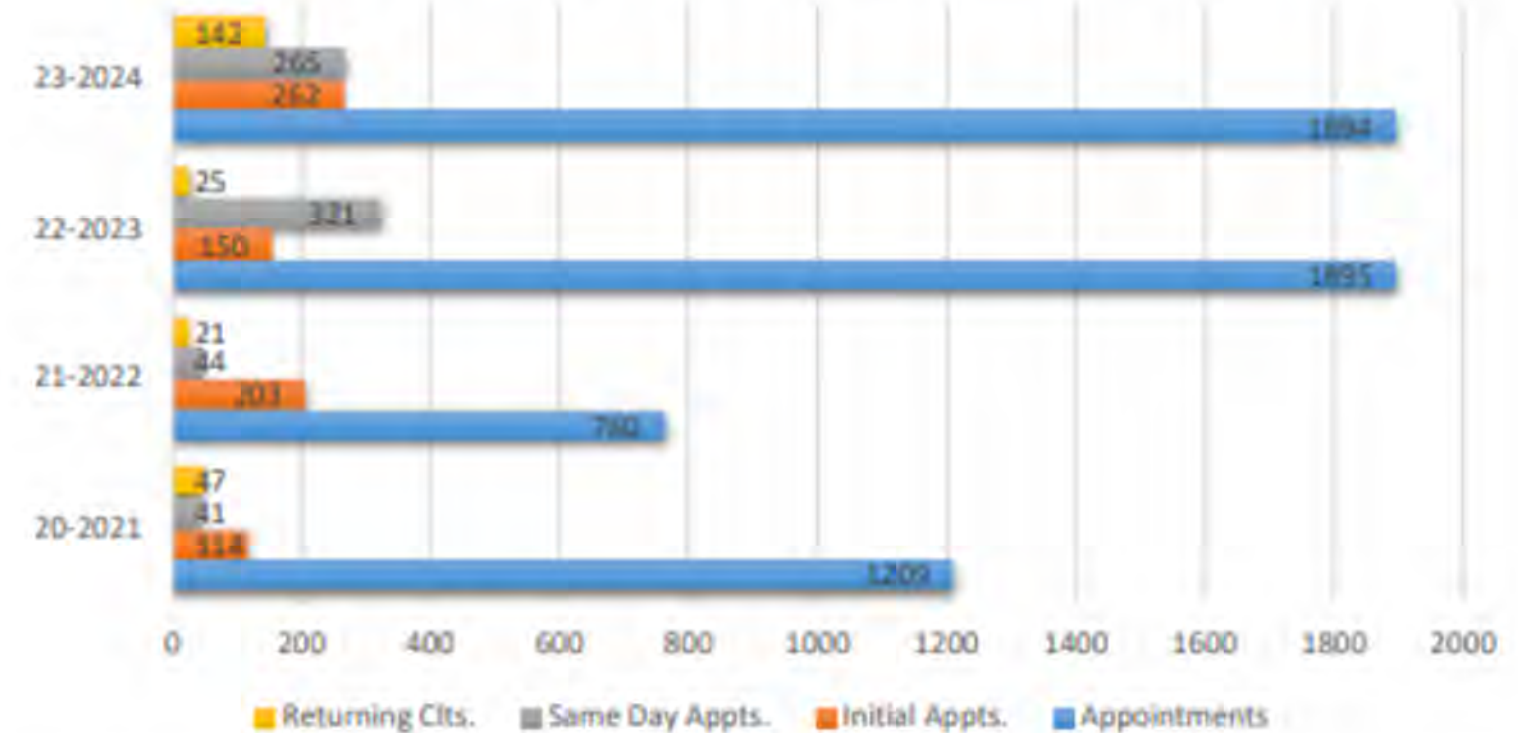
Upcoming Events

- **Move in Week-** *August 10th-August 18th*
- **Welcome Week-** *Promethean Walk, New Student Induction Ceremony, Prayer Walk etc.*
- **Residential Hall Ribbon Cutting-** *Baldwin & Cummings, Legacy Hall and Thurgood Marshall Hall.*

UNIVERSITY COUNSELING CENTER

- **Number of Appointments-** 1894 attended appointments for 551 students
- **Hospitalizations-** 52
- **Outreach Activities-** 126
- **Highest Presenting Issues:** Anxiety, Depression, Adjustment, Academics, Family

Counseling Center Appointments



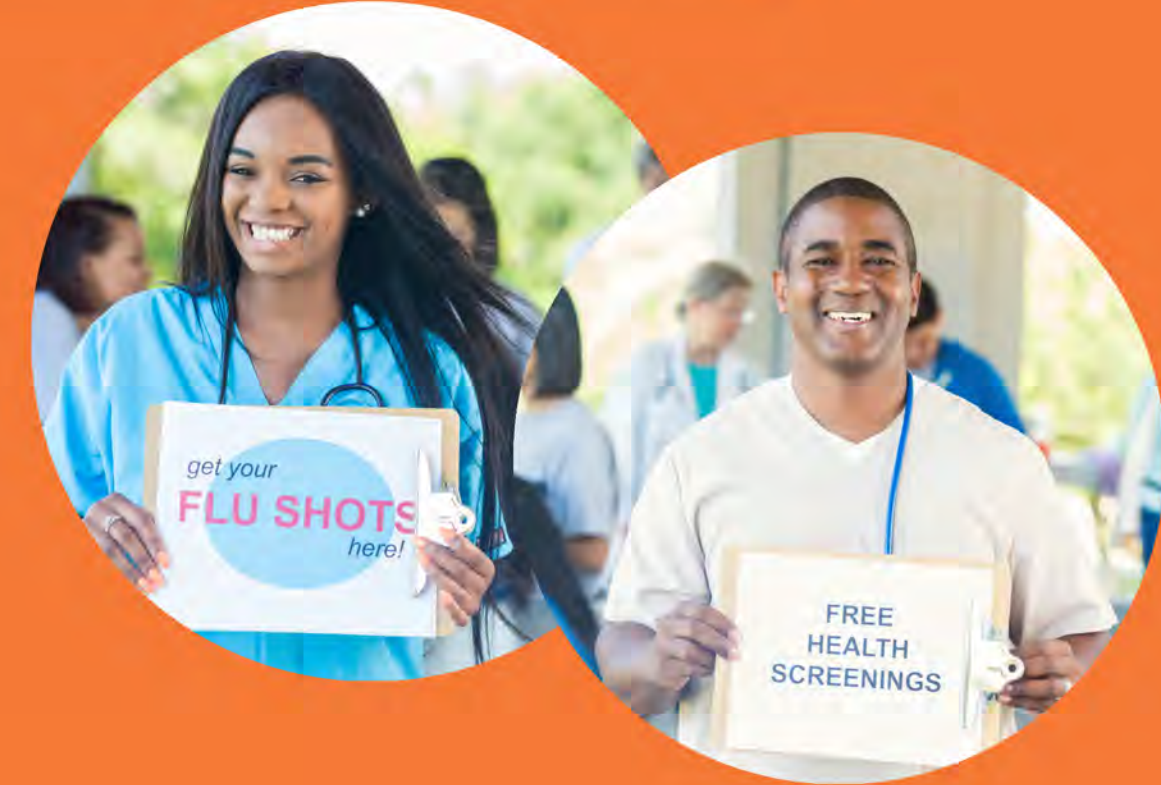
Uwill - Utilization

- **MSU student registrants:** 289
- **Total video interactions:** 319
- **Total telephone appointments:** 55
- **Total chat appointments:** 5
- **Total (text) message appointments:** 17
- **Total Counseling Sessions:** 239

Uwill
Student Mental Health & Wellness

HARRIET A. WOOLFORD UNIVERSITY HEALTH CENTER

- 1,955 Healthcare Appointments
- 6,683 students waived their health insurance
- 1,705 students enrolled into the University Health Insurance



Health Center Programmatic Highlights

- Implemented waiting room visuals
- Co-sponsored the SGA AIDS Lock-In event
- "Ask a Dietitian" series in the Residential Halls.
- Freshmen Health Awareness Program

Morgan State University Student Health Center

HEALTHY EATING

APRIL 17TH @1:00 PM

Morgan Student Health Center

Food provided • Faculty & Staff Welcome

COME MEET CAMPUS DIETITIAN DAWN MCMILLIAN AS SHE DIVES INTO HEALTHY EATING

Healthy Eating can be complicated !

Morgan State University Student Health Center

DIABETES

APRIL 29TH @1:00 PM

Morgan Student Health Center

Food provided • Faculty & Staff Welcome

COME MEET CAMPUS DIETITIAN DAWN MCMILLIAN AS SHE DIVES INTO DIABETES

Get ahead of your health !

HIGHLIGHTS

- Shop Days (Distribution Days)- Six days
- Total Donations Received (\$469,613.03)
 - \$119,221.03 in Monetary Donations
 - \$350,392.00 in Food and Toiletries Donations
- 9/11 Day of Service-over 50,000 meals packed
- November Block Party- Provided 500 families with groceries valued at approx. \$175.00 per family
- Attended the Anti-Hunger Policy Conference
- Conducted the Weigh the Waste Campaign

FOOD RESOURCE CENTER



COMMUNITY PARTNERS

- No More Secrets Mind Body & Spirit Inc.
- MSU Class of 1969
- Cannon Design
- ECMC Project Success
- WEAA 95.9 radio
- Rho Xi Omega Chapter of AKA sorority inc.
- First Fruits Farm
- MSU Baltimore County Alumni chapter
- Levy restaurant (Baltimore Orioles)
- Leilani Johnson
- Pepsico
- MSU Department of Academic Affairs
- MSU Southern Maryland Alumni Chapter
- New Beginnings Christ Community Church
- Mr. Cecil Flamer
- ASFSCME union
- Sodexo Magic

STUDENT RIGHTS AND RESPONSIBILITIES

CAMPUS CONTRIBUTIONS AND TARGETED INITIATIVES:

- Review and update the Code of Student Conduct
- Training staff and student volunteers to serve on the judicial board.
- Serve on the B.E.A.R. Team
- Member of the Pre-Admissions conduct committee.
- Conducting workshops for faculty on addressing student misconduct in the classroom.
- Conduct trainings for first year students



Total student contacts: 486
Suspensions: 14
Expulsions: 1

CENTER FOR CAREER DEVELOPMENT

IMPACT OF CAREER SERVICES

HANDSHAKE: Connecting students to jobs, internships, career-related events and career services.



STUDENT ENGAGEMENT



VISITOR DEMOGRAPHICS

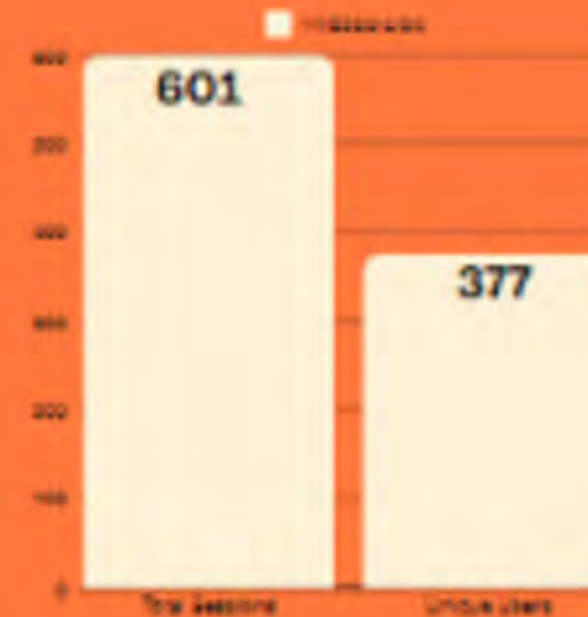


Modality (Scheduled Appointments)



IRIS PHOTO BOOTH *Launched November 2023*

The Center for Career Development proudly offers a state-of-the-art photo booth, exclusively for headshots! **601** sessions have been conducted since its launch in November. The Photo Booth is courtesy of our Student Success Partner, Aon.



CAREER CLOSET

The Center for Career Development proudly offers new professional business attire to current Morgan State students who may not have the means to afford such attire. This resource is invaluable for various professional occasions, including interviews, career fairs, conferences, and other events that necessitate a professional appearance. The Career Closet is funded by donations.

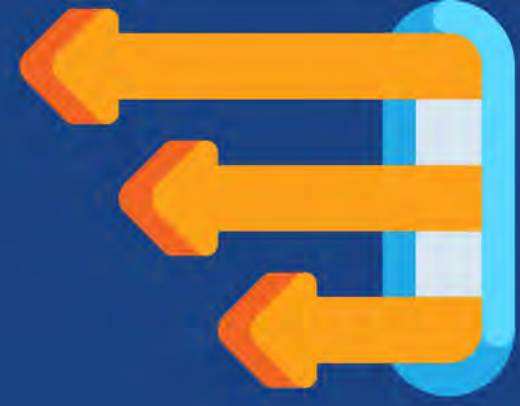


"I received my first very professional clothes that will cherish!"

- **Number of Active Student Organizations = 142**
- **Fraternity and Sorority Life Combined Intake Numbers**
 - NPHC: 264 members
 - CIO: 106 members
- **Number of Advisors = 144 advisors**
- **Total number of Student leaders 23-24' = 3,400**
- **Student Leader GPAs = 3.24**
- **Student Leaders with a 3.8 or above GPAs = 290**
- **Community Service hours completed (student orgs)= 4,000**



STRATEGIC PLANNING GOALS FOR STUDENT AFFAIRS FOR 2024-2025

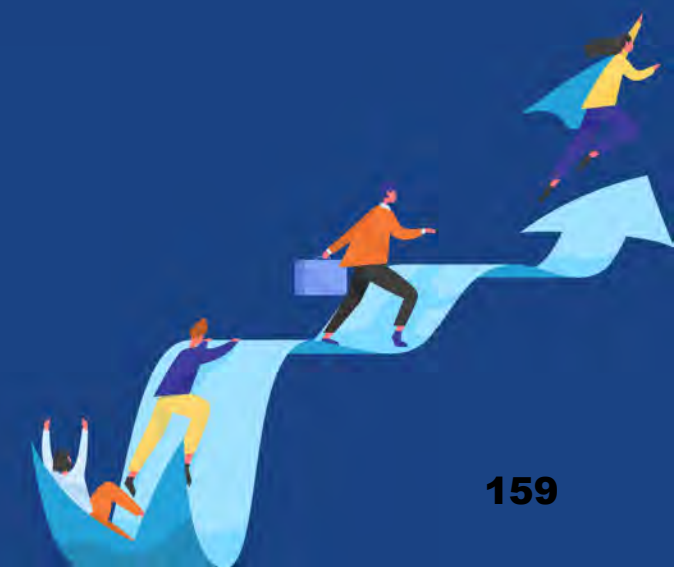


Goal # 1 Student Success and Well-being

- Increase the number of faculty, staff and students trained in Mental Health First Aid
- Increase the number of students engaged in co-curricular and extracurricular activities to further the sense of belonging amongst students
- Expand the reach of Career Services to academic schools and departments by continuing to integrate the work of Career Counseling services with Academic Affairs
- Increase the number of students Handshake accounts
- Increase the number of Employers Handshake accounts

Goal # 4 Expand and Improve campus wide Infrastructure to Support Operational Excellence and Increase Overall Institutional Capacity

- Continue to Advance Phase III University Strategic Housing Plan
 - Continue the renovation and refurbishment of Harper Tubman Hall
 - Finalize plans for the demolition of O'Connell Hall
 - Plan for the opening of Enolia Hall (Off-campus Leased property)





MORGAN STATE UNIVERSITY™

DIVISION OF STUDENT AFFAIRS

2023-2024 IMPACT REPORT



MORGAN STATE UNIVERSITY™

DIVISION OF STUDENT AFFAIRS

IMPACT REPORT

THANK YOU



**STUDENT
GOVERNMENT
ASSOCIATION**

THE RENAISSANCE ADMINISTRATION

2024-2025

RENAISSANCE

THE RENAISSANCE ADMINISTRATION
STUDENT GOVERNMENT ASSOCIATION

rebirth. restregnthen. reimagine



Tamera Trimuel
SGA President

MarKayla Wilson
SGA Vice President



STUDENT FEE INCREASE

The Student Government Association would like to increase the yearly budget to a sufficient amount to combat the weight of inflation. The Student Government Association wants to properly advocate and engage the amount of students that will be enrolled over the course of future academic years.

September 1

- Reallocation of Yearbook funds to the SGA Account

Nov. 1

- Implementation of the 4.3% student activity fee increase (\$2.00 per student, per school year) over the next five years
- Effective 2025 - 2026 academic school year.

Student Body Approval

- 2,115 students voted on Referendum (SP24)
- 43.59% (922 students)- YES
- 37.54% (794 students) - NO
- 18.86% (399 students) - ABSTAIN

INITIATIVES

FIZZ FREE CAMPUS

- Aim to ban FIZZ on the Morgan State's University Wifi to foster a safer campus environment free from the harmful effects of cyberbullying.
- By removing this platform, we can better protect our students from online harassment and ensure a more supportive and inclusive community.

MORGAN MEMORIAL

- Completing the Morgan State Student Memorial Project is essential to honor and remember the lives of our lost Morganites.
- Dedicated space for reflection and remembrance, fostering a sense of community and continuity among students, faculty, and alumni.

NO LABEL

- Aim to request all professors and advisors to receive training for neurodivergent students
- Foster a more inclusive environment where they thrive academically, socially, and emotionally.

MORGAN ELECTS

The Student Government Association
Voter Registration Initiative

VOTING FESTIVAL

- National Voter Registration Day (Tues. Sept. 17th)
- A vibrant voting festival to encourage students to register to vote during this pivotal election year.
- Aim to increase political engagement and ensure every student has the opportunity to participate in shaping our future.

STRATEGIC PARTNERS

- Office of Student Life & Development Civic Engagement Branch #MSUVotes
- NAACP - MSU Section
- Black Girls Vote - MSU Section
- National Pan-Hellenic Council
- Council on Independent Organizations
- Political Science Association

ELECTION EXPRESS

- Aim to provide buses to the polls to ensure all students have convenient access to voting.
- By offering this transportation, we eliminate barriers and encourage active participation in the democratic process.

ATHLETICS



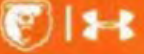
MORGAN STATE UNIVERSITY

DEPARTMENT OF ATHLETICS

Board of Regents- ASA Committee Report

August 5, 2024

Growing The Future • Leading The World



HIRED

KESHIA CAMPBELL

SENIOR ASSOCIATE ATHLETICS DIRECTOR FOR STUDENT SERVICES



MORGAN STATE ATHLETICS
BALTIMORE, MD

2020

ALL RIGHTS RESERVED

MORGAN STATE UNIVERSITY





MORGAN ATHLETICS
ACADEMIC SCORECARD: 2023-24

DEPARTMENT GPA

84

STUDENT-ATHLETES

4.0 GPA

3.03

12 PROGRAMS w/
TEAM GPA

ABOVE **3.0**

60%

STUDENT-ATHLETES

OVER **3.0**

HIGHEST TEAM GPA



WOMEN'S
 TRACK & FIELD

3.54



#THE MORGAN170WAY

NCAA Division I 2022 - 2023 Academic Progress Rate Institutional Report

Sport	APR		
	Multiyear Rate (N)	Multiyear Rate Upper Confidence Boundary	2022 - 2023 (N)
Men's Basketball	922 (56) ^{9 d}	N/A	929 (14)
Men's Cross Country	979 (25)	994	1,000 (6)
Football	937 (339)	N/A	949 (87)
Men's Tennis	972 (32)	N/A	917 (7)
Men's Track	983 (78)	N/A	1,000 (17)
Women's Basketball	978 (64)	N/A	925 (15)
Women's Bowling	1,000 (26)	1,000	1,000 (7)
Women's Cross Country	958 (32)	N/A	1,000 (7)
Women's Softball	962 (84)	N/A	973 (19)
Women's Tennis	979 (29)	994	962 (8)
Women's Track	968 (92)	N/A	1,000 (19)
Women's Volleyball	982 (48)	N/A	947 (10)

Legal Update

House Case

Focus on lost NIL Opportunities, Video Games, Broadcast Revenue

- Case is pending settlement Approval
- Settlement provides 10-year protection against potential Anti-Trust lawsuits, does not protect from Title IX lawsuits
- No Scholarship limits will now have Roster Limits

Hubbard Case

- Included in House Settlement
- Access to Altson Funding (education related benefits up to \$5,980 annually)

Impact on Morgan

NCAA payment to student-athletes from 2016 for ten years

- Anticipated financial impact on FCS schools - \$231,227 yearly/per school
- Decrease in distribution from NCAA to conference office for member schools
- NCAA to facilitate payment of student-athletes
- Anticipated Effective Date – Fall 2025

Revenue Sharing – Up to 20% of future revenue earnings

- Option to pay student-athletes a share of future revenue
- Elimination of scholarships limits with a replacement of roster limits



Thank You!



#THEMORGANWAY **174**

Finance & Facilities



BOARD OF REGENTS
Finance and Facilities Committee Meeting
Monday, August 5, 2024 (Virtual)
9 A.M. – 12 P.M.

- A. Remarks by the Chair Dr. Shirley M. Malcom
- B. Remarks by the President Dr. David K. Wilson

ITEMS FOR INFORMATION

- Division of Facilities, Design and Construction Management Update Ms. Kim McCalla, *Vice President Facilities, Design and Construction Mgmt.*
- Division of Research and Economic Development Update Dr. Willie May, *Vice President Research and Economic Development*
- Division of Institutional Advancement Update Ms. Endia DeCordova, *Vice President Institutional Advancement*
- Division of Enrollment Management and Student Success Update Dr. Kara Turner, *Senior VP Enrollment Management & Student Success*

ITEMS FOR ACTION

- Approval of Committee Minutes of May 9 and July 29, 2024 Chairwoman Malcom
- FY 2026 Tuition, Housing and Board Rate Adjustments Chairwoman Malcom
- Marble Hall Gardens (MHG) Lease Amendment Chairwoman Malcom
- Title IX Policy Revisions (see Academic Section) Chairwoman Malcom
- Enolia Master Lease Term Sheet Mr. David LaChina, *Executive VP Finance & Administration*

ITEMS FOR INFORMATION

- Student Housing Update Mr. David LaChina
 - Fall 2024 and FY 2025 Capacity Plan
 - Status of New/Renovated Residence Halls
- Division of Finance and Administration Update Mr. David LaChina
 - FY 2024 Financial Status Update and Closing Summary
 - FY 2025 Operating Budget
 - Future Proposed Policies (Body Worn Cameras and Rifle)

CLOSED SESSION

- FY 2026 Capital Budget Request Update Ms. Kim McCalla
- State of IT at Morgan: Next Steps Dr. David Wilson
- Fraternal Order of Police (FOP) Negotiations Update Mr. David LaChina

ITEMS FOR INFORMATION



CAPITAL PROJECTS UPDATE

April – July 2024

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

GENERAL

The President's Office, Finance and Administration, University Planning, and DCM attended the FY 2026 Capital Budget meeting with the Department of Budget and Management (DBM) on July 30th.

The Maryland Higher Education Commission (MHEC) awarded Morgan \$2.952 million for its security grant application to enhance security measures on campus. We are working to move this project quickly as there is a tight deadline for its completion.

With many projects winding down, the focus for the upcoming year will be on the capital projects in process – Lake Clifton, new deferred maintenance projects (as we have an aggressive list of projects), and the Campus Master Plan.

Buildings/projects preparing to open/completed in the fall 2024 include: (a) Academics – Health and Human Services, Science Phase I, and Hurt Gymnasium; (b) Housing – Legacy Hall, Baldwin Hall, Cummings Hall, and Security; and (c) Deferred Maintenance – the academic quad (from the steam project), West Campus parking, Chapel window restoration, Water Infiltration (Truth and Chapel), and security camera upgrades.

Projects started/starting in 2024 include: Stadium Way slope stabilization (construction), Lake Clifton demolition, Science Phase II utilities (construction), Carter-Grant-Wilson renovation (design), Chapel roof replacement, Campus Master Plan, Harper-Tubman renovation (design), and O'Connell Hall replacement (design).

Soon-to-follow projects for 2024-2025 include: Argonne Drive security fencing, clean lab creation in Mitchell Engineering, various deferred maintenance projects (Murphy Fine Arts – roof replacement, exterior door replacement with electronic hardware, and stairs rebuild), and other deferred maintenance projects pending reviews from DBM.

The Physical Plant Department (PPD) continues to onboard highly-qualified people and has made serious efforts to advance various staff training programs. The department continues its reorganization working towards a more efficient unit that better serves the campus community.

The Middle States accreditation process has also become a large part of our processes for FY 2024-2025. We are charged with the Subcommittee for Standard VI: Planning Resources and Institutional Improvement.

The Governor's Office is requiring a stricter interpretation of the MBE law, which is impacting our project processes. This has caused several projects to be rebid and others to be re-evaluated. We are working to comply.

MBE Goals for Major Capital Projects: We continually monitor the contractors' MBE payments. Many projects exceed the University's MBE goal of 30%, with some smaller or very specialized contracts under the goal. The average MBE percentage from January through June 2024 consists of 37.98%. Out of \$250,364,245 paid out in contracts, payments to date to MBEs equate to \$95,092,098.

Note: These MBE calculations do not include the MBE calculation for deferred maintenance or the Thurgood Marshall (TM) Housing project (they are just exceeding their 30% goal). Those numbers are tracked separately since deferred maintenance represents a multitude of smaller projects, and TM Housing is managed by another entity. Each project is striving for a minimum of 30% MBE participation.

PLANNING

CAMPUS MASTER PLAN (2025 – 2035)

The Campus Master Plan supports the University's strategic goals – laying out new building development, renovations, and utility planning, including a proposed sequential development. The project is being rebid due to changes in procurement requirements related to the State's MBE identification. It is to be rebid in late summer/early fall.

PROGRAMMING

Following the Campus Master Plan, the State requires the submission of a program for every capital project that requests state capital funding. The programs typically have two components: Part I justifies the project and provides a general scope of work, and Part II describes the requirements of the building programs and spaces.

PEARL Lab Expansion: In FY 2024, the Part II Program was submitted to DBM, which authorized \$3 million after the project had been introduced through the Legislature. The current estimate shows the project at \$11 million. The project is to expand the PEARL Oyster Lab to accommodate its growing research, which requires a new building.

Concrete Lab: We responded to comments from DBM. The Legislature approved \$1 million outside of the capital process. We continue to work with the School of Architecture and Planning to determine what can be accomplished with the \$1 million.

Computer Science and Engineering: The programming process continues for a facility to house Electrical and Computing Engineering, Computer Science, and Mechatronics. After the new facility is completed, the existing engineering buildings (Mitchell and Schaefer Engineering) will be renovated for the remaining engineering disciplines after separate capital submissions and approvals.

Programs/Program Modifications Awaiting DBM's Approval (we are responding to new questions):

- Concrete Lab
- Electrical Upgrades
- Boiler Plant Repairs
- Chilled Water Repairs

SPACE INVENTORY GUIDELINES and APPLICATION PROGRAM (SGAP)

The guidelines dictate the amount of space the institution is eligible for in various space categories such as classrooms, class labs, research labs, offices, etc. Except for research space, the guidelines have not been

updated since 1999. Planning and DCM continue to participate in MHEC’s organized workgroups. The 2023-2023 SGAP Report was submitted along with the FY 2026 Capital Budget Request.

PHYSICAL PLANT

GENERAL

Staffing: Additional staff continues to be sought to supplement the team. PPD is in the interview process of hiring staff for an off-hours team to create 365/24/7 maintenance coverage.

Preventative/Deferred Maintenance: The scope of work for the preventative maintenance program for the North Campus HVAC and electrical systems has been completed and submitted to Procurement for advertising.

PPD is working with DCM to submit deferred maintenance projects to the State for:

- Refurbishment of the Central Heating Plant
- Replacement of two chillers in Communications

Training: Launched the first round for employees in technical skills through virtual reality for electrical branch circuit.

Summer Projects (in progress or completed):

- Residence halls refurbishment
- Classroom and building refreshment – Science Complex
- Deep cleaning of the Library foyer and open lobby
- Health and Human Services move-in
- Tunnel insulation replacement adjacent to the Library
- Changing air filters across campus

DESIGN AND CONSTRUCTION MANAGEMENT

CAPITAL PROJECTS

HEALTH and HUMAN SERVICES (HHS) PART II – NEW BUILDING

HHS is the new home for the: School of Community Health and Policy, School of Social Work, Medical Science, Counseling Center, and Family and Consumer Science. Specialty spaces include a virtual reality lab/simulation lab, a social work clinic for community outreach, simulation spaces, and textile labs. Departments will be vacating Portage Avenue, Jenkins Hall, Holmes Hall, and Hurt Gymnasium. The project remains on schedule and budget, opening fall 2024.

We received our certificate of occupancy in mid-July, creating substantial completion. Staff were so excited that they moved in mid-July. Minor work continues, including testing and balancing systems and bringing the audio/visual system online. We will spend the next two years closing out the project and going through the warranty period. This will be the last report on this project.

Health and Human Services (HHS Phase II)			
	Appropriation	Obligations	Balance
Design	12,566,000	13,612,555	-1,046,555
Construction	144,029,000	140,459,348	3,569,652
Capital Equipment	12,886,000	6,122,223	6,763,777
Reverted Funds			0
Total	\$169,481,000	\$160,194,126	\$9,286,874

Design: HOK/KDA MBE Goal: 30%
 CM: Barton Malow/JLN MBE Goal: 39% Tracking 41%
 Commissioning Agent: Setty & Assoc. International MBE Goal: 05%
 LEED Anticipated: Silver with the possibility of Gold

SCIENCE PHASE I and PHASE II

The project has two phases: Phase I (demolition and relocation of utilities) and Phase II (the new building). Due to the necessity of continuity, both phases are being designed and constructed by the same design and construction management teams.

SCIENCE PHASE I (DEMOLITION)

Work includes demolishing the Washington Service Center, the Annex Buildings, the fuel oil tanks (and providing new fuel tanks for the heating plant), and installing the sheeting and shoring for Phase II.

All building structures have been demolished. The fuel tanks for the heating plant will not be demolished until the new one is installed. In addition, the project awaits the switchgear and transformer, which are not expected until 2025. Temporary equipment is in place until the new equipment arrives.

The Washington Service Center site has been demolished, and the new fueling station installation is complete. The installation of the new heating fuel tank is in progress.

SCIENCE PHASE II (NEW BUILDING)

Due to the University’s exploding enrollment, particularly in the sciences, the projections exceed the approved program square footage and functions. Concerned that the proposed facility is too small, DBM requested that we update our planning guidelines to meet the new projections. Based on the revised projections, the planned building is nearly 92,000 NASF or 167,440 GSF too small. The current building design/location cannot accommodate this extra space, resulting in the need for this space to be considered in a future building.

DBM recommended significantly less funding for the project than is required. The State recommended \$264.3 million.

SCIENCE PHASE I (Demo Washington Service Center)			
	Appropriation	Obligations	Balance
Design / CM Pre	1,474,000	2,034,474	-560,474
Construction	10,212,000	9,404,763	807,237
Reverted Funds			0
Capital Equipment			0
Total	\$11,686,000	\$11,439,237	\$246,763

SCIENCE PHASE II (New Building)			
	Appropriation	Obligations	Balance
Design / CM Pre	25,855,000	17,288,903	8,566,097
Construction	15,063,000		15,063,000
Reverted Funds			0
Capital Equipment			0
Total	\$40,918,000	\$17,288,903	\$23,629,097

Design, Phase I:	Moody Nolan	MBE Goal:	63.74%
CM, Phase I:	Barton Malow/Warren Brothers	MBE Goal:	45.00%
Design, Phase II:	Moody Nolan	MBE Goal:	47.75%
CM, Phase II:	Barton Malow/Warren Brothers	MBE Goal:	45.00%

CARTER-GRANT-WILSON (CGW)

The renovation of CGW will provide new spaces for Graduate Studies and International Affairs. Work will provide for a completely renovated building, including new interior walls, infrastructure, landscaping, MEP/HVAC systems, elevators, restrooms, windows, etc., to meet current codes. We are in the negotiation phase with the architectural engineering team.

LAKE CLIFTON HIGH SCHOOL

The project for demolition is out to bid.

DEFERRED MAINTENANCE FY 2020/2021/2022/2023, 2025: FUNDING \$68,500,000

Deferred maintenance funding is typically for projects where the maintenance has been deferred and is for projects where the asset is past its useful life. It involves various types of projects across campus.

ACADEMIC QUAD STEAM REPLACEMENT

The remaining work is between McMechen and Dixon. Access to Dixon Lecture Hall is expected to open prior to the start of school. The contract is to be substantially complete before the end of the year. This is the last report on this project.

Engineer:	RMF Engineering	MBE:	00%
Contractor:	PipeWay Construction	MBE:	15%

WEST CAMPUS INFRASTRUCTURE

The scope of work includes rebuilding the structural wall, replacing the "Spite Wall" with Morgan's decorative stone fence, stone piers, and landscaping while expanding the parking along the north wall of the Behavioral and Social Science Center (BSSC) lot.

Argonne Drive will be completed last. It was held up due to an unexpected stormwater source that appears to be coming from the Shopping Center site. Work is due to be completed by the start of the fall semester. Adjustments may be made at the Hillen Road entrance after Argonne is in place. The turn required by the City appears to be too tight. This will likely be the last report for this project.

Engineer:	Whitley Baily Cox Magnani (WBCM)	MBE:	00%
Contractor:	Urban Zinc Contractor, Inc.	MBE:	15%

UNIVERSITY MEMORIAL CHAPEL

There are three deferred maintenance projects associated with the Chapel: window restoration, roof replacement/stone work, and water infiltration. The window restoration (completed) and the roof/stone projects include partial funding from the federal Department of the Interior’s National Parks Service (NPS) HBCU grant (\$500,000 each). As planned, both of these projects will exceed the grant funding; the balance is made up from deferred maintenance funds.

ROOF REPLACEMENT/REPAIR

Work includes replacing the Chapel’s roofs and repairing stone walls. The work will follow the requirements of NPS. The design is complete and the bid documents are being prepared. We have pushed the bidding of the work until the late summer/fall of 2024.

Design: Gant Brunnett Associates MBE: 24.74%

WATER INFILTRATION (TRUTH HALL/CHAPEL)

Work is nearing completion for both projects, with the majority of the work anticipated to be completed by the start of the fall semester. Both buildings had water infiltration measures done on the inside and outside. Work includes parging on the inside with French drains and sump pumps as necessary. The exterior was waterproofed with foundation drains added, holes/open pipes plugged, mortar joints filled, and bad waterproofing removed before the new could be attached. The exterior stone areaway of the Chapel had to be structurally stabilized as the walls were moving and the arch supporting the walls was coming apart. This will be the last report for this project.

Design: Murphy Dittenhauser Architects MBE: 58.98%
Contractor: PipeWay Construction MBE: 30%

CAMPUS-WIDE ELECTRICAL UPGRADES

BGE is working on the design to provide the campus with new dedicated feeders that will essentially double the power available to the campus for the new buildings and electrification projects. The campus has reached the capacity of power available from the existing BGE feeders. The electrical upgrade project includes two dedicated 34kV feeders, a new central substation, and the replacement of the Cold Spring substation. The requested design funds for FY 2025 were not funded and have been pushed to FY 2026.

The Part II Program was delayed due to the delay of the Campus Master Plan. DBM has provided funding for the design in FY26.

SUBMETERING (ALSO REFER TO ENERGY AND SUSTAINABILITY)

Submeters were installed on all energy systems (electric, water, gas, steam, and chilled water) to track individual building uses to better assess building performances by adding 180 meters to campus. The trending data will allow for better management of the buildings, including maintenance, system corrections, and use of the building, which are all related to the energy efficiency of the building. This information will also feed into the energy performance contract (EPC).

The corrections for the electric meters have been completed. The corrections for the other than electric meters are in process.

STADIUM WAY SLOPE STABILIZATION

The project will correct the failing slope along Stadium Way and the Herring Run. Work will also include rebuilding portions of Stadium Way and its east sidewalks. Work started in late July by turning Stadium Way into a one-way street.

Construction: Flanigan MBE: 21.01%

FY 2025 DEFERRED MAINTENANCE

The primary projects for FY 2025 include replacing Murphy’s roof and exterior doors and adding security locks for these doors. Six million dollars was received for FY 2025. We plan to work on the request for proposal scopes this fall.

NON-STATE CAPITAL PROJECTS

Hurt Gymnasium: The improvements to Hurt are being designed and constructed through the Master Services Agreement between the Maryland Clean Energy Center (MCEC) and Morgan. MCEC contracted with Siemens on behalf of MSU to complete interior improvements to the building’s MEP, fire protection, life safety, and security. Mahogany, Inc. (an MBE firm) is Siemens’ general contractor for the finishes work, which is being funded through the HBCU Cap Fin loan fund. This will be the last report for this project.

Hurt had a soft opening in mid-July, and certain areas were in use. Contractors are working to complete/correct the work.

Construction: Mahogany, Inc. \$12,924,563 HCBU Funds MBE: 37.6%

Total project renovation cost with HBCU and other funds is \$30,000,000.

Deferred Maintenance Capital FY 2020 - FY 2023, 2025					\$ 68,500,000
	Appropriations	Obligations	Balance		
	\$ 68,500,000		\$ 68,500,000		
Steam Trap (Completed)		\$ 1,406,398	\$ (1,406,398)		
West Campus Design (Substantial Design)		\$ 569,309	\$ (569,309)		
Fire Alarm - Siemens		\$ 1,589,889	\$ (1,589,889)		
AHU 14 (Completed)		\$ 851,787	\$ (851,787)		
Chapel Window Grant Design (Completed)		\$ 3,595	\$ (3,595)	Balance in Grant	
Truth/Chapel Water Infiltration Design		\$ 278,965	\$ (278,965)		
Schaefer Auditorium Renov (Completed)		\$ 593,396	\$ (593,396)		
Central Heating Plant Renov - Siemens		\$ 2,407,395	\$ (2,407,395)		
Submeters - Siemens		\$ 2,931,875	\$ (2,931,875)		
Steam Manholes (Completed)		\$ 675,512	\$ (675,512)		
Steam Replace Academic Quad (Substantial Complete)		\$ 8,592,723	\$ (8,592,723)		
Chapel Roof Design		\$ 69,728	\$ (69,728)	Balance in Grant	
West Campus Infrastructure (Substantial Complete)		\$ 5,721,064	\$ (5,721,064)		
Chapel Window Construction (Completed)		\$ 1,260,254	\$ (1,260,254)		
Campus Wide Security (Cameras - Substantial Complete)		\$ 4,373,624	\$ (4,373,624)		
Steam Replace Academic Quad, Phase II*		\$ -	\$ -	Operating Funds	\$ 5,754,446
Water Infiltration Truth / Chapel - Design		\$ 278,965	\$ (278,965)		
Water Infiltration Truth / Chapel - Construction		\$ 1,953,458	\$ (1,953,458)		
BGE Pole Replacement West Campus		\$ 11,761	\$ (11,761)		
Stadium Way Slope Stabilization (Construction)		\$ 14,976,950	\$ (14,976,950)		
			\$ -		
Total	\$68,500,000	\$48,546,648	\$ 19,953,352		
(Operating Funding Source) - Anticipate DBM Approval to reimburse with Deferred Main. Dollars					
Boiler Plant Repairs		\$ 5,000,000	\$ (5,000,000)	Awaiting DBM Approval	
Fire Alarm Construction, Phase II		\$ 8,200,000	\$ (8,200,000)	Completing Phase I Design	
Murphy Fine Arts Roof, Exterior Doors, Elect Locks		\$ 5,000,000		Need to Write RFP	
Y Stairs - Replacement		\$ 850,000		Need to Write RFP	
Anticipated Expenditure Balance			\$ 6,753,352		
Paid for By HBCU Funds					
Steam Replace Academic Quad, Phase II		\$ 5,754,446	\$ (5,754,446)		

Fire Alarm Upgrades: The State Fire Marshal has directed the University to upgrade the campus-wide fire alarm systems to meet current life safety and building code requirements. The project will be completed in three phases, starting with the highest-risk buildings. EBL Engineers, LLC is the fire protection engineer. Construction funding for the first phase was requested as part of the deferred maintenance projects and is awaiting DBM approval.

Engineering: EBL Engineering, LLC \$1,954,119 (Phase I) MBE: 21.30%

RESIDENTIAL/STUDENT HOUSING

Strategic Housing Plan - Renovations/Replacement: The University's strategic housing plan is to replace/renovate all of its existing housing stock over the next 10-plus years.

Current Schedule		Beds		Revised Counts
Thurgood Marshall (TM) I	Opened 2022	670 New Beds		No Change
TM Apts. Demolished	Closed 2022	284 Loss of Beds		No Change
TM III (Legacy Hall)	Opens 2024	604 New Beds		No Change
Baldwin/Cummings	Closed 2023/Opens 2024	84/104 Loss of Beds		72/111 New

Planned Schedule	Off Line	On Line	Current Beds	Revised Beds
O’Connell	2025	2027	205	568 approx
Harper-Tubman	2025	2026	222	TBD

Future: The schedule for Rawlings and Blount renovations is yet to be determined.

Thurgood Marshall (Phase III - 604 New Beds) MBE: 31.82% (Goal 30%)
Phase III connects to the dining hall through their lobby. The residential area will have similar features as Phase I with the addition of a gaming room, classroom/business incubator, and lounge space on the entry level. The facility will open in August 2024.

Baldwin/Cummings: Both Baldwin and Cummings, which will open in August 2024, have new entrances, ADA access, reception, security systems, study, and gathering spaces. Exterior and minor work will continue after occupancy until all is completed.

Whiting-Turner/HCM Arch CM/Design \$33,500,000 MBE Goal: 40%

O’Connell and Harper-Tubman: Site investigations and design have begun for both buildings via MEDCO (both P3 projects). The replacement of O’Connell is to yield approximately 568 beds, and the bed count for the renovation of Harper-Tubman is approximately the same (it is still being determined).

The design teams selected are Design Collective for Harper-Tubman and HCM2 for O’Connell. Both projects are working on determining the bed counts and configuration of beds. The Harper-Tubman count should remain close to the current count. The O’Connell count is approximately 568. Both are being refined. The O’Connell project is to include a food source (the level is being determined) and a bridge over the Herring Run to the Academic Quad is being considered.

MISCELLANEOUS PROJECTS

WOW CAFÉ

The Cafe opened in June and is located in the southwest corner of the Martin D. Jenkins Building in the existing retail space. This will be the last report for this project.

GRAVES SCHOOL OF BUSINESS – VIDEO WALL REPLACEMENT

DCM is supporting the School of Business and Management and Division of Information Technology to replace the atrium video wall. The project is to be completed in time for the spring semester of 2025.

MEDCO

In addition to financing and managing the Harper-Tubman and the O’Connell housing projects, MEDCO is also preparing a campus parking study to determine potential locations for structured parking.

ENERGY / SUSTAINABILITY

LEED BUILDINGS

Gold: CBEIS (2016), Graves School of Business and Management (2016), Tyler Hall (2021), and Thurgood Marshall Phase I (2023).

Silver: Martin D. Jenkins Building (2018) and Public Safety Building (2023).

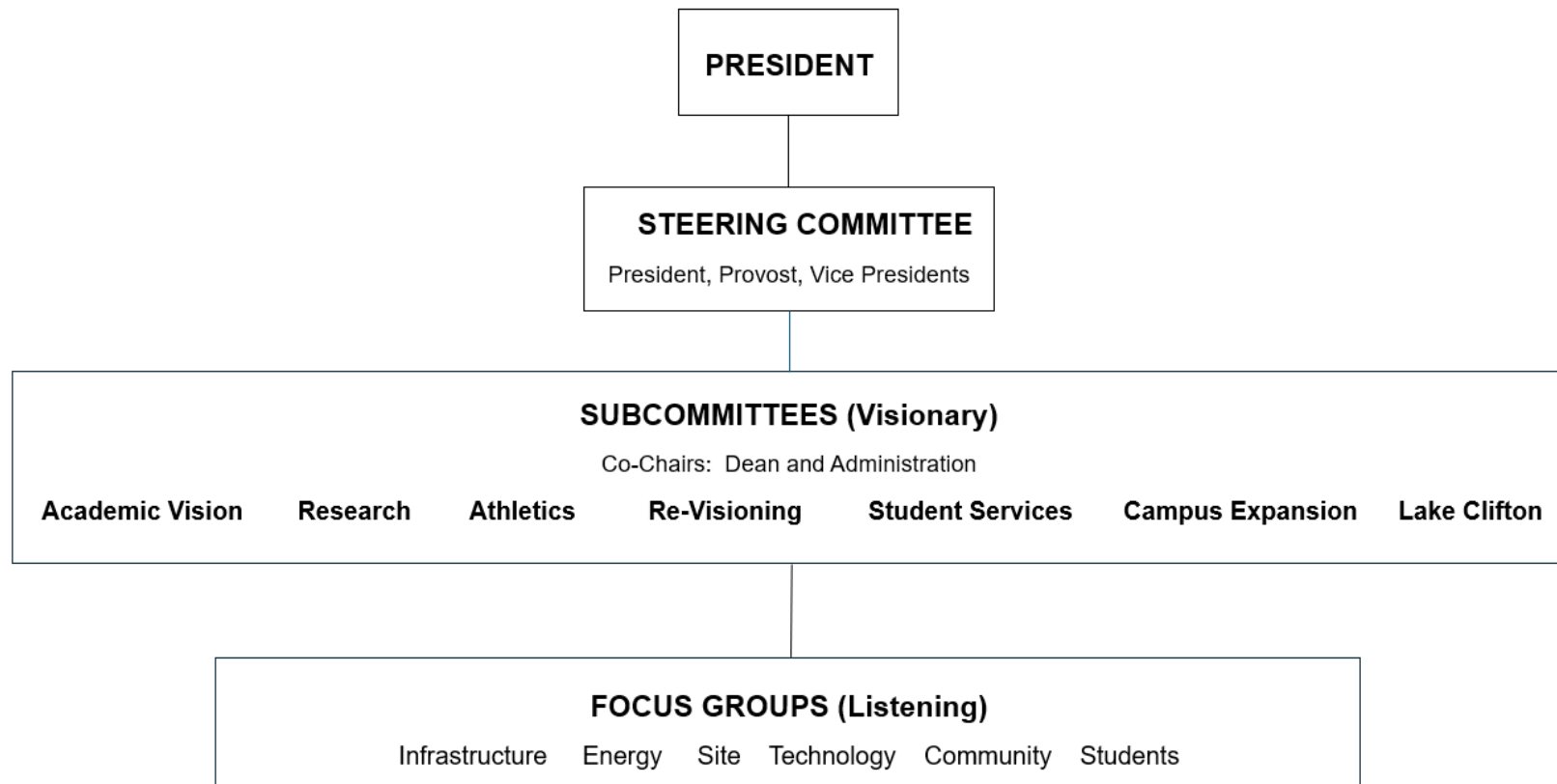
MCEC/Siemens: Morgan's partnership with MCEC and Siemens is to advance Morgan's energy and sustainability program. Components of the partnership include an EPC and several Indoor Air Quality (IAQ) contracts that also improve energy efficiency. Coordination of these projects with major capital projects is necessary to avoid conflicts and duplication of work. These projects are managed through the Office of Energy Management and Sustainability.

Energy Performance Contract: An EPC is designed and constructed to produce recognizable and guaranteed cost savings for the University to offset the capital cost of the investment.

There are 13 energy conservation measures (ECMs) with an estimated savings guarantee of \$4 million. This work includes lighting, water conservation, building envelope, demand flow, control upgrades, duct cleaning and sealing, steam trap replacement, pipe insulation, boiler plant upgrades, and a back-flow preventer replacement. This work continues.

Morgan is working with Siemens to finish and correct its work. EPC 2 remains on hold until the current work has been completed and corrected. It includes work in the University Student Center, Hill Field House, Communications Building, Schaefer Engineering, and the Richardson Library. The summary of work consists of adding controls to various equipment, replacing pumps for hot and chilled water, refurbishing air handling units and ventilation fan controls, replacing insulation, replacing/adding variable frequency drives, etc. The purpose of EPC projects is to create cost savings to offset the cost of capital investment.

Indoor Air Quality: Buildings with IAQ improvements include: Murphy Fine Arts Center, Hurt Gymnasium, Residence Halls, Science (fume hoods), and the Central Heating Plant. Work involves replacing HVAC systems, adding air quality monitors, changing/controlling the airflow in fume hoods, etc.

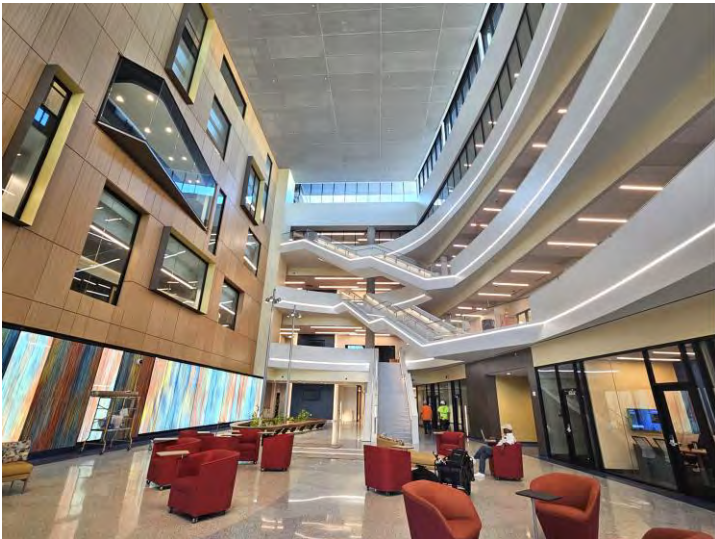


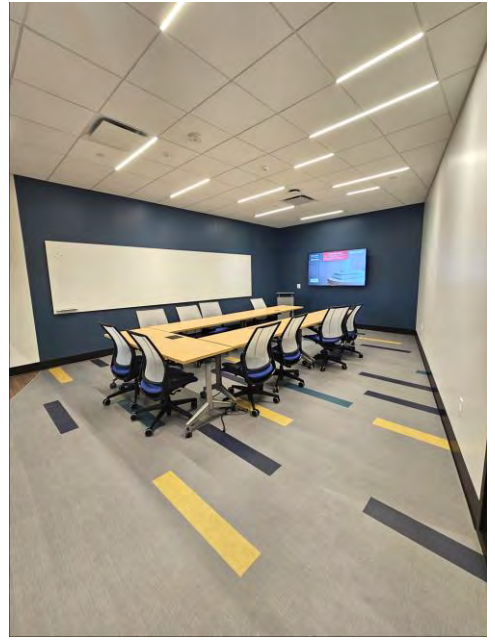
7/23/2024

MORGAN STATE UNIVERSITY
CAMPUSWIDE FACILITY MASTER PLAN COMMITTEE ORGANIZATION

PROJECT PHOTOS

HEALTH AND HUMAN SERVICES

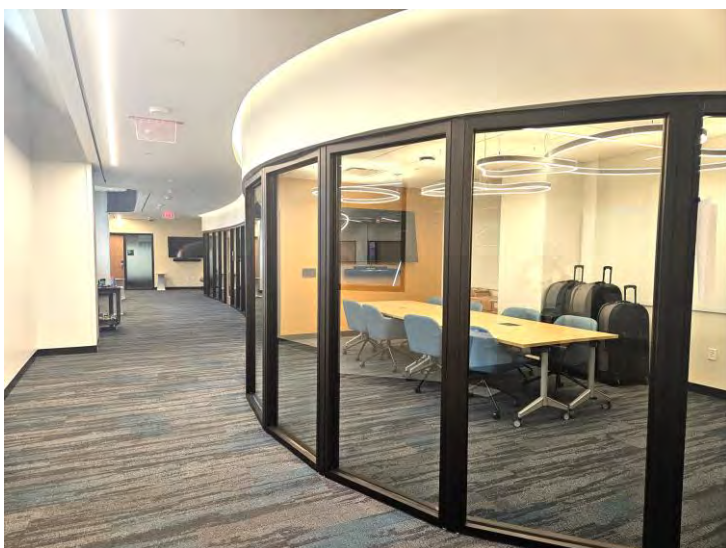




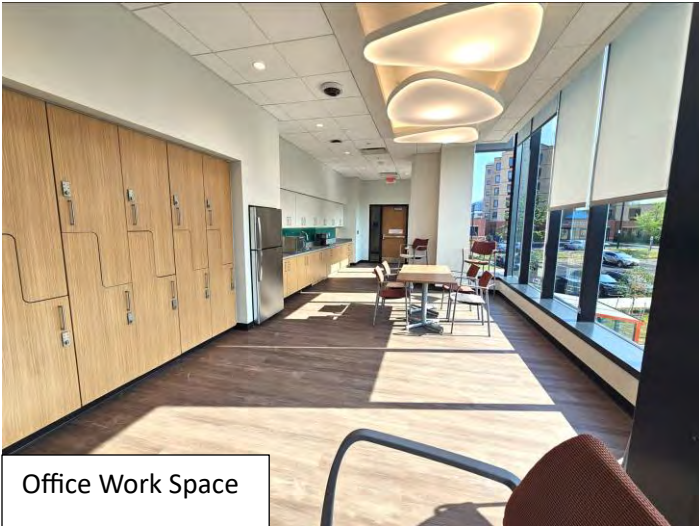
Nursing Sim Lab



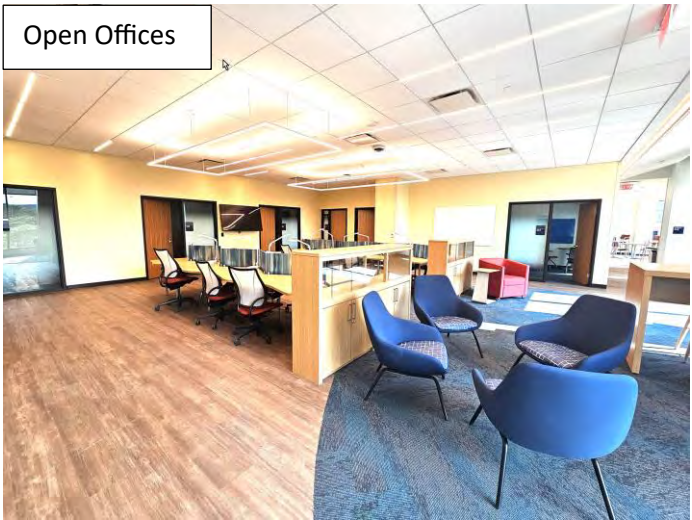
Counseling Center



Entry 2nd Level



Office Work Space



Open Offices



Green Roof



Green House



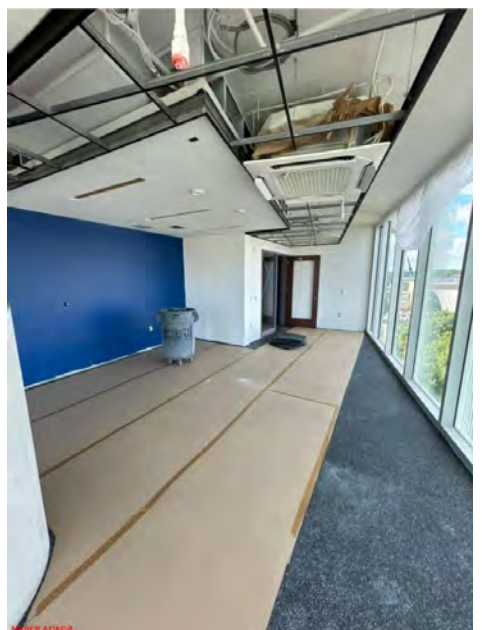
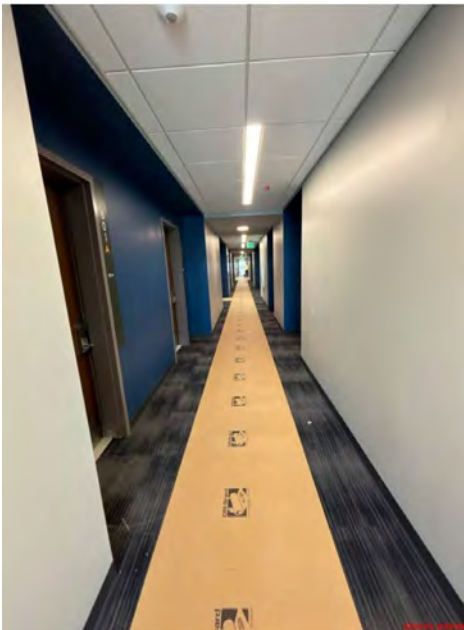
Construction Team



Excited Residents

STUDENT HOUSING

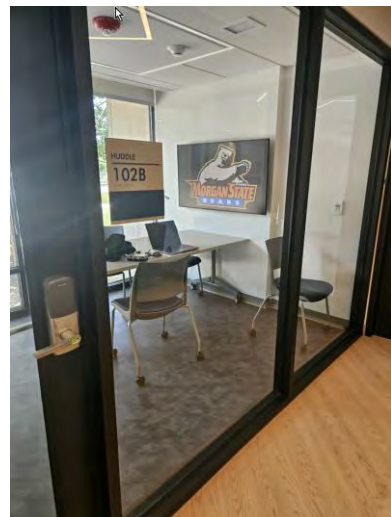
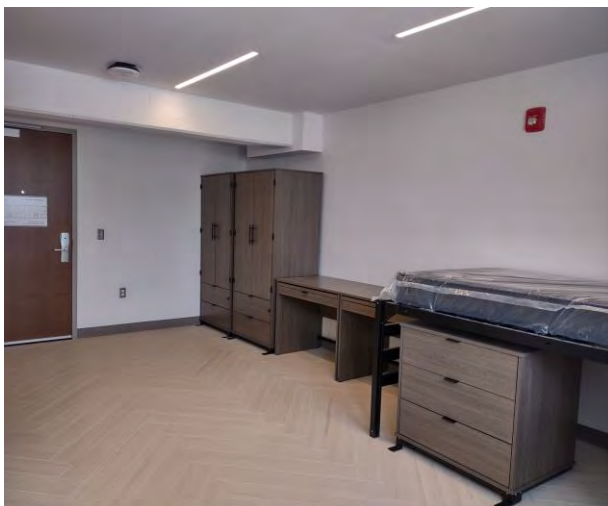
LEGACY HALL (Thurgood Marshall Tower II)



BALDWIN HALL

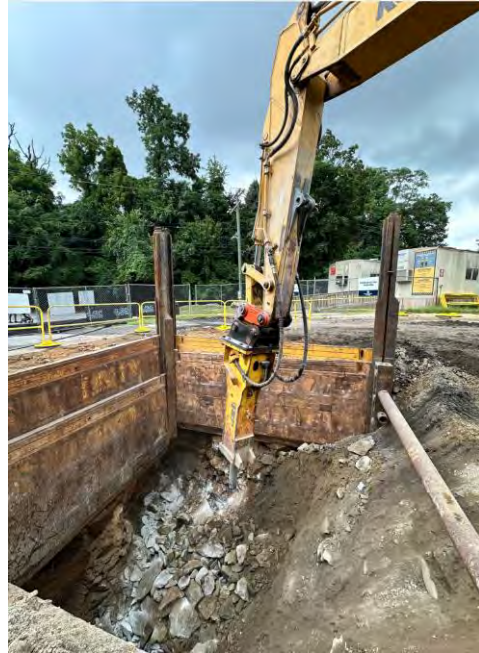


CUMMINGS HOUSE



SCIENCE PHASES I and II

PHASE I – DEMOLITION



PHASE II NEW BUILDING

Gateway Entry from Cold Spring @ Stadium Way

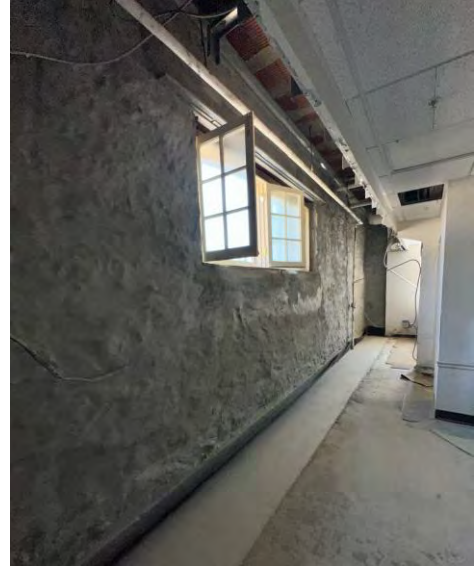


Campus Entry, 3rd Level



WATER INFILTRATION

CHAPEL



TRUTH HALL



WEST CAMPUS INFRASTRUCTURE



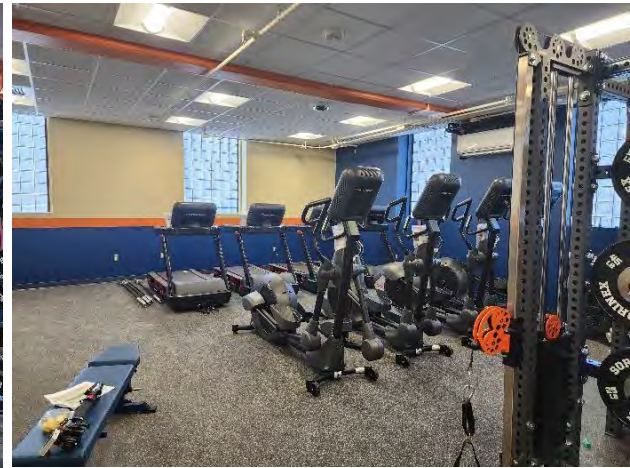
Argonne Entrance

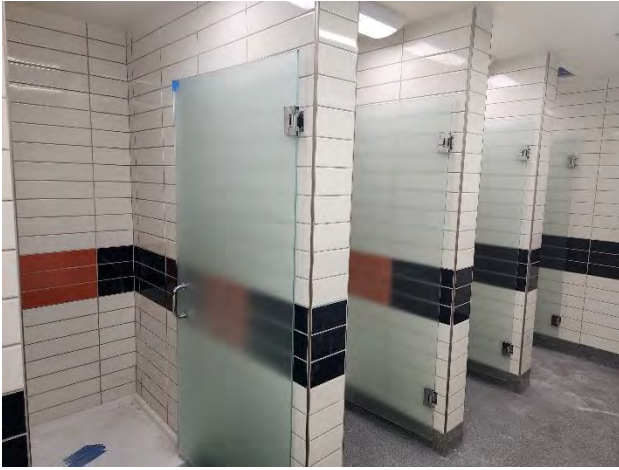


ACADEMIC QUAD STEAM



HURT





HARPER TUBMAN / O'CONNELL
RESIDENTIAL STUDIES

HARPER TUBMAN:
Room Evaluations

PROPOSED TYPICAL FLOOR LEVELS - SUMMARY



SCHEME 1 TYP FLOOR UNIT MIX:

(5) 1-BED UNITS > 5 BEDS = 6%
(0) 2-BED UNITS > 0 BEDS = 0%
(18) 4-BED UNITS > 72 BEDS = 94%

77 TOTAL BEDS PER FLOOR

*EXCLUDES RD UNIT

**3 BEDS MORE THAN EXISTING TYP FLOOR

SCHEME 1 PROPOSED INTERVENTIONS:

1. ABSORB LAUNDRY AND LOUNGE SPACE FOR RESIDENTIAL USE



SCHEME 2 TYP FLOOR UNIT MIX:

(5) 1-BED UNITS > 5 BEDS = 7%
(2) 2-BED UNITS > 4 BEDS = 5%
(17) 4-BED UNITS > 68 BEDS = 88%

77 TOTAL BEDS PER FLOOR

*EXCLUDES RD UNIT

**3 BEDS MORE THAN EXISTING TYP FLOOR

SCHEME 2 PROPOSED INTERVENTIONS:

1. ABSORB LAUNDRY AND LOUNGE SPACE FOR RESIDENTIAL USE
2. RECONFIGURE TUBMAN DEMISING WALLS TO MAKE FOR IMPROVED AND VARYING UNIT TYPES.



SCHEME 3 TYP FLOOR UNIT MIX:

(4) 1-BED UNITS > 4 BEDS = 7%
(5) 2-BED UNITS > 10 BEDS = 14%
(15) 4-BED UNITS > 60 BEDS = 81%

74 TOTAL BEDS PER FLOOR

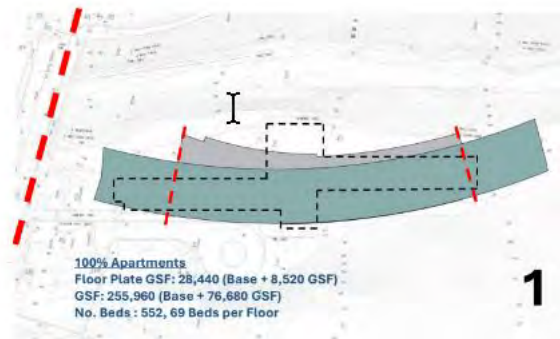
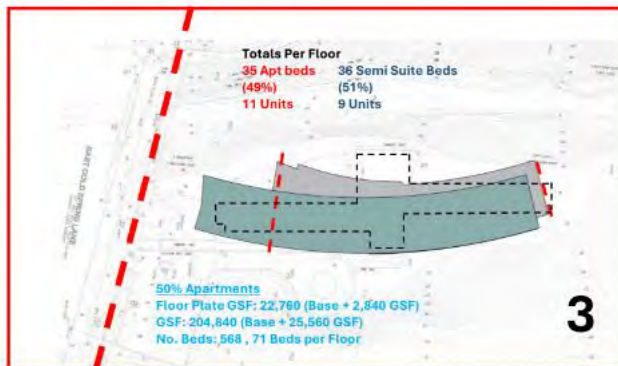
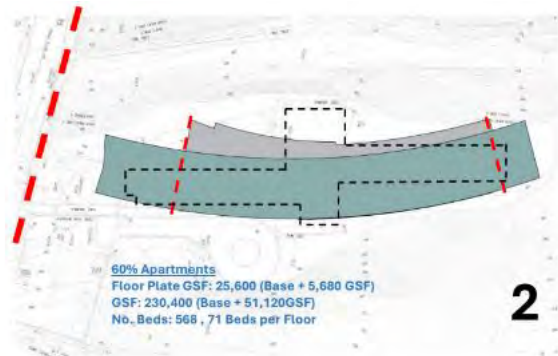
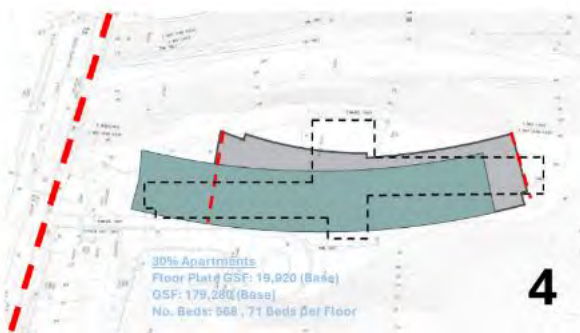
*EXCLUDES RD UNIT

**EQUAL BED COUNT TO EXISTING TYP FLOOR

SCHEME 3 PROPOSED INTERVENTIONS:

1. ABSORB LAUNDRY AND LOUNGE SPACE FOR RESIDENTIAL USE
2. RECONFIGURE TUBMAN DEMISING WALLS TO MAKE FOR IMPROVED AND VARYING UNIT TYPES.
3. ABSORB/ RECONFIGURE EGRESS STAIRS TO PROVIDE SPACE FOR UNITS AND LOUNGE.

O'CONNELL:
Floor Studies





Report to the Morgan State University Board of Regents – August 6, 2024
Reporting Period: July 1, 2023 – June 30, 2024

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

I. INTRODUCTION & COMMENTS FROM THE VICE PRESIDENT FOR RESEARCH AND ECONOMIC DEVELOPMENT

What D-RED Does:

- **Enhances Morgan’s Research Capacity** and Provides Infrastructure Support to increase external funding from public and private sponsors;
- **Ensures Compliance with all Applicable Laws and Regulations**, including those related to the Responsible Conduct of Research;
- **Assists in Coordinating Research in Program Areas that span several Schools**; and
- **Facilitates the Commercialization of Faculty and Student-Generated Intellectual Property.**

In FY 2018, we set a goal of receiving a sustainable \$50 million in sponsored research income on an annual basis, with at least \$40M in Research Expenditures.

- **In FY 2023, MSU received new funding commitments worth \$83.3 million.**
- **For FY 2024, we received new funding commitments worth \$88.0 million.**
- **We project that Research Expenditures for CY24 will be between \$48M and \$51M.**

See below for additional details. D-RED is continuing to focus on improving our systems and processes to support the continuous growth of Morgan’s stature within the nation’s higher education research community as we move ever closer to Carnegie R1 status.

A Quest for Research Excellence and Distinction

At Morgan State University, we aim to become one of the top research universities in the nation while remaining uniquely “Morgan.” We aspire to conduct some of the best research in the world while being truthful to our mission of serving the under-served and nurturing the students who need us the most. In our quest for ascendency in research, we want to be intentional and not lose sight of our founding mission. We want to be sure that our research will significantly improve the lives of many in this nation. We aim to enhance equity, reduce disparities, and save lives. This is why we have created several new research centers such as the Center for Equitable Artificial Intelligence and Machine Learning Systems, the Center for Urban Health Equity, the Center for Urban Violence and Crime Reduction, and the Center for Urban and Coastal Climate Science Research. This is why the grant applications out of our National Transportation Center focus on urban and equitable transportation issues.

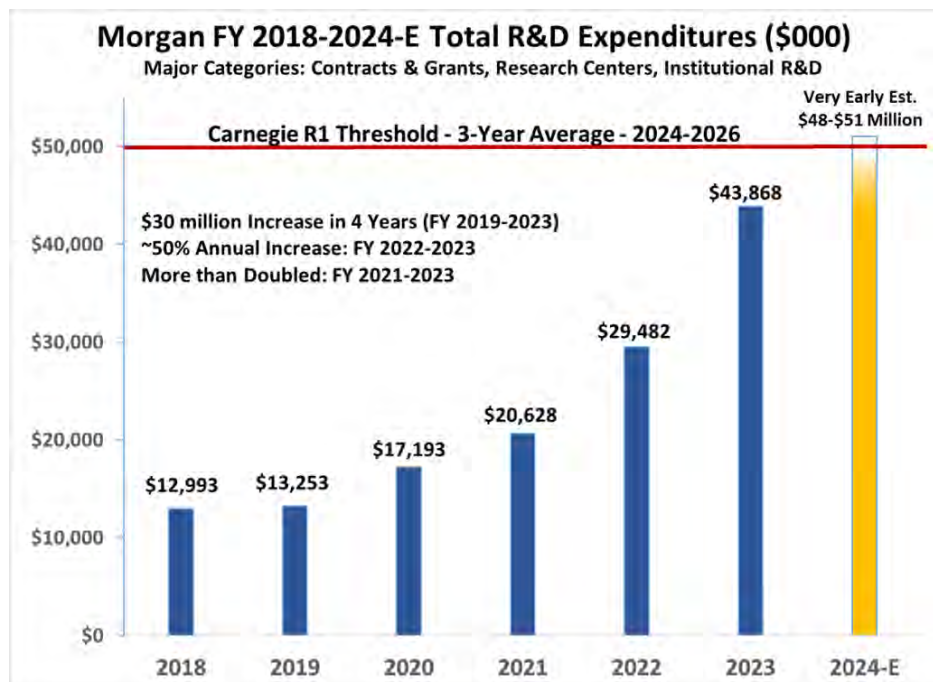
We are confident that our vision of attaining R1 research status is a true and clear path. Our aim to reach the pinnacle of university research while serving our communities and our students is a bright, noble, and highly achievable goal.

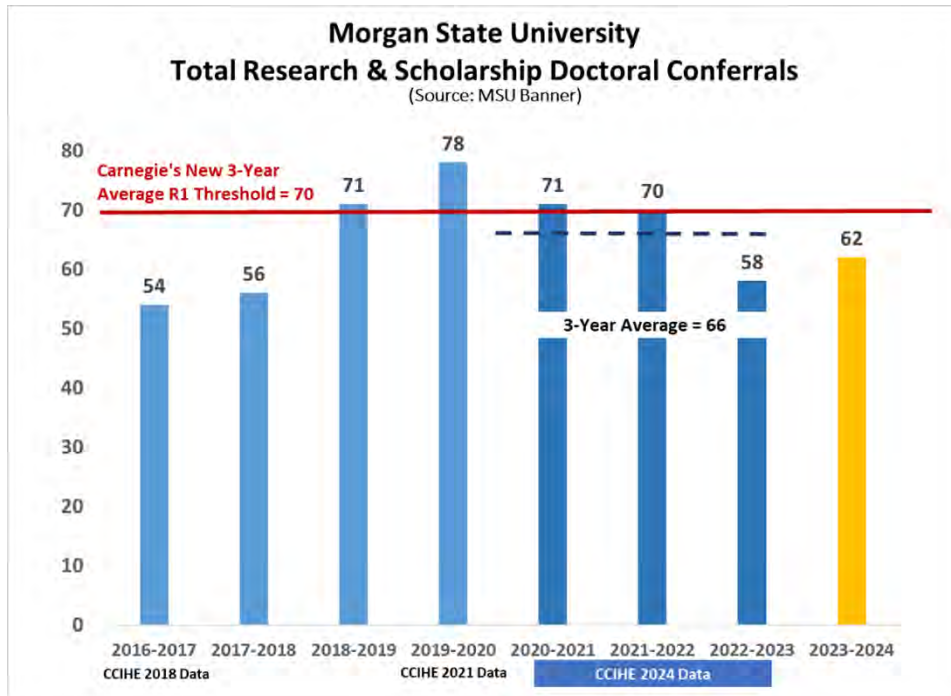
Task to Improve Identification and Classification of Carnegie Metrics

Since 2020, Morgan has made improvements in capturing (and properly classifying) our metric outputs and outcomes - consistent with Doctoral Research Universities and Carnegie guidelines.

FY24 Initiatives have included:

- **Carnegie Metric Projection Models: 2027-forward R1 Threshold Change: 3-Year Averages:**
 - \$50 Million Total R&D Expenditures/Fiscal Year
 - 70 Total Doctoral Conferrals/Academic Year
- **Supporting Carnegie R1 Metric Increases**
 - Capturing all Allowable R&D Expenditures (NSF HERD)
- **Building Reputation to Enhance Metrics**
 - Well-3R Project: Well-Respected/Recognized/Rounded
 - Science and Technology Capabilities and Skills (SATCAS)





R1 Need: Be able to Project 3-Year Forward Averages of Doctoral Conferrals

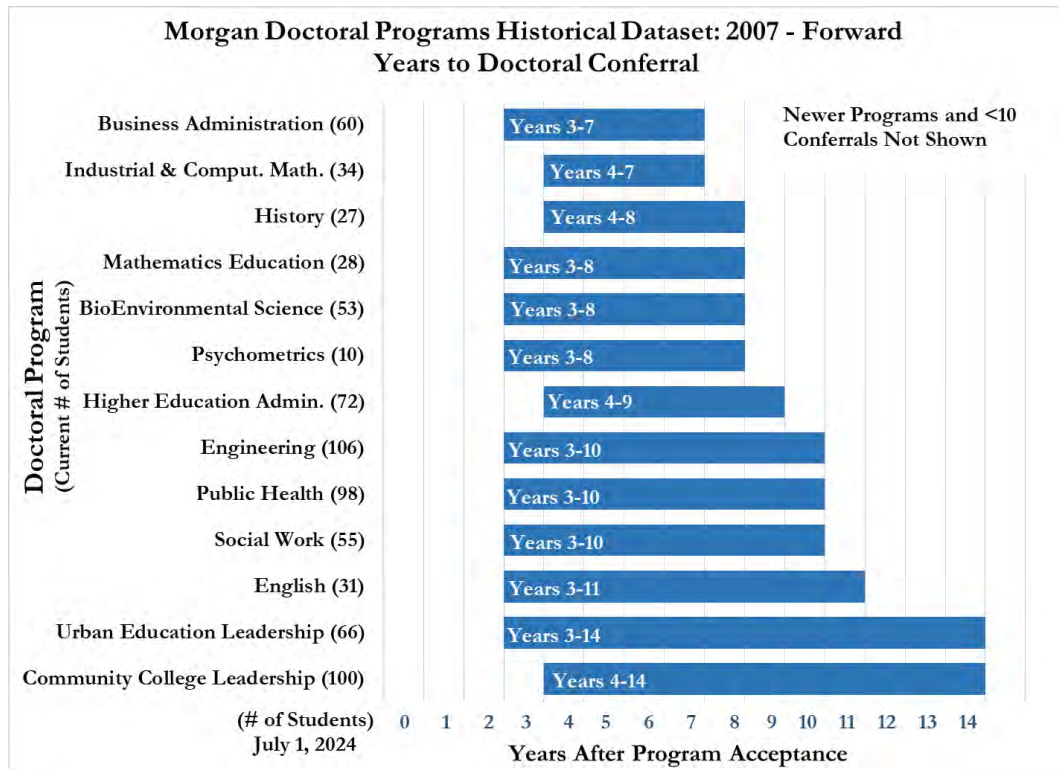
Developed a long-term model to help predict doctoral conferrals per program for CCIHE 2027 & 2030. The basic information for the Model was provided by Dean Garrison, Dr. Paul Voos, and Dr. Cheryl Rollins.

Years to Doctoral Conferral: Data used for Carnegie R1 Conferral Model

The Chart below shows the historical data for the elapsed time to doctoral conferrals by program and the current number of students. The three example charts that follow show the percentages of students that have been conferred doctoral degrees by the elapsed years after candidate acceptance. We used the information to create a forward-looking projection of the current doctoral students by program.

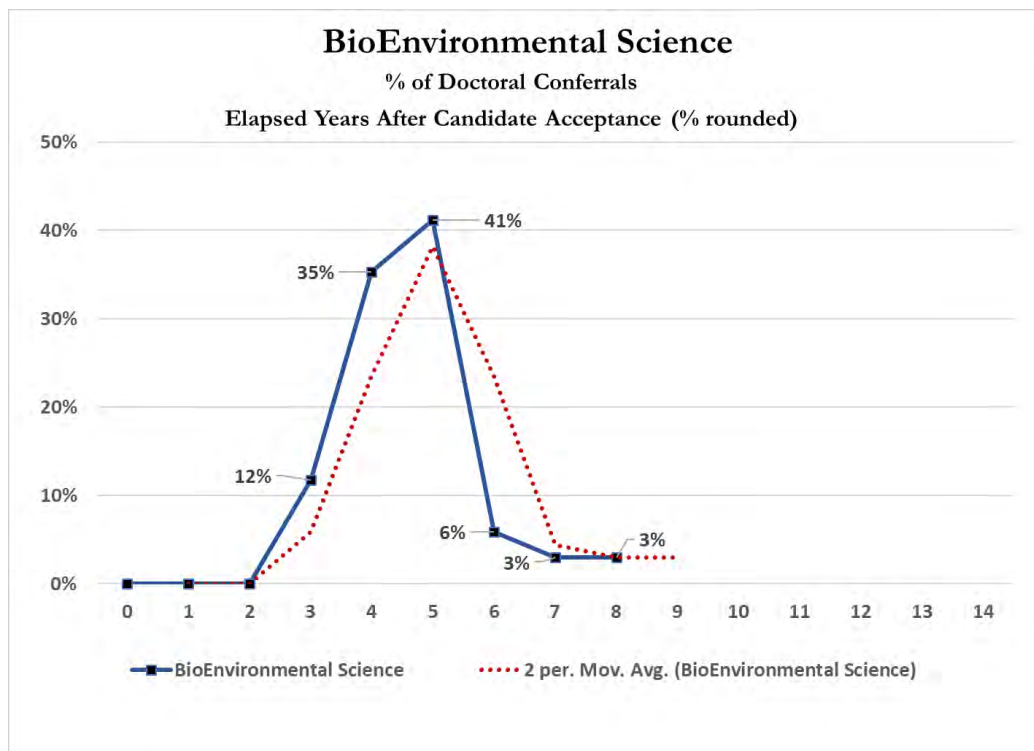
- Assessed Morgan's Historical Data 2007-2023
 - Doctoral Program Candidate's First Semester
 - Program Transfers
 - Degree Conferral Date (and eventual Non-Conferrals)
- Determined Individual Candidate Outcomes
 - Evaluated Elapsed Years to Doctoral Conferral by Program
 - Generated Program Conferral Probability %/Year
 - Determined an Overall Non-Conferral % Rate for Candidates
- Compiled Data to Project 3-Year Conferral Averages for Carnegie 2027 & 2030

The Process

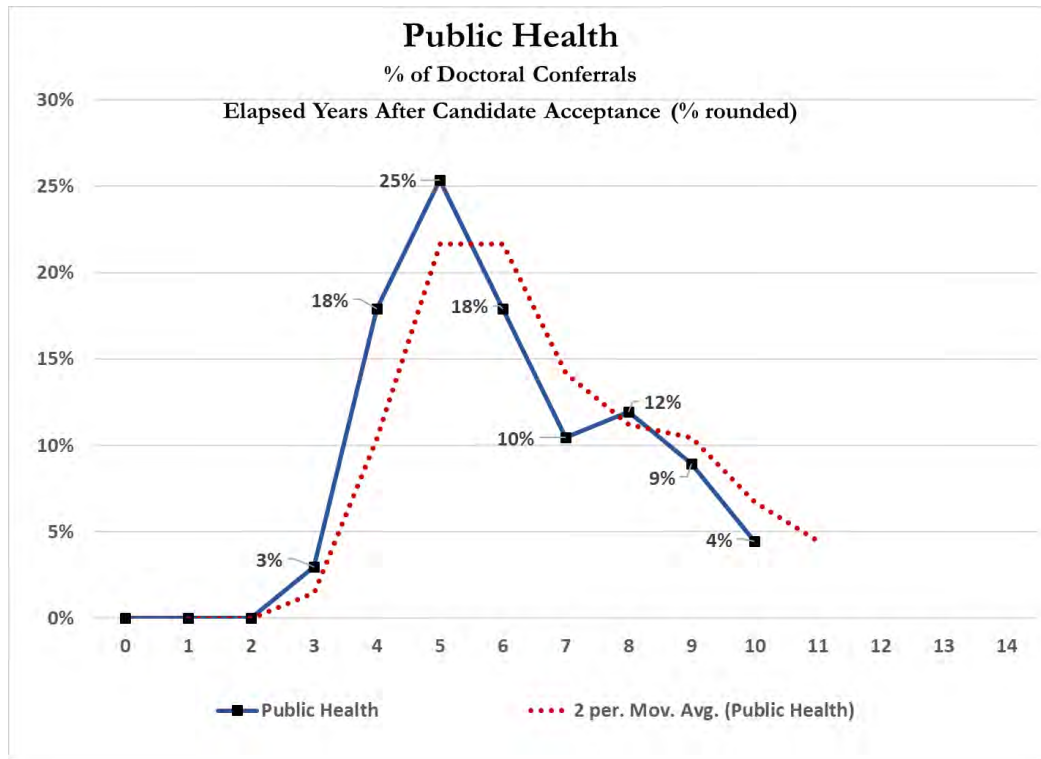


Three Examples:

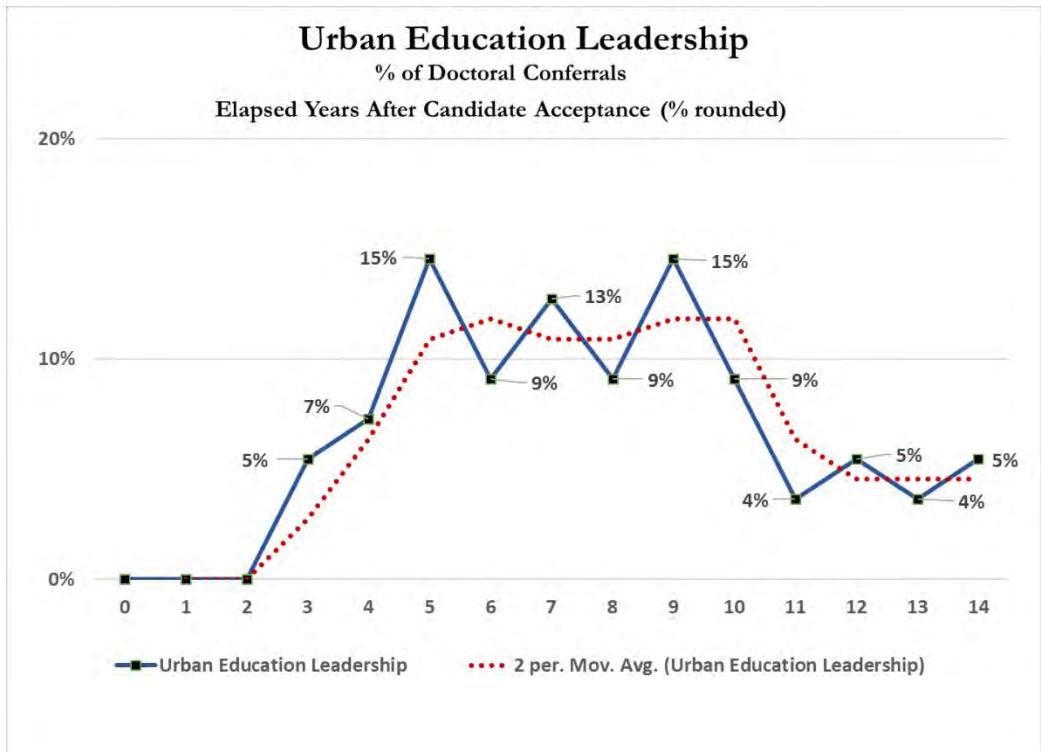
Historical Data Plot - Bioenvironmental Science - 7-year Conferral Rate: 97%



Historical Data Plot – Public Health – 7-year Conferral Rate: 75%



Historical Data Plot - Urban Education Leadership - 7-year Conferral Rate: 49%



Applying Historical Outcomes to Projected 3-Year Carnegie Average Conferrals for 2027 and 2030

- Applied Historical Outcome Data to Current Students
 - Candidates were Assigned Conferral Probability % in Forward Years Based on Their Program.
- Talled all Probability Data/Program/Forward Years
 - Newer Programs: Used Historical Probabilities/Similar Program
 - Adjusted Overall Probability by a Non-Conferral Factor
- Summed All Program Projections (Grand Total)
- Alpha Tested Model in 2024 Academic Year:
 - The Model Projected 64 Total Doctoral Conferrals
 - Actual Total Number of Conferrals was 62.
- Calculated Three-year Forward Sequential Datasets for Current Doctoral Students

Doctoral Conferral Model Projections*	
Projection for Carnegie 2027	
Three Year Average	
Carnegie R1 3-year Average Threshold	70
Morgan 3-year Projected Average**	73
Projection for Carnegie 2030	
Four Sequential 3-Year Averages Through 2029	
Carnegie R1 3-year Average Threshold	TBD
Morgan 3-Year Projected Average	76

**Based on Current Numbers of Doctoral Students*

***Model Projections 6/30/2024 - Adjusted for AY 2024 Actuals Model to be Fine-tuned Annually and Updated Each Semester*

Academic Year 2024 Alpha Test: Projection 64, Total Conferrals: Actual 62

Future model projections do not consider new initiatives to improve/accelerate conferrals of current doctoral candidates.

The Well-3R Project:

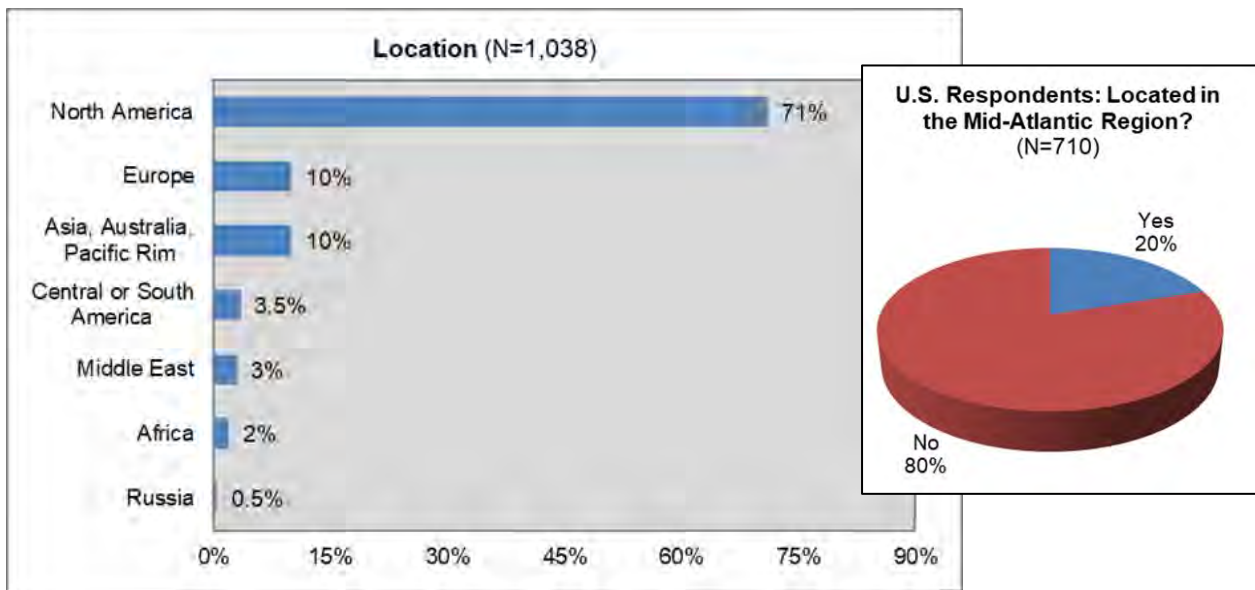
Morgan: A Well-Respected, Well-Recognized, and Well-Rounded, Carnegie Doctoral Research University.

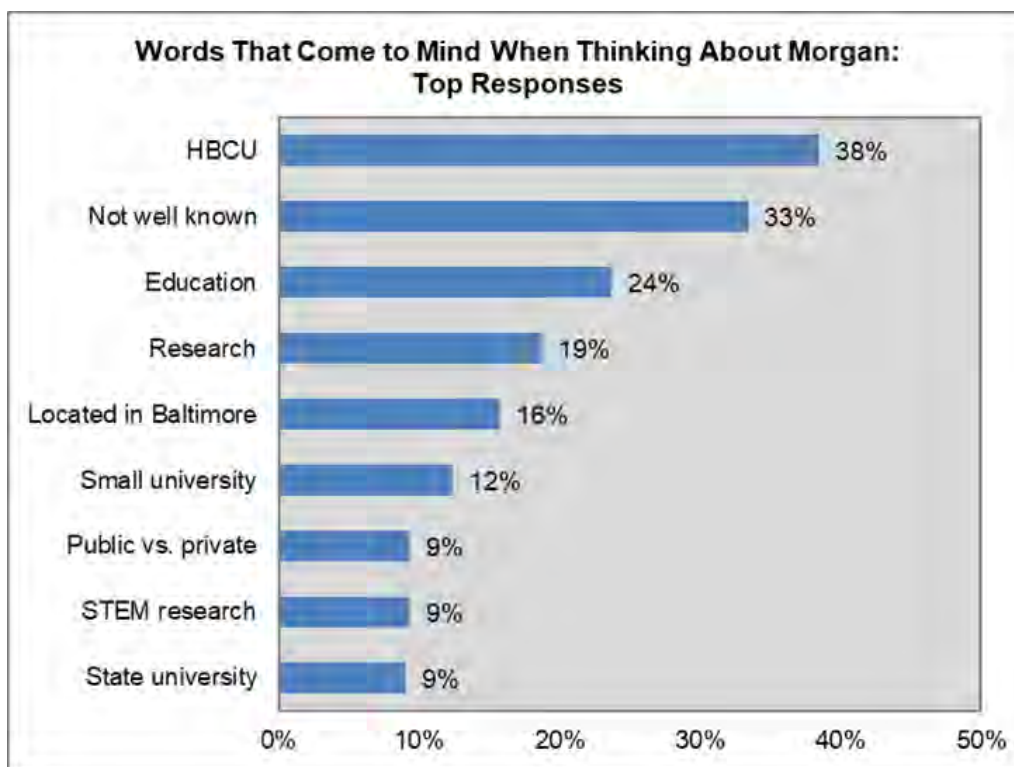
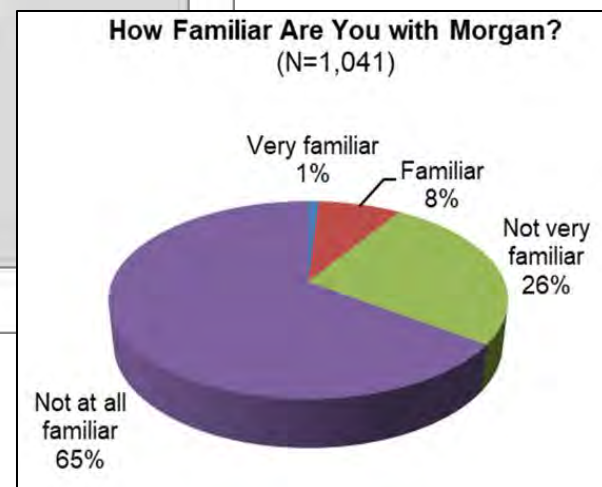
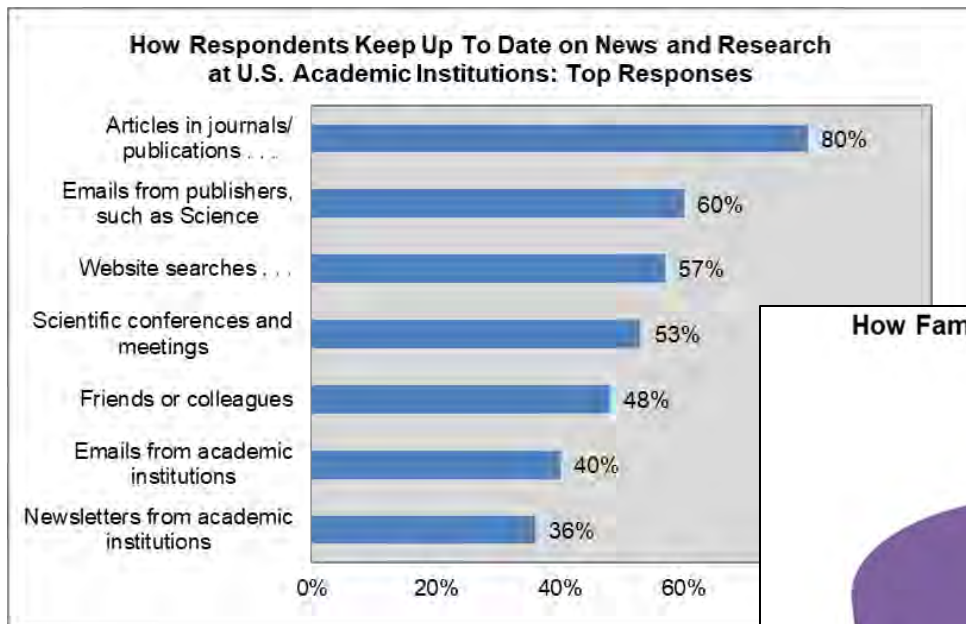
- Increase Awareness of Morgan in regional, national and international communities
- Highlight Morgan’s Research & Education Programs as an R2 Carnegie Doctoral Research University and provide foundational support ahead of achieving R1 status; and
- Support Long-term Increases in Carnegie Metrics through increased visibility of the institution.

Well-3 2024 Phase 1:

- Promote Morgan in six on-line and print publications in Science Magazine (broad U.S. and international reach).
- The 2024 Series: Highlights 10 Major Centers; Morgan Institutional Profile
 - Well-3 Project Science Magazine Pre-Campaign Baseline
 - Well-3 Pre-Campaign Survey: 1,041 Science Magazine Respondents:

Sample Survey Results





First Three Science Magazine Publications

[“Putting community health at the center of city life”](#) – Published March 29, 2024 – Highlights the Center for Urban Health Equity and Morgan’s RCMI Center for Urban Health Disparities Research and Innovation.

[“Making AI and cybersecurity more accessible”](#) – Published February 2, 2024 – Highlights CAP Center and CEAMLS.

[“Engineering solutions to microelectronics and transportation challenges”](#) – Published May 17, 2024 – Highlights the Center for Education and Research in Microelectronics and the Sustainable Mobility and Accessibility Regional Transportation Equity Research (SMARTER) Center.



First Three Science Magazine Publications

- 120,000 Print Copies Distributed
- Web Metrics:
 - 200,000 Morgan Banner Impressions Viewed
 - 204,000 Podcast Impressions Viewed
 - 21,500 Email Feature Blasts Opened
 - 255,000 Email Alerts Opened
 - Post-Issue Survey: 65% “Effective-Very Effective”

II. BUSINESS DEVELOPMENT

The Office of Research Administration (ORA) oversees and assists with many aspects of the life cycle of grants and contracts, from proposal submission to grant close-out. The primary mission of this office is to provide the following core services:

- Review, process, and submit proposals to sponsors;
- Receive and review awards;
- Provide grant-management training for principal investigators and supporting staff;
- Assist with preparing, issuing, and monitoring subaward agreements;
- Serve as a liaison with sponsors for non-fiscal award management matters;
- Prepare data related to proposal submissions, awarded funding, and research output;
- Assist with programmatic close-out of the awards.

Major Activities

This report summarizes activities of Fiscal Year 2024 (from July 1, 2023 to June 30, 2024).

Activity	Q1 July 1– Sept. 30	Q2 Oct 1– Dec. 31	Q3 Jan. 1 – Mar. 31	Q4 Apr. 1 – June 30	FY24 Totals
Grant and contract proposals submitted	85	72	88	88	333
New awards received	59	39	30	31	159
Subawards to MSU [subset of new awards received]	16	24	17	13	70
Subawards from MSU [sub-awards given to other institutions from MSU]	18	9	19	14	60

- **Post-award briefings:** The ORA organized post-award briefings with the principal investigators after the receipt of each award, during which the terms and conditions of new awards were discussed, for the principal investigators to be good stewards of the funds.
- **Providing fiscal oversight:** The ORA reviewed and approved hundreds of grant-sponsored transactions for compliance with sponsor, state, and university rules.
- **Providing oversight for other matters of compliance:** The Research Compliance Unit within the ORA serves as a resource for policy development, regulatory analysis and interpretation, and training and education for faculty and students to ensure compliance with federal research regulations.
- **Providing grant-seeking and grant management training:** ORA provides individualized and group training services via email help line, online, Zoom webinars, and in-person.

Initiatives

Over the past three years, the ORA has embarked on several initiatives to improve the management and reporting of grants and contracts. Some examples include:

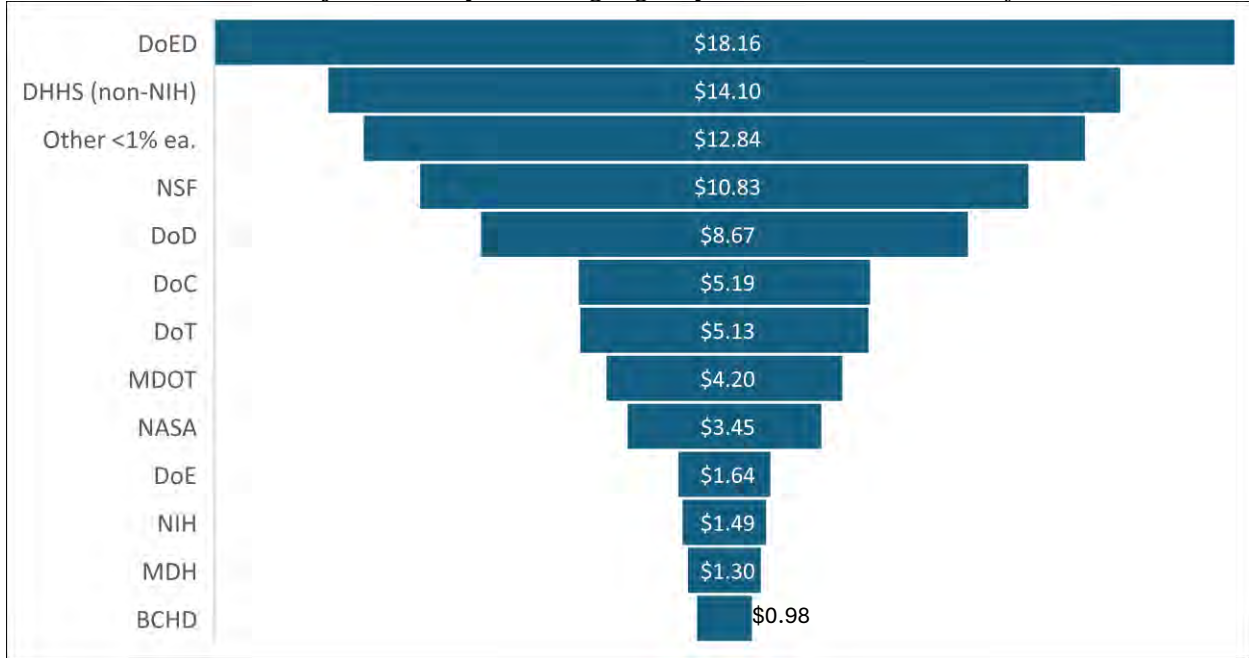
- **Developing an ORA strategic plan:** Vision and mission, major goals, specific objectives, and metrics of success have been determined. The vision is to “achieve the highest standards of service and compliance in research administration.” Assessments are conducted twice a year.
- **Organizing monthly training seminars:** ORA has organized 36 monthly seminars. These seminars have been met with substantial enthusiasm. We have approximately 70 to 80 participants for each seminar.
- **Organizing weekly new faculty seminars:** To enhance the capacity of our faculty members to receive grants, the ORA has scheduled weekly seminars (20 seminars) for all new tenure-track MSU faculty members.
- **Writing new principal investigator handbooks:** A revised PI Handbook, including five volumes, has been prepared and posted to our website (www.morgan.edu/ora). These include Volume 1: General Principles; Volume 2: Budget Preparation; Volume 3: Grant-Related Processes; Volume 4: Research Facilities and Resources; and Volume 5: Research Policies and Guidelines. These handbooks are up-to-date, very accessible, and provide details of grant management to the PIs and their staffs.
- **Substantially enhancing the ORA website:** The website is now highly informative and includes material for all monthly seminars, weekly seminars, PI Handbooks, e-trainings, and much more.
- **Generating databases for university grant and contract submissions, new commitments, grants and publications, and citations:** These databases are regularly updated by the ORA staff.
- **Procuring an electronic grant-management system:** The ORA is currently working with the Office of Procurement. A bid is out.
- **Established an “ask.ora” email:** ORA responds very quickly to all questions about grant management sent to this email address.

Proposal Submissions & New Funding Commitments

In FY 2024, the ORA reviewed and submitted **333 proposals** with a total requested amount of **\$226.9 million**.

In FY 2024, MSU received **159 new funding commitments** worth **\$88.0 million**.

Table 1. Total Amount of Awards by Funding Agency FY 2024, in millions of dollars



DoED*: Department of Education; DHHS (non-NIH): Department of Health and Human Services, not including National Institutes of Health; NSF: National Science Foundation; DoD: Department of Defense; DoC: Department of Commerce; DoT: Department of Transportation; MDOT: Maryland Department of Transportation; NASA: National Aeronautics and Space Administration; DoE: Department of Energy; NIH: National Institutes of Health; MDH: Maryland Department of Health; BCHD: Baltimore City Health Department - (*DoED funds include Title III)

Table 2. Total Amount of Awards by Operating Unit FY 2024, in millions of dollars



SCHP: School of Community Health & Policy; SCMNS: School of Computer, Mathematical & Natural Sciences; SoE: School of Engineering; AA: Academic Affairs; DRED: Division of Research and Economic Development; EMSS: Division of Enrollment Management & Student Success; SEUS: School of Education and Urban Studies; SBM: School of Business and Management; SSW: School of Social Work; CLA: College of Liberal Arts; F&A: Finance & Administration; SGS: School of Graduate Studies; SA+P: School of Architecture + Planning

The largest new awards during FY 2024 were:

PI	School/ Division	Amount	Duration	Area	Agency
S. Johnson	AA	\$ 13.4 M	1 year	Title III	US Dept of Education
Y. Bronner	SCHP	\$ 11.3 M	5 years	Maternal Health	Health Resources & Services Administration (HRSA), under US Dept of Health & Human Services (DHHS)
R. Budhani	SCMNS	\$ 8.0 M	6 years	2D Materials	Dept. of Defense
M. Anderson	SCHP	\$ 4.5 M	2 years	Baltimore City Schools' Nursing Suites	City of Baltimore
M. Jeihani	SoE	\$ 4.0 M	6 years	Sustainability and Equity in Transportation	US Dept. of Commerce
S. Sherchan	SCMNS	\$ 3.0 M	5 years	Climate Change and Artificial Intelligence (AI)	National Science Foundation
K. Baptiste-Roberts	SCHP	\$ 2.3 M	5 years	Maternal Health	HRSA under DHHS
M. Jeihani	SoE	\$ 2.0 M	1 year	Transportation and Cyber Security	US Dept. of Transportation
K. Nyarko	SoE/DRED	\$ 2.0 M	2 years	Equipment for AI and Machine Learning	US Dept. of Commerce
P. Tchounwou	SCMNS	\$ 2.0 M	3 years	Masters in Biomedical Sciences	US Dept. of Education

Monthly D-RED Seminars FY 2024 were:

Presenter	Presentation	Month
Alan Small and Abe Mauer	The Importance of Understanding Internal Controls for a Successful Research Enterprise	July 2023
Farin Kamangar, MD, PhD	Philanthropic Funds for Research and Other Sponsored Programs	Sept 2023
Gillian Silver, MPH, CPH, CRA, and Payam Sheikhattari, MD, MPH	Resources at Morgan State to Help You Do Translational and Community-Engaged Research	Oct 2023
Julie E. Taylor, PhD, Director of Academic Relations, Fulbright	Fulbright U.S. Scholar Program: Opportunities for Faculty, Artists, Researchers and Professionals	Nov 2023
Lisa Brown, PhD	ForagerOne, A Platform for Building MSU's Research Infrastructure	Dec 2023
Tracy Rone, PhD	Using Storytelling to Decode Grant Solicitations (<i>not yet available</i>)	Feb 2024
Claudia Rankins, PhD PRISSEM Academic Services, LLC	The NSF Merit Review Process and Criteria	Mar 2024
Ryan Mobley, CRA	Summer Contracts for Grant-Supported Faculty & Staff	Apr 2024
Matthew Lee, MBA, PMP, and Becca Steiner	Research Administration as Customer Service	May 2024

III. RESEARCH COMPLIANCE

The Office of Research Compliance (ORC) serves as a resource for policy development, regulatory analysis and interpretation, training, and education **for ensuring that Morgan State University's research activities are in compliance with state and federal research regulations regarding research security and the ethical conduct of research** involving faculty, students, and staff at the University.

Accomplishments during FY24:

- Coordinated IRB functions and processed **94 new Human Subjects Research Protocols** from faculty and students for review in Quarter 4. In the aggregate **for fiscal year 2024, the Research Compliance unit processed a total of 279 IRB protocols.**
- **Offered two sessions on "Human Subjects Research & Training Requirements (IRB and CITI)"** for faculty, graduate and undergraduate students, as well as **one session on "Responsible and Ethical Conduct of Research (RCR)"** in Quarter 4. During the entirety of **fiscal year 2024, a total of nine training sessions were offered** to various groups comprised of faculty and undergraduate students/graduate students on numerous critical Research Compliance topics.
- Concerns regarding "Research Misconduct" at universities across the U.S. are growing. Regrettably, the Office of Research Compliance had one case to officiate, during this academic year. **The case was successfully resolved** with the funding agency, under the guidance of the Vice President for Research and Economic Development and the Provost.
 - The ORC recently acquired a robust plagiarism detection tool: **iThenticate**, which proactively checks selected outgoing grant proposals prior to submission in order to minimize the potential for research misconduct allegations in the future.
 - Additionally, the ORC acquired and implemented an electronic system, **Visual Compliance**, to strengthen Morgan's capabilities in proactive identification of sanctioned or debarred foreign collaborators or entities, in compliance with federal regulations.

The ORC is collaborating with counterparts from UMBC, Delaware State, and UMES on a National Science Foundation (NSF) "GRANTED Initiative for building capacity in Research Integrity, Security, and Compliance." The initiative has been recommended for multi-year funding, and Morgan's subaward from this UMBC-led initiative should be around \$572 K, with a total project cost of about \$3.9M.

IV. TECHNOLOGY TRANSFER & ECONOMIC DEVELOPMENT

Overview

The Office of Technology Transfer (OTT) assists faculty, staff, administrators, and students with innovations and intellectual property matters; supports economic development through institutional research, technology transfer and new business development; and supports University strategic initiatives - including Morgan's strategic goal of reaching a Carnegie R1 Classification.

FY 2024 Activity and Accomplishments

OTT Facilitated R&D Funding: FY 2018-2024	
Innovation & Technology Development Awards	
Funding Description	Amount
External Funding Awarded to Morgan	\$12,689,030
External Funding Awarded to Morgan Start-ups	\$300,000
I-Works Faculty/Department Awards	\$2,095,861
Total	\$15,084,891
External Funding Sources: TEDCO MII; MIPS; NSF/SBIR (Sub-awards); Institutes; Industry; Private Foundations; State of Maryland and DoD.	

OTT Highlights from FY 2024:

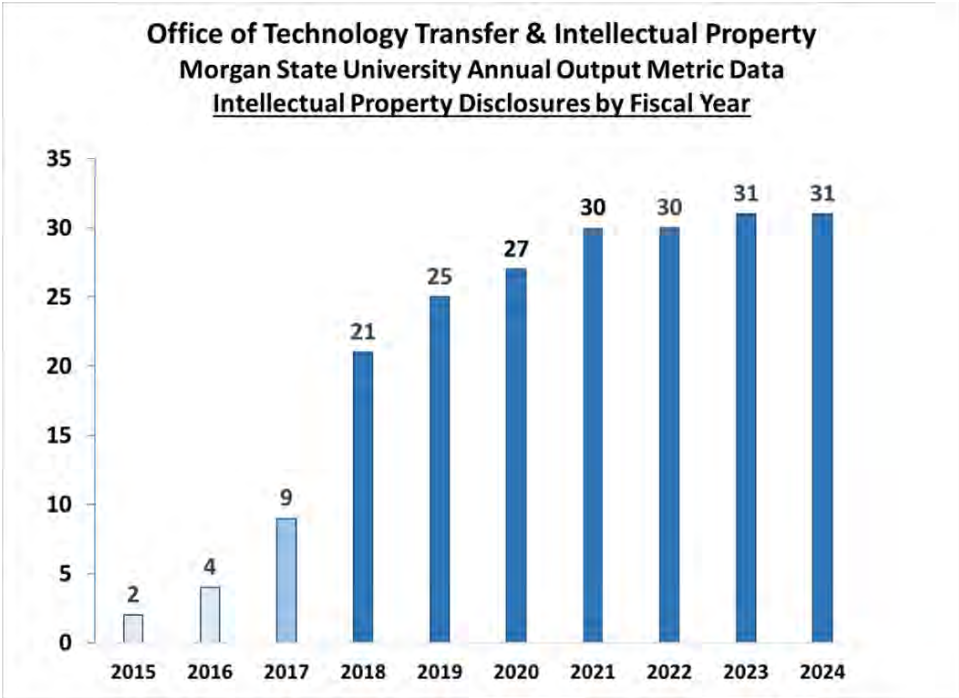
1. Identified and Documented **31 New Morgan Innovations**
2. Prepared/Filed **32 New U.S. Patent Applications** in the USPTO; **19 U.S. Utility Patent Applications**; **14 U.S. Patents Awarded**
3. Executed **9 Tech Transfer Agreements** with Businesses
4. Facilitated **3 New Morgan Start-up** Company Formations
5. Funded **13 Innovation Dev. Faculty I-GAP Seed Grants**
6. Supported/Facilitated **6 External Grant Awards**: (TEDCO MII; MIPS; State MEI; Venture Well; DNR; SBIR/STTR)
7. Managed **10 Conflict of Interest/R&D Exemptions**
8. Facilitated Training of **2 I-Corps Entrepreneurial Cohort Teams**; Hosted & Sponsored Annual Black Founders I-Corps.
9. **Hosted the 6th Annual Innovation of the Year Awards** and Celebration Event with **29 Faculty, Staff and Student Awardees**
10. **Implemented R1 Projects**: Incl. Navy R2-R1 (SATCAS); Well-3R Project Innovation Insights: 3-Part Virtual Seminar Series: ~100 Attendees
11. **GBC Tech Hub Partnering**: Anchor Innovation Hub w/JHU & UMB

Innovation, Intellectual Property and Technology Transfer Performance Metrics:

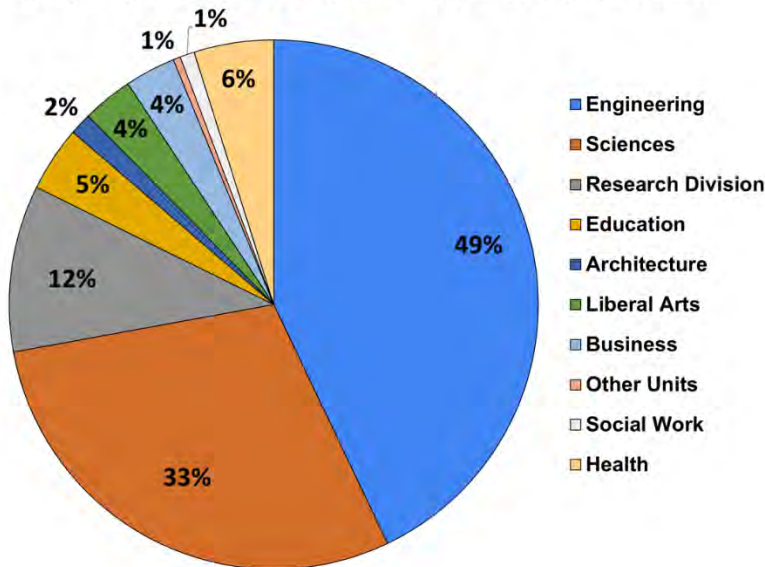
OTT currently manages an **IP portfolio of 231 innovations** and continues to receive new Intellectual Property Disclosures (IPD), files new U.S. Patent Applications, receives Issued U.S. Patents, secures Tech Transfer Agreements, and facilitates new start-ups **at all-time highs.**

Innovation Portfolio

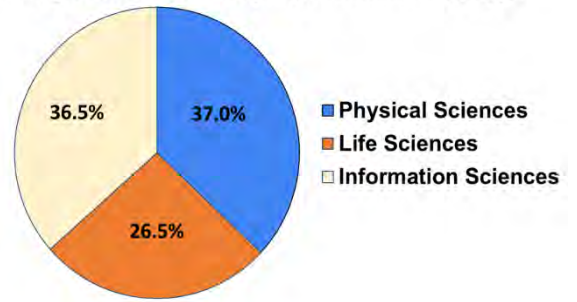
- 231 Innovations (IPD)
- One New IPD per 12 days
- 34% Incl. Student Inventor
- >90% Minority Inventor
- 33 Different Dept./Units.

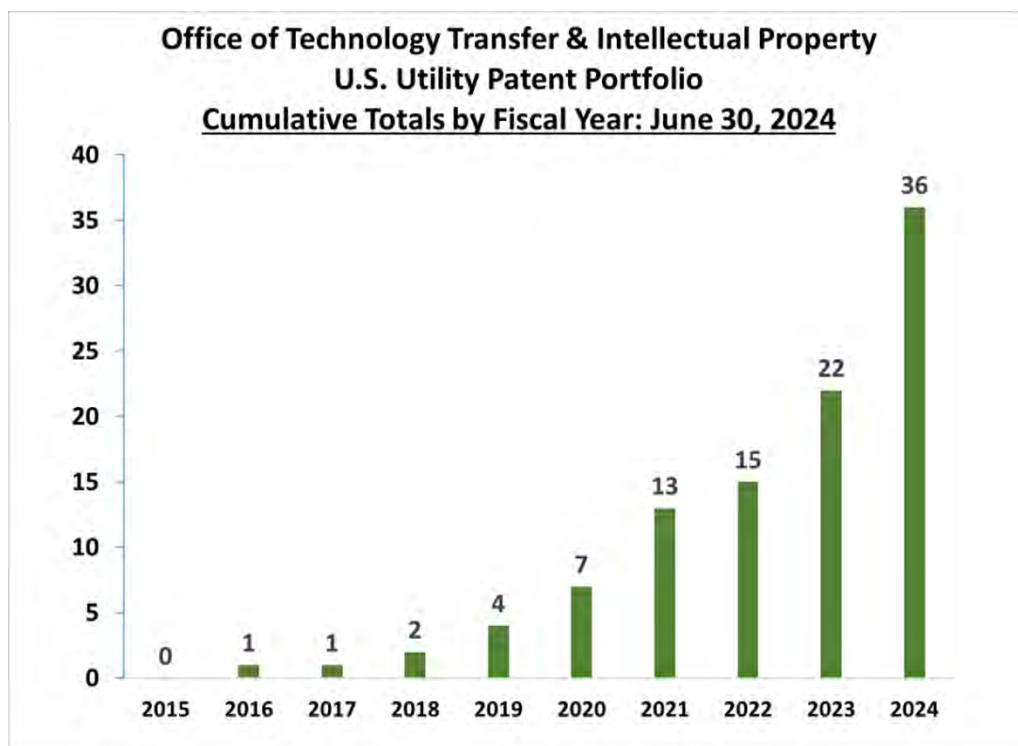
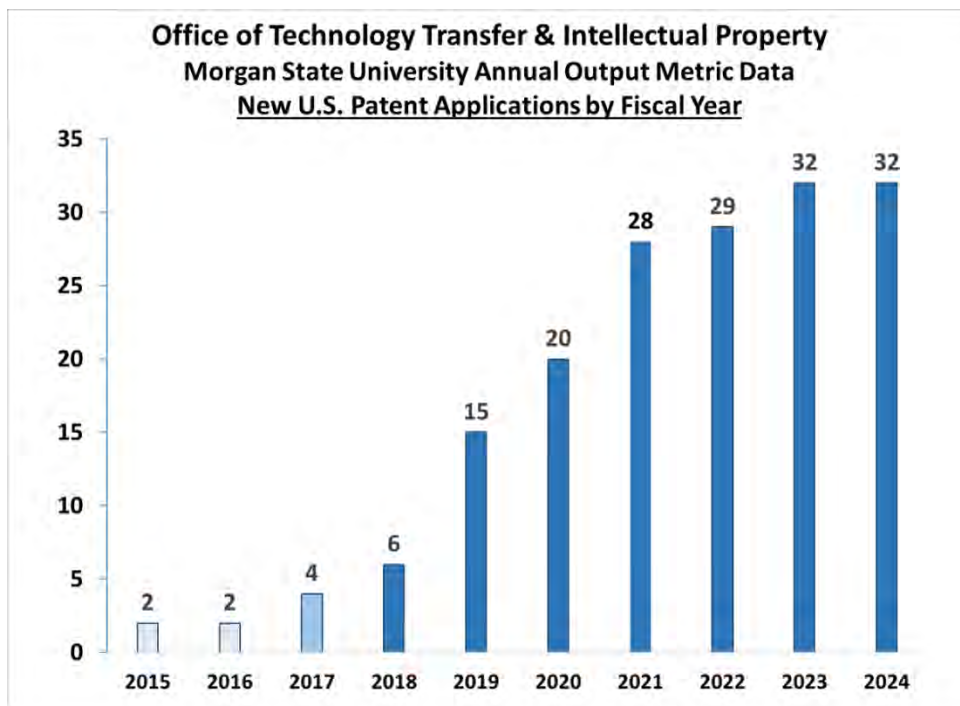


Morgan Intellectual Property Disclosures by School/Division



Morgan Intellectual Property Disclosures by Type





Morgan #1 HBCU in U.S. Utility Patents Awarded in 2023: Most ever to a HBCU.

Awarded 21 U.S. Utility Patents in Past 19 Months.

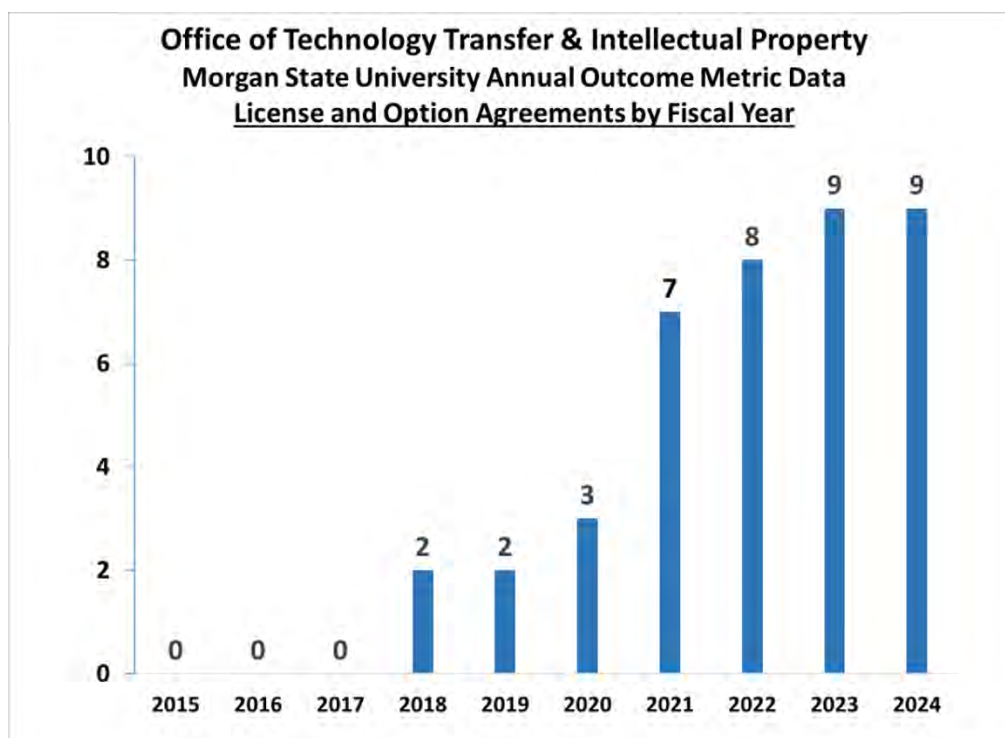
2023: Morgan Ranked in Top 100 of U.S. Universities Awarded U.S. Utility Patents.

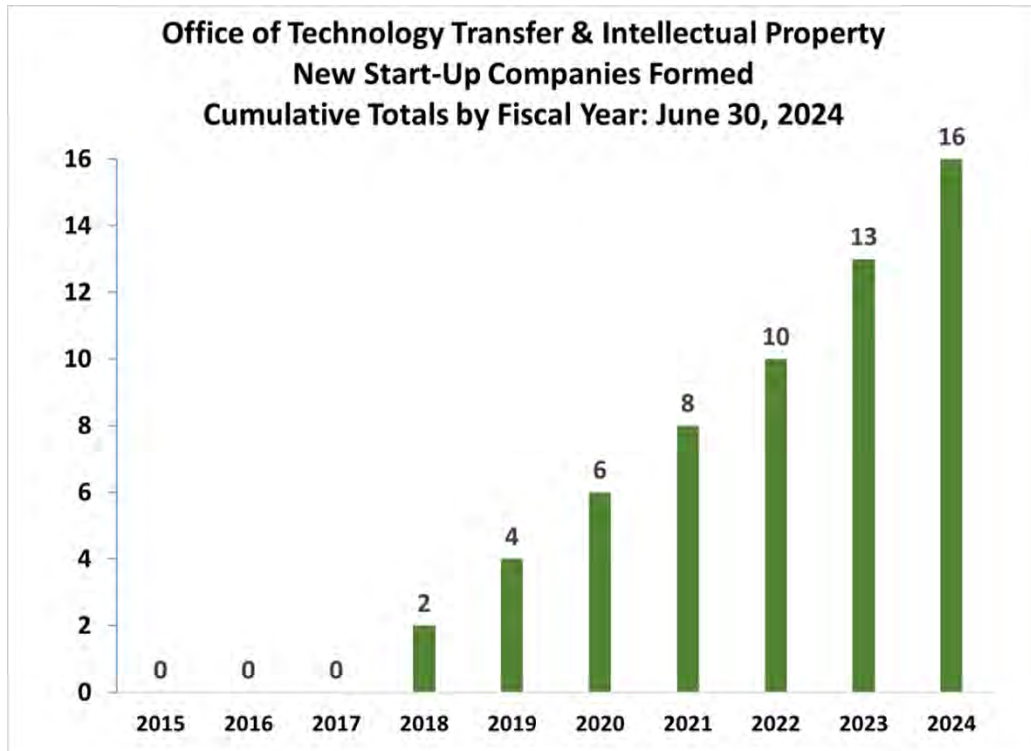
Current Pipeline: 43 U.S. Utility Patents Pending.

The 90th to 100th Ranked U.S. University Patent Awardees in 2023. **Very Favorable Comparison of Morgan’s Patent Output per Total R&D Expenditures.** The Group’s Average = \$275 Million.

U.S. Universities on 2023 List of Top 100 U.S. Utility Patents Awarded			
Comparison of Universities Ranked 90-100: Total R&D Expenditures (\$000)			
Top 100 Ranking	U.S. University	Awarded Patents	Total R&D Expenditures ¹
90	University of Georgia (Research Foundation, Inc.)	15	\$545,631
90	University of North Texas	15	\$103,977
90	West Virginia University	15	\$214,081
93	The University of Toledo	14	\$64,654
93	University of Kansas	14	\$405,267
93	University of Louisiana at Lafayette	14	\$205,201
93	Utah State University	14	\$344,851
93	William Marsh Rice University	14	\$216,202
98	Clemson University Research Foundation	13	\$263,158
98	Kansas State University Research Foundation	13	\$212,974
98	Morgan State University	13	\$29,482
98	Thomas Jefferson University	13	\$321,644
98	Virginia Commonwealth University	13	\$405,898

¹ Average R&D Expenditures of the above dataset (not including Morgan) = \$275 Million
 Total R&D Expenditure Data is from the NSF HERD most recent data (2022)
 National Academy of Inventors: Annual List for 2023: Generated from USPTO Database





How Morgan Measures up to U.S. Research Universities: Metrics per R&D Expenditures

Morgan FY 2024 Metrics & U.S. Research University Comparison per \$10 Million R&D Expenditures (rounded)				
Output & Outcome Performance Metrics	Morgan Metric Numbers	Morgan Metric per \$10 million	Average U.S. University Metric per \$10 million	Morgan Factor Compared to U.S. Average
Intellectual Property Disclosures	31	10.5	2.6	4 X
New U.S. Patent Applications	32	10.9	1.8	6 X
Issued U.S. Patents	14	4.7	0.8	6 X
License & Option Agreements	9	3.1	1.1	3 X
Start-up Companies Formed	3	1.0	0.11	9 X

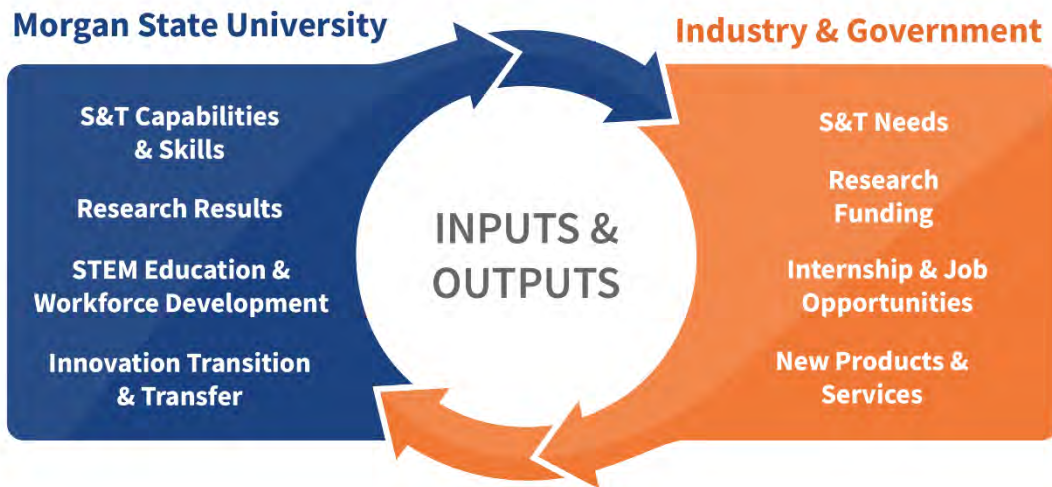
FY 2024 Morgan Performance Data. Most recent data/\$10 million of R&D Expenditures. Association of University Technology Transfer Managers (AUTM)

OTT Supporting Morgan’s Research Capacity and Capability

Under Morgan’s “Research and Education in Equitable AI and Machine Learning: Cybersecurity Implications for National Defense” \$9 Million grant from the U.S. Navy – which proposes to aid Morgan in ascending to Carnegie R1 status – the Office of Technology Transfer (OTT) oversees the development of industry-government partnership enhanced capabilities and skills of Morgan’s science and technology faculty and staff.

Input Categorizations of Faculty, Staff, Research Student
S&T Capabilities/Skills, Innovations and IP/Patents

SCIENCE AND TECHNOLOGY CAPABILITIES AND SKILLS (SATCAS) DATABASE



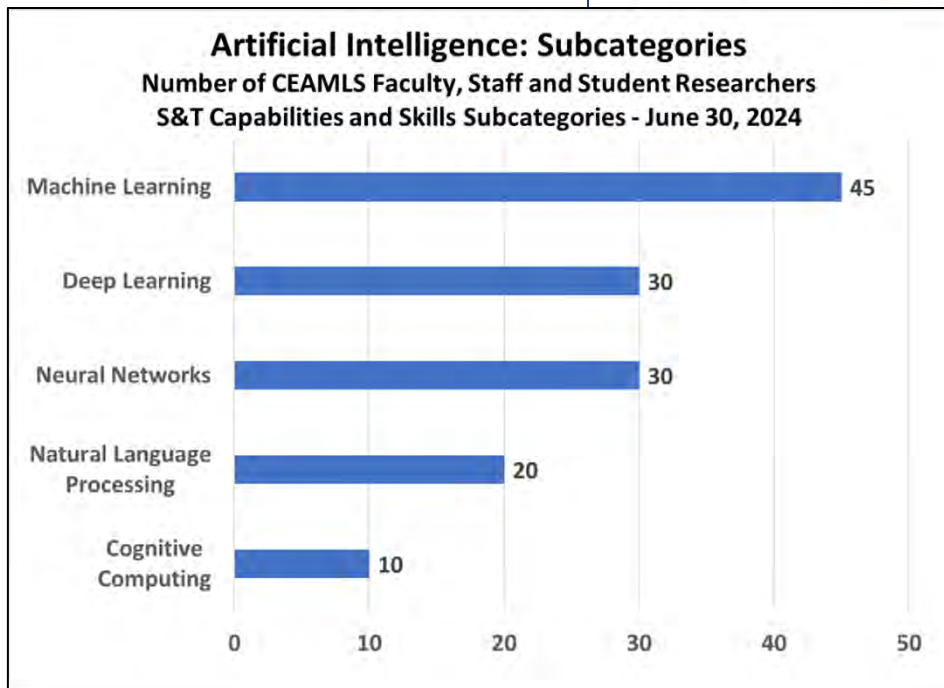
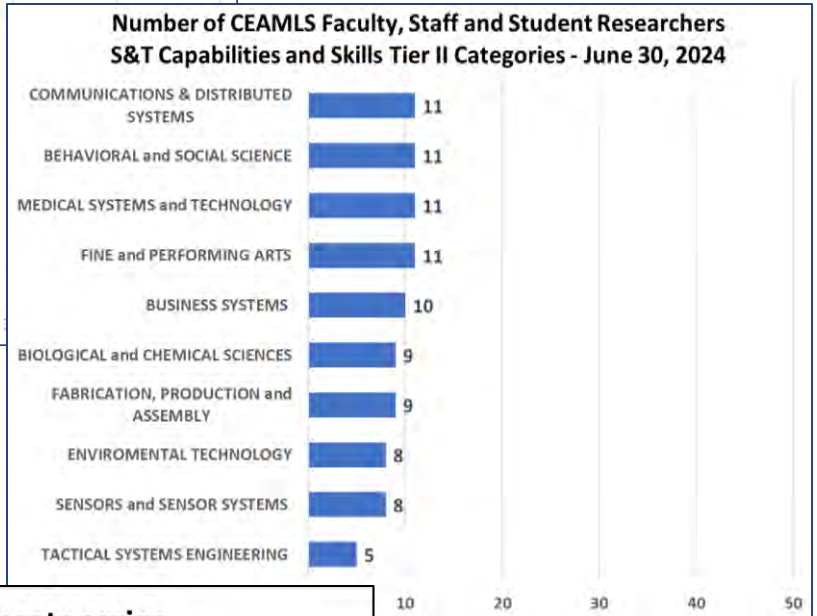
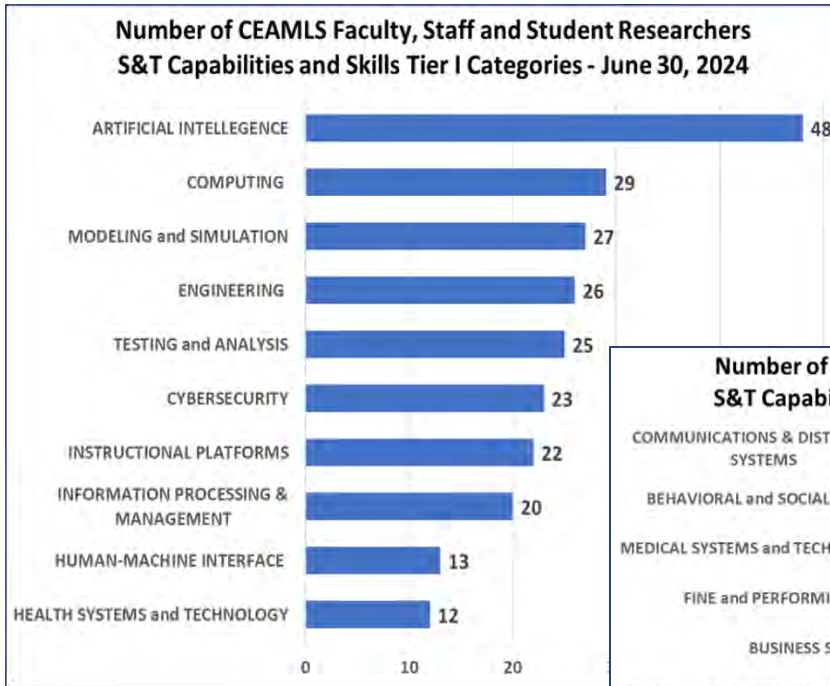
20 Science & Technology
Categories; 100 Subcategories

Implementation: To be
Searchable Cloud-based System

Phase I Survey Initiated:
>500 Faculty, Research Staff, Student Researchers

See an example, results from this survey for the **Center for Equitable Artificial Intelligence and Machine Learning (CEAMLS)** below:

CEAMLS Snapshot: June 2024



V. STATE-SUPPORTED RESEARCH CENTERS

Morgan now operates **Eight State-Supported Research Centers**.

- These Centers collectively will receive **\$21.3M in State Funding**.
- They also **received \$5.5M** in additional Funding in FY24.

<h2>Morgan State-Supported Research Centers</h2>			
Center	Director	Established	State Investment/Yr. (Million)
Cybersecurity Assurance & Policy Center	Prof K. Kornegay	2018	\$2.0 8 Faculty Lines
Center for Urban Health Equity	Dean K. Sydnor	2021	\$3.0 7 Faculty Lines plus 2 Post Docs
Center for Data Analytics & Sports Gaming Research	Prof A. Emdad	2022	\$1.5 5 Faculty Lines
Center for Equitable AI & Machine Learning Systems	Prof K. Nyarko	2022	\$3.1 + \$0.5M 14 Faculty Lines
Center on Urban Violence and Crime Reduction	Prof. V. Nebbitt	2022	\$2.0 10 Faculty Lines
National Center for the Elimination of Educational Disparities	Dr. M. Castarphen	2023	\$3.6 14 Faculty Lines
Center for Research and Education in Microelectronics	Prof. M. Spencer	2023	\$3.1 7 Faculty Lines
Center for Urban and Coastal Climate Science Research	TBD	2024	\$3.0 10 Faculty Lines

Morgan’s new “Center for Urban and Coastal Climate Science Research”

Operations for the Center for Urban and Coastal Climate Science Research began on July 1, 2024. Because of State Budget shortfalls, we have been told that funding for FY 2025 has been reduced to \$2.0M. Space in the Hoen Building has been identified to house the Center’s Headquarters.

The Vision for this new Center is “to be regionally and nationally recognized for excellence in innovative research aimed at providing a scientific basis to prevent, minimize, or control the impacts of climate change on Maryland’s ecosystems, populations and economies”.

Its Mission will be: To produce research results and establish policies to combat climate change to benefit the City of Baltimore, Southern Maryland, and the coastal regions of the U.S and beyond.

This new Center will collaborate with our recently established **Center for Equitable AI and Machine Learning**, and the **Center for Urban Health Equity** to undertake transdisciplinary research at the intersection of AI/ML, Health Disparities, Environmental Health, and Climate Science.

The Center for Equitable Artificial Intelligence and Machine Learning Systems (CEAMLS)

CEAMLS is receiving an additional \$500,000 in FY 2025 for the exemplary work they are doing in this area. The Center has:

- Hosted 2 annual summer AI research institutes where undergraduate students with diverse majors are actively engaged in multidisciplinary AI research projects;
- Hosted a national equitable AI symposium highlighting research and thought leadership in AI development and deployment;
- Provided insights on AI for consideration in policy development at the state and national levels;
- Developed a K-12 AI curriculum for public school students; and
- Hosted CODEBEARS, a camp for students in grades 5 - 8 that introduces students to coding, robotics, and game development.

The work done in CEAMLS-affiliated novel research projects has led to multiple publications, innovation in harmful bias mitigation/neutralization, and research collaborations with government, industry, and academia.

Work being done in all of our State Supported Centers will be highlighted in our November Report.

VI. Goddard Earth Sciences Technology and Research

Morgan carried out its research activities associated with GESTAR II as part of a \$72M Cooperative Agreement with NASA. UMBC is leading this activity with Morgan as its major partner (\$28M over three years). Approximately 50 of GESTAR II's 150 researchers are employed by Morgan. The NASA Shared Services Center just processed (7/22/2024) a two-year funding extension for GESTAR II worth +\$47M. The additional two years will raise the value of the total value of GESTAR II to \$119 for 5 years. **Morgan's share will increase by \$20M to a five-year value of \$48M.**

There are currently 46 GESTAR II researchers at Morgan with two additional hires expected before the end of the calendar year. In addition to 54 GESTAR II Tasks, Morgan GESTAR II researchers are principal investigators on 28 grants worth more than \$6M. They published 21 first author and 72 co-author journal articles.

Morgan GESTAR II Researchers

- Guoyong Wen won the annual “Best First Author Paper” award from Goddard’s Climate and Radiation Laboratory.
- Ghassan Taha was noted for authoring the most downloaded paper in Geophysical Research Letters in 2023.
- Ivona Cetinic was on NASA TV as part of the PACE mission launch in February as the mission’s science lead on algae and phytoplankton.
- All GESTAR II senior research scientists are doing world-class science.

Four Morgan students participated in the GESTAR II Undergraduate Research Scholar program.

Of note: the GESTAR Program Office is grateful for the opportunity to work closely with the Division of International Affairs to pioneer the use of the new USCIS program to pay visa petition fees by credit card.

VII. PEARL

FY 2024 has been another exciting year of growth for Patuxent Environmental and Aquatic Research Laboratory.

- The PEARL Aquaculture program (PI Dr. Ming Liu) received awards from Maryland Sea Grant (\$179k) and the Northeastern Regional Aquaculture Center (\$160k) to continue novel soft-shell clam research that is attracting attention across the U.S. PEARL’s Coastal Ecology program
- Dr. Tom Ihde received a \$500k grant from NOAA to lead a consensus-based stakeholder approach for managing the invasive blue catfish in the Chesapeake Bay.
- PEARL’s Environmental Economics program (PI Dr. Scott Knoche) received \$500k from Maryland Sea Grant to work with South Baltimore communities to increase accessibility of coastal green spaces.
- PEARL’s new Biogeochemistry research program led by PI Dr. Amada Knobloch received a \$300k NSF award to study carbon fluxes in tidal marshes.

These five FY 2024 grants total over \$1.6 million! PEARL’s successful grant writing supports 6 full-time staff, 2 part-time staff, 11 interns, and 12 graduate students. Over 30 people were employed at PEARL this FY with grants and contracts from external sources.

PEARL Contributing to Morgan's Academic Curriculum

PEARL Staff, through the School of Computer, Mathematical and Natural Sciences will be offering several courses for the new B.S. degree in Coastal Science and Policy. **The first course – Introduction to Coastal Science and Policy – will be launched in Fall 2024.**

The PEARL Summer Internship Program has been particularly lively during the Summer of 2024, with 11 interns studying and contributing to a wide range of topics.

The 11 Morgan PEARL 2024 Summer Interns!

(starting May 29!)



Meet PEARL's New Hires!



Name: Monique Reed
Position: Technology Support Specialist
Education: College of Southern Maryland
Fun fact: Monique is taking PEARL's Social Media game to the next level!



Name: Randy Feris
Position: Coastal Operations Specialist
Education: M.S. – University of Delaware
Fun fact: A U.S. Marine Corps Veteran – Randy provides PEARL w/ lab & vessel operations support!



Name: Anjali Gulati
Position: Research Economist
Education: B.S. – Morgan M.S. – Georgetown
Fun fact: Also fights climate change through her work w/ Interfaith Power & Light



Morgan State University **Board of Regents** Finance and Facilities Committee

Presented by:
Endia M. DeCordova, MBA
Vice President for Institutional Advancement
Executive Director, Morgan State University Foundation

Monday, August 5, 2024



Morgan State University Foundation, Inc.

Financials FY24*

**Twelve-month Period 7/1/2023 – 6/30/2024*



	FY24	FY23
Contributions	\$15,910,623	\$20,036,218
Loss on Investment Gain/(Loss)	\$9,042,430	\$7,947,447
Total Net Revenue	\$28,989,935	\$33,677,733

➔ **Total Investments: \$113,343,713**
(Includes CDs in Black Owned Banks)

➔ **Total Assets: \$165,396,833**

The Impact

Student Support for the FY24 – Fall Semester Awards

\$5.8M

Awarded

2,600+

Student
Recipients



A Record Amount of
Scholarships and
Number of Scholars
Receiving Awards





FY24 Fundraising Activity

\$15,328,775
FY24 Total Raised



12%
Alumni Participation Rate (APR)



Largest Gifts for Q4 (April - June)

- Andrew Mellon Foundation- **\$660,000**
- Estate of Grace & Wilbert Walker – **\$516,921**
- Historic Fund -**\$357,359** for Endowment Investment
- Kevin & Stacy Kelly-**\$300,000** for Endowed Scholarship
- Goldman Sachs -**\$291,935** for 10,000 Small Businesses
- Alte Columbus Foundation– **\$250,000** for School of Business



121st ALUMNI DAY & CLASS REUNION LUNCHEON

Celebrated Classes ending in 4 & 9

Total giving from all classes ending in 4 & 9
Between May 1, 2019 – April 30, 2024

Total: \$1,646,975

Division of Institutional Advancement Campaign Readiness - FY25

- Internal assessment
- Launch major gift fundraising program – new endowment minimum \$25,000
- Enhance fundraising efforts to attract multiple 6-7 figure gifts; create fundraising metrics and prospect/donor portfolios for fundraisers
- Increase alumni giving participation; create intentional opportunities for regional and national alumni engagement

ALLEZ! Marching Band's Tour de France

- Since announcing on June 2, 2023, Morgan's Magnificent Marching Machine has been featured in **118 stories** (and counting)
 - 48 stories in 2023
 - 70 stories in 2024
- Media placements garnered more than **60 million gross impressions** with a publicity value (advertising equivalency) of **nearly \$3 million**



[View Highlight Video](#)



Media Relations

Tumbling Into History

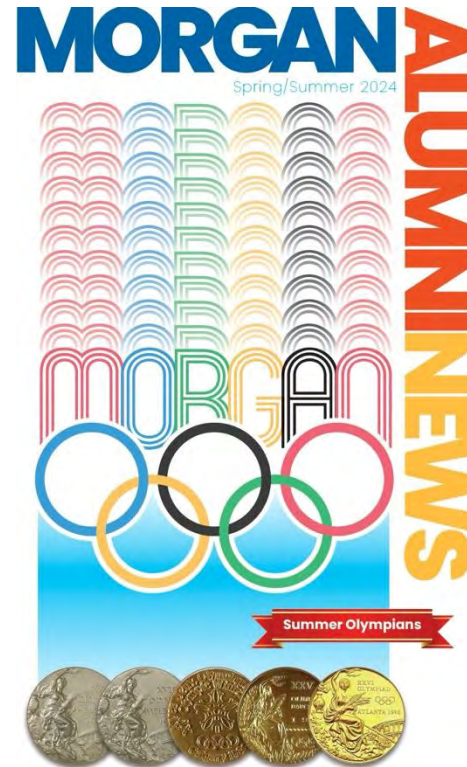
First HBCU Division I acrobatics and tumbling team concludes season

- Coordinated story with the Scripps News, the nation's leading news network of more than 100 U.S. markets.
- MSU's Acrobatic and Tumbling team was featured in a story that appeared on **48 affiliate broadcast TV** news programs, associated websites, and YouTube.
- Television and online stories generated **more than 20 million** gross impressions with a publicity value (advertising equivalency) of **more than \$620,000**



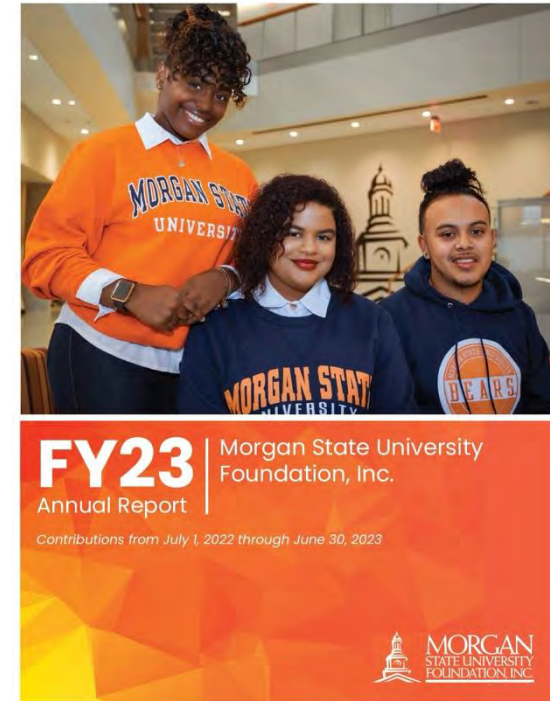
Highlights for the Reporting Period

- Spring/Summer 2024 Alumni News



[View](#)

- Morgan State University Foundation Annual Report



[View](#)

Special
Projects &
Publications

Planes, Trains, and...

- Launched new advertising campaign creative via two high-profiled, heavy-trafficked modes of transportation

**Baltimore/Washington International
Thurgood Marshall Airport**

Dulles International Airport

Ronald Reagan Washington National Airport

Mass Transit Administration (MTA)

- Morgan creative branding at BWI is in Concourses B, C and D, International and Baggage Claim
- MTA advertising comprises interior 224 Bus and Light Rail, 36 Bus exterior and 2 Light Rail Half Wraps and 4 Light Rail Station Panels



Upcoming Events

FY 24 University Grand Openings

Hurt Gym

Date: Monday, August 19

Residence Halls:

Legacy, Thurgood, Baldwin, Cummings

Date: Saturday, September 21

Health & Human Services Center

Date: Thursday, October 3



Upcoming Events



MORGAN STATE BEARS VS **HAMPTON PIRATES**

SATURDAY, AUGUST 31, 2024

ARMSTRONG STADIUM • HAMPTON, VA
TAILGATE: 4:00 PM • GAME TIME: 6:00 PM

Ride the Bus!
BUS LEAVES AT 10:30 AM • MSU LOT Y
Bus, Game Ticket and Tailgate
\$110.00

Meet Us There!
Tailgate Only
\$40.00

"You Chill, We Grill" and the MSUAA Football Alumni Chapter/Bear Legacy will provide the catering.

HOMECOMING WEEK ALUMNI ACTIVITIES

- Thursday, October 3: Alumni Basketball Game
- Friday, October 4: Annual MSUAA Business Meeting
- Friday, October 4: 40th Annual Homecoming Gala
- Saturday, October 5: Alumni Brunch
- Sunday, October 6: Candlelight Memorial Service

To volunteer with these events email: alumni@morgan.edu

**40th Annual
Homecoming
Gala**

www.givetomorgan.org/gala

The poster features a dark blue background with a faint image of a glass. At the top center is the Morgan State University logo, which includes a stylized building with a dome and the text "MORGAN STATE UNIVERSITY". Below the logo, the word "HOMECOMING" is written in a white, sans-serif font. The word "Gala" is written in a large, elegant, gold-colored script font. Underneath "Gala", the text "40TH ANNUAL" is written in a smaller, white, sans-serif font. The date "FRIDAY, OCTOBER 4TH, 2024" is displayed in a white, sans-serif font. Below the date, the times for the "VIP RECEPTION 6:30 - 8 P.M." and "GALA 8:00 P.M. -12:00 A.M." are listed in a white, sans-serif font. The text "SPONSORSHIPS AND TICKETS AVAILABLE ONLINE" is written in a gold, sans-serif font. At the bottom, a gold-colored banner contains the website address "WWW.GIVETOMORGAN.ORG/GALA" in a white, sans-serif font. The poster is decorated with a pattern of gold dots in the top left corner and gold curved lines in the bottom left corner.

Stay Connected to Morgan

Social Media

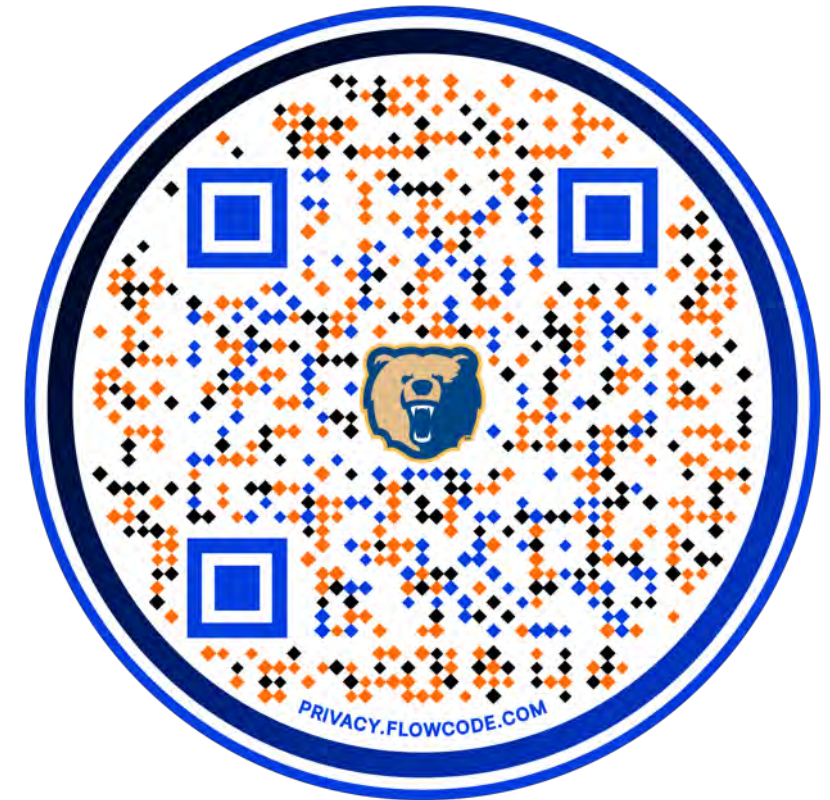
- Facebook: <https://www.facebook.com/morganstateu>
- X (formerly Twitter): <https://twitter.com/morganstateu>
- Instagram: <https://www.instagram.com/morganstateu>
- Youtube: <https://www.youtube.com/morganstateu>
- LinkedIn: <https://www.linkedin.com/school/morgan-state-university>

News & Events

- Online Newsroom: <https://www.morgan.edu/news>
- Alumni news coverage: <https://www.morgan.edu/news/category-alumni>
- MSU Publications: <https://www.morgan.edu/news/publications>
- Media Coverage of Morgan: <https://www.morgan.edu/news/morgan-in-the-news>
- Morgan Events: <https://events.morgan.edu/>
- MSU Mobile App: <https://www.morgan.edu/mobileapp>

Morgan State University Linktree

<https://linktr.ee/MorganStateU>





MORGAN STATE UNIVERSITY

**Thank
you.**

Enrollment Update

Board of Regents Meeting
August 5-6, 2024

RECORD FRESHMAN ENROLLMENT TREND CONTINUES



RECORD ENROLLMENT PROJECTED

- ▷ Conservative-10,000 (last fall 9808)
- ▷ Likely-10,400
- ▷ Possible-10,700+

May 2024 GRADUATION RATES

6-year graduation rate 41%
(2018 cohort)

- ▶ 6 straight years above 40%



CONTINUOUSLY ENHANCING STUDENT SUCCESS

EdSurge News Research About Jobs Board Collections More Newsletter

HIGHER EDUCATION

Orientation Is the First Step to Finding Belonging in College. It Is Changing Post-Pandemic.

By Maggie Hicks Jul 18, 2024



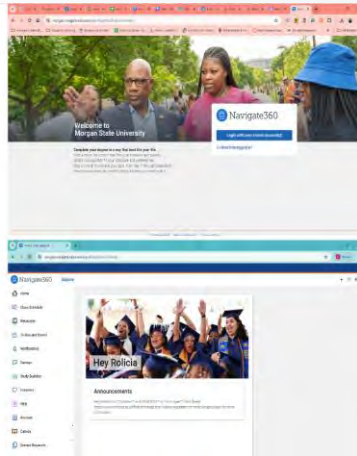
 Navigate360



Student Site and App Now Live!

Top: Student Login Page

Bottom: Student Home Page



 mainstay



Hey, there's a STEM career fair on campus next week. Want to sign up?

Hmm. Ok! 🙌



Let's get you signed up right now.

ITEMS FOR ACTION

**MINUTES OF
MAY 9, 2024**



Committee Meeting Minutes

The quarterly meeting of the Board of Regents Finance and Facilities Committee met on Thursday, May 9, 2024, via Zoom. Chairwoman Shirley Malcom called the meeting to order at 9:00 a.m.

BOARD MEMBERS

Present: Chairwoman Shirley Malcom, Regent Harold Carter, Jr., Regent Brian Pieninck, Regent Shelonda Stokes, Regent Carl Turnipseed, Regent Winston Wilkinson

STAFF MEMBERS

Present Dr. David K. Wilson, Mr. James Curbeam, Ms. Endia DeCordova, Mr. Thomas Faulk, Mrs. Deborah Flavin, Ms. Julie Goodwin, Ms. Cassandra Grogan, Ms. Sherita Harrison, Chief Lance Hatcher, Dr. Scott Knoche, Mr. David LaChina, Mr. Jonathan Luckett, Dr. Willie May, Ms. Kim McCalla, Dr. Cynthia Mendoza, Ms. Kara Turner, Dr. Don-Terry Veal, Mrs. Cynthia Wilder

Remarks by the Chairwoman

Chairwoman Malcom opened the meeting by welcoming everyone. She then expressed her appreciation to the staff and leadership for their efforts in submitting clear and timely materials so that our conversations during these meetings are focused and directed.

Remarks by the President

President Wilson started by extending his appreciation to Chairwoman Malcom and the Finance and Facilities Committee members in attendance for thoroughly reviewing the many submitted documents and materials. He also appreciated the time commitment given to this effort. He stated that he has been in conversation with Chairwoman Malcom to arrange a tour for the entire Board so that members better understand the spaces and places discussed and where we are when talking about facilities on campus; he also announced the tour dates. He expressed his appreciation to the Vice Presidents and deans for their leadership.

Dr. Wilson briefly discussed social media chatter from some individuals unsatisfied with on-campus housing for returning students. He noted that we have seen an increasing number of upper-class students who want to reside on campus. The quality of student housing is continually discussed, and he indicated that we think we are in a good place with between 5,200 and 5,400 beds and an undergraduate population of about 8,400 or so. This covers housing for roughly 65% of all students, which exceeds the country's best practice. This will be effectively communicated to returning students while we address any concerns they may have in a professional and dignified manner.

Dr. Wilson announced that the Governor's FY25 budget would include a salary increase of a 3% COLA and a merit increase of 2.5% on a base budget. In closing, he briefly mentioned his panel participation in the rollout of the Gallup and Lumina poll, with FAFSA issues as the main topic of discussion, and the continued investments we are making in securing the public safety of the campus which will be discussed in closed session.

Chairwoman Malcom continued by welcoming and thanking the public audience for attending and explaining that we try to resolve the issues that come before us in this particular Committee to the best of our ability and in the most prudent ways and listed issues handled by the Finance and Facilities Committee that we are making great strides in addressing.

ITEMS FOR INFORMATION

Division of Research and Economic Development (D-RED) Update

Dr. May began with an overview of D-RED and summarized our sponsored research income, which is ahead of schedule from last year. We currently stand north of \$70 million compared to the third quarter of fiscal year 2023 at \$50 million. He stated that there is additional funding in the pipeline with a commitment from NASA for a GESTAR extension of \$20 million, Research Centers in Minority Institutions with \$24.4 million, the Department of Defense with \$8 million over three years, and the Department of Education for \$1.8 million. With this additional funding, we will break last year's numbers and hopefully reach \$100 million. Dr. May discussed new awards in fiscal year 2024, with the Department of Education being the highest funding agency to date with \$15.82 million, followed by the Department of Health and Human Services with \$14.05 million. This year's top operating unit for new funding is the School of Community Health and Policy at nearly \$20 million, followed by the School of Engineering with \$15.8 million. We are working hard to get more resources to support research on the campus, and we are looking to strengthen the ability in D-RED to provide faculty and staff with the customer service support they need to continue this effort.

He briefly reviewed Carnegie's recent changes in criteria for ascendancy to R-1, which include at least \$50 million a year in research expenditures, which target he believes will increase over time due to inflation, and at least 70 research/scholarship doctorates in a year. Regarding expenditures, we have close to \$44 million in submission, a significant increase that has almost doubled over the last two years. Morgan's three-year average of expenditures for FY24 through FY26 is projected to surpass Carnegie's R-1 threshold for the 2027 classification. We reached the threshold for research expenditures this year but missed the threshold on Ph.D.s due to the fact that doctorate production is a lagging indicator from the falloff due to COVID-19 which is a trend around the country.

Regent Pieninck thanked Dr. May for his consistency in terms of the measures of success that shows a clear picture as to how things are progressing and its strong trajectory and asked if he could provide additional information on how we are building out a robust and durable PhD pipeline to make sure that the lagging indicators meet with the other leading indicators that we can track in real-time. Dr. Wilson stated that there has been a lot of discussion within the institution about the question Regent Pieninck raised to achieve Carnegie R-1 status. He mentioned the two data points needed to reach R-1 status, which is a minimum of 70 doctorates and \$50 million in research expenditures, and stressed that we have to be consistent in reaching those data points or otherwise we will get there and then fall back. Dr. Wilson went on to note that he has asked Provost Yu and the Dean of Graduate Studies, to assemble a committee with Dr. May to examine all barriers to the production of doctorate students because he is not convinced that we have uncovered all the challenges at Morgan toward perennially reaching the seventy mark and staying. Once a thorough investigation is complete, a team will produce a strategy to sustain a seventy-plus doctoral production and \$50 million in research expenditures each year that will be presented to the board at the appropriate time. Dr. May noted that sustaining does not mean lowering the bar. Dr. Yu added that the discussion started on graduate education overall because they had the same concern and stated that the committee's job is to look at all factors, conduct a deep dive, and provide recommendations on moving forward. He noted that they are dealing with multiple items that have been identified in the last two years that President Wilson referred to and gave examples of positive change, such as the doctoral enrollment increase from 600 to over 800 and the additional doctoral degree programs, which were at 18 and now stand at 30. Chairwoman Malcom noted her approval of the deep dive because it requires a systemic, nuanced review to ensure we do not lose ground once we are there.

Dr. May discussed what is needed for Morgan State University to become a well-recognized, well-respected, and well-resourced university as we strive to ascension to R-1 status, such as world-class research facilities and programs, more effective administrative infrastructure to support research, faculty rewards based on how well they carry out their responsibilities and with reduced teaching loads, and lastly, effective tech transfer and intellectual property management. He introduced his Well-3 2024 Project and talked about his plan to promote Morgan, such as a published series of ten articles in Science Magazine focused on the research done in our research centers and also the need to highlight our outstanding faculty, which includes 10 professors ranked among the top 2% of researchers in their field by a Stanford University study and current national societies and Academy Fellows and committee members.

Dr. May continued with a timeline of patent awards, noting that we started with no patents in 2015 and currently have thirty-nine, with three more to be awarded before the next Board meeting, hopefully. Thirteen patents were awarded last year, more than any HBCU in one year in this country's history. He mentioned the Blue-Ribbon panel, which helps us identify areas where Morgan can become a national leader, and their recommendations on things on which we should focus, for which we have received \$22 million from Governor Moore to invest in our state-supported research centers. We have addressed most of the Blue-Ribbon panel's recommendations and have centers in almost every area, with hopes to unveil the personnel for our research growth in social, behavioral, and economic sciences soon.

Dr. Knoche started by giving an overview of Morgan PEARL. He discussed continued growth, such as twenty-five active externally funded projects for over \$5 million in growth areas such as Microplastics, carbon monitoring, shellfish aquaculture, and environmental economics. Dr. Knoche highlighted other critical areas on the way, such as the \$1 million federal earmark for several new initiatives to support graduate students and undergraduate student interns and the hiring of a coastal operations specialist to support these new initiatives; \$3 million in hatchery improvements that will enable us to construct an addition of up to four thousand square feet; the PEARL's new role in the Center for Urban and Coastal Climate Science Research funded by the state at \$3 million a year, and lastly, a new role in the Bachelor of Science in Coastal SARC, totaling eight members in budget support and thirty members in external grants and contracts, which include 12 graduate students who are growing our portfolio and taking our lab to the next level.

Dr. Knoche touched on the well-rounded nature of the PEARL by discussing two new proposals focused on shellfish hatchery and creating greater access to coastal spaces in communities such as Curtis Bay, Cherry Hill, and others to be funded. He closed by introducing three new hires and 11 Morgan PEARL 2024 summer interns who will be working on a range of projects. Chairwoman Malcom stated that we are building capacity at the PEARL and asked Ms. McCalla where we will put new students who want to go into this enhanced capacity. Ms. McCalla noted that we are looking to acquire a piece of land that can accommodate housing at the PEARL, and that the issue is that the state will not pay for it, so funding will have to be raised for the project. Dr. May added that he will accompany Ms. DeCordova to the PEARL for a tour and to see how the foundation could assist us with raising money to fund what we would like to do.

Division of Facilities, Design and Construction Management (DCM) Update

Ms. McCalla began with a detailed update and discussed accommodations on all new and renovated buildings scheduled to open in the fall of 2024, which include Legacy Tower, consisting of 604 beds; the Health and Human Services Building; Baldwin and Cummings, with a combined total of 183 beds; Hurt Gymnasium; and the WOW Café located on the first floor of Jenkins on West Campus. She discussed other projects that have been completed or are near completion this year, such as the West Campus Infrastructure; security cameras with AI technology; chilled water lines in McMechen; chapel window restoration, water infiltration; phases one and two of the steam replacement in the academic quad; and miscellaneous projects through Siemens such as lighting, air quality, replacement and upgrading HVAC systems. Regent Stokes asked if the security cameras purchased include AI or are we using a tool to be able to work with them. Dr.

Wilson said we would discuss the secured technology to detect concealed and drone weapons on campus compatible with our upgraded camera system in our closed session.

Ms. McCalla continued with projects we are starting and are currently out for bids, such as the slope stabilization project; Carter-Grant-Wilson and O'Connell Hall design; Lake Clifton demolition; Science phases one and two; as well as the security fencing and locks scheduled for later this year. She thanked staff for actively pushing the limits for MBE participation on main capital projects, which consistently exceeds forty percent, and discussed in detail the housing plan for O'Connell Hall and Harper-Tubman, scheduled to go offline at the end of the spring semester of 2025. The goal is to replace O'Connell Hall with a new building with four to six hundred beds, additional parking, and a food establishment. MEDCO will complete a demand study to see if our goal can be supported, and we are working with them to identify an architect for the projects. She gave a timeline for when the housing projects will go offline and when they will return and she hopes to start a deep dive into understanding how to renovate Rawlings Hall, Rawlings Dining, and Blount Towers, which will provide renovated and new buildings for the entire housing stock across campus.

Ms. McCalla summarized the FY 2025 Capital Budget, where we requested \$148 million. The Governor recommended \$37.7 million, and the legislative decision was \$39 million, with the most significant difference coming from Science Phase II, where the Department of Budget and Management disagrees with us on how much the building should cost. She gave an update on capital projects and noted that we are moving forward with funded projects. We are still discussing the New Science Phase II budget and how to move that project forward. She closed with a draft of the FY 2026 budget requesting \$117 million, with the FY 2025 budget requesting \$624.4 million.

Division of Institutional Advancement Update

Ms. DeCordova commenced with her new department mission statement, which outlines how we are promoting and supporting the University's work. She stated that we primarily exist to advance the University's vision, mission, and core values, which helps create an opportunity to foster a culture of philanthropy through strategic fundraising, communication, and alumni engagement that deliberately collaborates, serves, and partners with the University to position Morgan as the Premier public urban Research University. She talked about the three strategic goals for the Division of Institutional Advancement developed by Transformation Morgan 2030 that will be their focus point of the fiscal year and discussed what has been accomplished thus far, which includes partnering internally across the university to identify fundraising priorities for campaign alignment, increasing staff and developing a staffing plan focused on holistic professional development, increased the endowment minimum and alumni giving, new Blackbaud technology as well as setting division protocols by using industry best practices.

Ms. DeCordova discussed board planning for the upcoming fiscal year and the goal to recruit the best talent that could help with the philanthropic arm of what we do here at Morgan. Regent Pieninck asked what a high functioning Board would look like to ensure the purpose is ultimately satisfied. Ms. DeCordova stated that we are trying to recruit board members who see themselves as the university's philanthropic arm, not the university's governance arm. We are looking for board members who can partner with us effectively but also encourage, empower, and guide our team on how they are to support our board members in that room, give them the information they need, the most up-to-date information so they can go out and feel confident as they are doing this work.

She continued with an update on revenue, noting that the Foundation's endowment is currently at \$113 million, total assets are \$164 million, \$12.5 million in fundraising to date, and \$2.5 million in our pipeline. She noted our most significant gifts to date and a record number of scholarships awarded to over two thousand students this semester, totaling \$5.1 million in partnership with Dr. Turner and deans across the university to ensure students receive the funds needed to stay and be retained at Morgan State University and continued by highlighting some of the other impacts from the foundation regarding gifts coming in and how we are supporting strategic initiatives related to research and other initiatives.

Ms. DeCordova highlighted the recent MSU Foundation Board appreciation reception, Spring 2024 donor engagement activities, including the 34th annual golf tournament, which raised \$86,000, and upcoming events such as Morgan on the Vineyard 2024. She discussed the alumni giving participation rate, currently at 7.5% for FY24, totaling \$1.2 million, and hopes to get close to the goal before the end of the fiscal year. In closing, Ms. DeCordova discussed our various partnerships to expand our alumni relations presence, alumni engagement activities, special projects, publications and highlighted media relations. Regent Turnipseed asked for a discussion at the next meeting of the Board of Regents on our role in philanthropy for the university. Chairwoman Malcom agreed and stated that she believes in 100% board participation in giving.

Division of Enrollment Management and Student Success Update

Dr. Turner started with a recap of the new FAFSA rollout and the ongoing issues that have caused significant delays impacting enrollment nationally, which caused Morgan to push back our expected confirmation date. Dr. Turner detailed the national impact of the FAFSA delay by income, minority group membership, and geographic locale and noted that low-income, high-minority and predominantly urban areas have the worst completion rate, and that HBCUs are the most impacted by these delays. She shared that our application numbers are stable. Still, our admissions numbers and confirmations are significantly down, with a little over 500 students, fewer of whom have confirmed this year versus last year. Indicators such as first-year housing applications, students who have applied, and who have paid their new student orientation fee, are down but not as far as confirmations. All indicators suggest that we could see a decrease in new student enrollment this fall. We do not expect an overall enrollment decrease because our classes have been so large over the past three years that we do not expect an overall reduction as those students continue to stay in the cycle. Still, we expect a potential decrease in the number of first-year students.

Dr. Turner stated that we have had a record of about 2,600 new undergraduate students each year for the past three years. Still, it is questionable until they fix several FAFSA issues and students receive their award letters. Dr. Turner stated that it would be a huge win if we could hit flat new undergraduate enrollment; she believes this is possible, but we need to be prepared for the possibility that we could be down by perhaps 200 students this upcoming school year. President Wilson reminded the committee that we didn't have a goal to increase our first-year class by 2% or 3% because of capacity housing issues, so flat was our goal going in and would be a win for us. Dr. Turner stated that we have received nearly 18,000 FAFSAs, which are reasonably correct, and over nine thousand award letters have gone out thus far. We are seeing the gap closing and hope to see the number improve over the next couple of weeks as students read their emails, and we campaign to ensure they know they have been awarded and have been confirmed. The Department of Education has informed us that they will foot the bill if we award a student based on their data, and that data later proves incorrect.

In closing, Dr. Turner stated that our continuing enrollment is strong and is up by nearly 800 students from one year ago. Regent Carter asked if the assumption is that all incoming first-year students are receiving financial aid. Dr. Turner stated that about 90% of Morgan students receive some financial assistance.

ITEMS FOR ACTION

Approval of Committee Minutes

Chairwoman Malcom called for a motion to approve the minutes of May 9, 2024. It was moved by Regent Turnipseed and seconded by Regent Stokes. The motion carried. The vote was unanimous.

Capital Budget Request

Ms. McCalla stated that the university will submit its FY 2026 five-year budget request to the Department of Budget and Management for a total of \$626.4 million, of which \$105.6 million is being requested for ongoing projects such as deferred maintenance, New Science phase II, Lake Clifton, and the renovation of Carter-Grant-Wilson, and \$11.4 million for new projects such as campus-wide electric upgrades, well-

campus renovations, and infrastructure upgrades for a total project cost of \$117 million. In August, we will report to the board that we have reviewed all the final instructions from the Department of Budget and Management and made the necessary adjustments.

Chairwoman Malcom reminded the Committee that what is usually done is to go forward with a Capital Budget Request, knowing there may need to be some changes and essentially approving the President's ability to make the necessary adjustments as needed and come back to us to report in at the August Board meeting.

Chairwoman Malcom called for a motion to approve the FY 2026 Capital Budget Request. It was moved by Regent Carter and seconded by Regent Turnipseed. The motion carried. The vote was unanimous.

ITEMS FOR INFORMATION

Student Housing Update

Mr. LaChina stated that the University secured the 5,200 beds we expected to have for Fall 2024. He stressed that we provide housing for over 50% of our enrollment and that not many universities could accommodate housing for that many students. He stated that data from some Maryland state schools shows they support 30% or less, while other schools such as Frostburg and the University of Maryland Eastern Shore are more destination-oriented, so they have a higher capacity for housing. Mr. LaChina stated that an urban university providing more than 50% of its housing is extraordinary. He suggested that the driving force of our housing needs is a change in the mix of in-state and out-of-state confirmations, which has changed from 70% in-state and 30% out-of-state to 55% in-state and 45% out-of-state. Mr. LaChina noted that there is a higher demand for housing at Morgan, and we are filling that need as best we can. The goal is to maintain 5,250 to 5,300 either through owned inventory, third-party inventory, or master leases, which he believes provides us some additional capacity as well as flexibility. Regent Wilkinson asked if it is unusual for juniors and seniors to want to live on campus and asked what could be driving this. Dr. Turner stated that some of it is safety and parents and mentioned that the interest in on-campus or university-managed properties is that students could use their financial aid to assist them when they live on campus versus the costly option of monthly rent off-campus.

Mr. LaChina continued with his housing update and noted that the Legacy Tower, which is the third phase of the Thurgood Marshall project and the second phase of our housing plan, will bring 604 beds online as well as Baldwin and Cummings for a combined total of around 800 beds and will be move-in ready on August 1st which are essentially replacing the hotel lease. There are some security and dining facility issues due to the extra influx of students that we are paying close attention to and are currently looking at opening the old Rawlings dining hall for a period to assist with the extra on-campus demand.

Mr. LaChina discussed off-campus housing changes, such as ending our hotel lease and approving an additional 236 beds at another facility to secure housing for FY25. Contracts for FY26 are currently being negotiated, and they include a new facility built explicitly for Morgan, which offers an additional 473 beds and is close to the campus.

Chairwoman Malcom asked for a preview of the proposed tuition fee and room and board increases. Mr. LaChina stated that we are proposing a 2% tuition increase for Fall 2025 and reminded the Committee that our first 2% increase was approved in Fall 2023 as well as Fall 2024 after three years of flat rates through the COVID period. These increases are generally planned in the state budget to meet our expenses and budgetary targets, so we are asking for another 2% increase going forward. In closing, he stated that 2% is a marginal contribution to assist us in meeting those needs, that the cost of education is rising, and that providing services to students is proving to be an additional cost.

Public Session Adjournment

Chairwoman Malcom opened the floor for a motion to adjourn the meeting and move into closed session, which was moved by Regent Turnipseed and seconded by Regent Pieninck. The motion carried unanimously. The public session adjourned at 11:06 a.m.

Submitted by,
Danielle Baze

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

Date: Thursday, May 9, 2024

Time: 9:00 a.m.

Location: Virtual

Motion to close meeting made by: Regent Pieninck

Seconded by: Regent Turnipseed

Members voting in favor: All Regents in attendance

Opposed:

Abstaining:

Absent:

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

General Provisions Article, § 3-305 (b)(7)(10):

___ (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.

___ (15) To discuss cybersecurity, if the public body determines that public discussion would constitute a risk to: (i) security assessments or deployments relating to information resources technology; (ii) network security information, including information that is: 1. Related to passwords, personal identification numbers, access codes, encryption, or other components of the security system of a governmental entity; 2. Collected, assembled, or maintained by or for a governmental entity to prevent, detect, or investigate criminal activity; or 3. Related to an assessment, made by or for a governmental entity or maintained by a governmental entity, of the vulnerability of a network to criminal activity; or (iii) deployments or implementation of security personnel, critical infrastructure, or security devices.

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 Housing and Security.

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 Shirley M. Malcom
Chair of the Finance and Facilities Committee

SIGNATURE:



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

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

**MINUTES OF
JULY 29, 2024**

Public Session Minutes

BOARD MEMBERS

Present: Regent Shirley Malcom, Regent Harold Carter, Regent Brian Pieninck, Regent Shelonda Stokes, Regent Carl Turnipseed, Regent Winston Wilkinson

STAFF Dr. David Wilson, **President**; Ms. Tara Berrien, **Assistant VP for Diversity and EEO**; Mr. Thomas Faulk, **Principal Counsel for Morgan State University, Office of the Attorney General**; Ms. Julie Goodwin, **General Counsel**; Mrs. Cassandra Grogan, **Executive Administrator to the Board of Regents**; Ms. Sherita Harrison, **Associate General Counsel**; Mr. David LaChina, **EVP for Finance and Administration**; Mr. Jonathan Lockett, **Assistant General Counsel**; Dr. Letitia Williams, **Associate VP for Student Affairs and Dean of Students**

The special meeting of the Finance and Facilities Committee of the Morgan State University Board of Regents was called to order by Chairwoman Malcom at 1:01 p.m. Chairwoman Malcom welcomed all in attendance and thanked Committee members for their willingness and flexibility to meet. She read the agenda to include two additional items of action to ensure there is sufficient time to get through the agenda for the regularly scheduled meeting on August 5th. She then yielded the floor to Dr. Wilson for brief comments.

Dr. Wilson extended appreciation to Committee members for agreeing to meet on short notice. He stated that the primary purpose of this special meeting is to address Title IX policy revisions to ensure that the University is in compliance with the new federal regulations that take effect on August 1, 2024. In addition, the University is seeking approval of (1) the proposed FY 2026 (fall 2025) rate increases for tuition, housing and board, which will provide ample opportunity for the administration to inform students and their parents of the rate structure a year in advance, and (2) the Marble Hall Gardens lease extension given the explosion of student growth. He noted that both the Board and university administration have been quite vigilant in ensuring that the tuition and fees model at Morgan is in alignment with our **students' ability to pay** or at least identify resources to enable them to continue to persist. It was noted that tuition and fee rates were held stable for fall 2020, 2021 and 2022 (three consecutive years without any increases). As such, Morgan is the second lowest tuition institution among the public four-year institutions in Maryland.

FY 2026 Tuition, Housing and Board Rate Adjustments

Chairwoman Malcom stated that the proposed increases are not new, and reminded Committee members that this item was previously presented for information to ensure that the Committee was comfortable with the proposed rates before being asked to approve them. She then yielded the floor to Mr. LaChina to provide a brief overview.

Mr. LaChina stated that the tuition rates are proposed to increase by 2%, housing rates are proposed to increase by 4% (not including two units – Marble Hall Gardens and the Enolia), and board rates are proposed to increase by 10%. There are no proposed increases to fees at this time (a working group will review the current fee structure later this fiscal year).

Regent Turnipseed asked what the motivating factor is driving the proposed 10 percent board increase. Mr. LaChina responded that it is primarily related to the costs by our food service provider (SodexoMagic) as well as a **catch-up from prior years when the rate increases were lower than the vendor's request**.

Regent Turnipseed inquired about the food service contract expiration date. Mr. LaChina responded that the five-year contract expires in May 2025 with five one-year renewal options.

Regent Stokes asked whether consideration was given to the messaging of these increases in terms of where we are in comparison to other institutions. Mr. LaChina responded that all the other Maryland institutions are increasing their tuition and housing rates (board rates are more vendor-related).

Regent Pieninck commented that it appears that Morgan's tuition increases, over the last several years, have been at or below the normal rate of inflation. Similarly, the rate of tuition increases at Morgan are lower, on average, than other public four-year institutions in Maryland. Mr. LaChina responded affirmatively. Dr. Wilson commented that we have to be prepared for the possible need to bring forth future tuition increases should our operating budget be cut.

Regent Stokes asked for clarity around the process for proposed rate increases. Dr. Wilson responded that it is a team effort to include conversations with enrollment management (impact on students) and the Provost (academic needs) as well as robust Cabinet meeting discussions before we eventually reach proposed rates for Board consideration/approval. We always keep in mind that we do not want to drastically increase rates, which will impact **students'** ability to come back and finish.

Regent Carter commented that Morgan, in his opinion, has increased its value particularly post-COVID to the campus community and the immediate surrounding area. Thus, prospective students and parents/guardians will come to appreciate this even more, if they have not already. They will recognize that you cannot get away with paying nominal fees for the value offered at Morgan. Chairwoman Malcom concurred, adding that we have enhanced programs (i.e., centers, etc.).

Chairwoman Malcom opened the floor for a motion to approve the FY 2026 tuition, housing and board rate adjustments. It was **MOVED** by Regent Turnipseed and **SECONDED** by Regent Carter. The **MOTION CARRIED** unanimously.

Marble Hall Gardens (MHG) Lease Amendment

Mr. LaChina stated that in response to continued enrollment growth projections and demand for housing to support new and returning students, an extension of this off-campus lease is needed to support our student housing capacity plan. Morgan has had an ongoing relationship with MHG since 2007, which is set to expire July 31, 2025. This lease amendment extends the relationship with MHG through July 31, 2032 and provides three additional one-year renewal options. Beginning in fall 2025, we will de-densify the MHG facility resulting in fewer beds but maintaining the same number of apartments. This is expected to enhance the student living experience and satisfaction with the facility going forward.

Chairwoman Malcom commented that this is part of the overall housing plan that we are still working from. We are still in line with what has been proposed. This is just a matter of extending the lease that we already have in place, and making some adjustments **so that we can address the University's concerns about de-densifying** within that space.

Regent Stokes inquired about the need to notify MHG regarding the number of beds in each unit if the cost does not change. Mr. LaChina responded that the notification is based on how the agreement is structured, which is generally per occupancy rate.

Dr. Wilson commented that we will be in these lease agreements for a while since Harper-Tubman is **scheduled to come offline and O'Connell will be razed in May 2025. This is the only way we can update the** current housing stock and build new housing. At some point, the reliance on off-campus housing leases will diminish; however, we are not at that point yet.

Regent Wilkinson inquired about the Harford Road project. Mr. LaChina responded that the project is scheduled to come online in August 2025. It will be discussed in greater detail during the committee meeting on August 5th.

Chairwoman Malcom opened the floor for a motion to approve the Marble Hall Gardens Lease Amendment. It was **MOVED** by Regent Pieninck and **SECONDED** by Regent Wilkinson. The **MOTION CARRIED** unanimously.

Title IX Policy Revisions

➤ Sex Discrimination Policy

Ms. Berrien stated that the current policy is the Sexual Harassment and Prohibited Conduct Policy, which was approved by the Board on August 11, 2020 to incorporate the August 2020 Title IX federal regulations on Sexual Harassment. On April 19, 2024, the Department of Education released new Title IX federal regulations on sex discrimination (“**new Title IX regs**”) to become effective on August 1, 2024. Thus, the University has created a new policy called the Sex Discrimination Policy with four general areas (i) change in terminology reflecting broadening of scope and applicability of Title IX regulations – i.e., behavior that occurs outside of the U.S., (ii) new terminology/definitions, (iii) reporting requirements, and (iv) provisions specific to Morgan.

Regent Wilkinson asked if there is a difference regarding the new Title IX regulations with respect to athletics. Ms. Berrien responded that Title IX applies to all university programs and activities to include athletics.

Chairwoman Malcom inquired about parent rights, particularly the handling of emancipated minors. Ms. Berrien responded that emancipated minors legally do not have a parent involved so, essentially, we would be dealing directly with the student.

Chairwoman Malcom commented that she is glad to see that the issue regarding behavior outside the U.S. had been addressed because our students do travel abroad and making it clear that it applies wherever students are is appropriate.

Chairwoman Malcom inquired about the relationship between Maryland’s attorney general and a few other attorneys general in several states who are working to stay these new regulations. Mr. Faulk stated that the case was filed in Kansas and the plaintiffs belonged to two student organizations. They sought to expand the jurisdiction of that case to individuals who are members of those two student organizations across the entire United States. There is a list of institutions, some of which are in Maryland because it was alleged that they had students who were part of the two student organizations that are plaintiffs. However, when **the Attorney General’s Office reviewed those issues, they continued to advise institutions that they should go ahead and comply with the August 1st deadline.**

Regent Turnipseed inquired about the sexual assault climate survey of 2016, particularly any trends over the years. Ms. Berrien responded that the survey is done every two years (even years) and noted four significant findings to include: (1) the percentage of students responding to the survey has declined over the years (2% of the overall population of undergraduates and graduates), (2) the perception of faculty and administration (how they care about the welfare of students) has declined, (3) an overwhelming percentage of students (96%) believe that training should be mandatory for students, and (4) **the perception of the university’s response and ability to respond to reports of sexual assault has declined.**

Chairwoman Malcom asked whether such things like deep fakes, online stalking, portrayals or caricatures were covered. Ms. Berrien responded affirmatively.

➤ Non-Discrimination Policy

Ms. Berrien stated that there are two proposed changes to the Non-Discrimination Policy – (1) to expand the protected classes (veterans), and (2) to clarify that the Non-Discrimination Policy handles all protected classes except sex discrimination, which is handled by the Sex Discrimination Policy.

➤ Code of Student Conduct

Ms. Berrien stated that the proposed changes (1) clarify that student misconduct or attempted misconduct in violation of the Non-Discrimination Policy and/or Sex Discrimination Policy will be handled by the Office of Diversity and EEO, not the Office of Student Rights and Responsibilities; (2) allow the Title IX Coordinator to implement supportive measures to address the risky behaviors among individuals in a dating or domestic relationship before the behaviors escalate to physical or sexual abuse, which may constitute dating or domestic violence as defined by the Sex Discrimination Policy; and (3) includes the Title IX Coordinator as a University Official who can issue directives where failure

to comply with the directives can be alleged student misconduct. The proposed change identifies the Office of Diversity and EEO and/or Student Disabilities Support Services to provide reasonable accommodations for students with disabilities participating in a process offered by the Office of Student Rights and Responsibilities.

Regent Stokes commented that the discussion has been helpful. She commended Ms. Berrien and others for their hard work in ensuring that the tools are in place to allow the University to continue to do what is required. Chairwoman Malcom expressed concurrence.

Chairwoman Malcom opened the floor for a motion to approve the Title IX Policy Revisions – Sex Discrimination Policy, Non-Discrimination Policy, and Code of Student Conduct. It was MOVED by Regent Carter and SECONDED by Regent Turnipseed. The MOTION CARRIED unanimously.

Adjournment

Chairwoman Malcom **thanked the administration, the Office of General Counsel, the Attorney General's Office, and Ms. Berrien** for providing real clarity on this matter. She extended appreciation to all for the work done singularly as well as together in terms of moving us forward.

Dr. Wilson echoed those sentiments, extending thanks to members of the Finance Committee for carving out an hour for this special meeting.

Chairwoman Malcom opened the floor for a motion to adjourn the meeting. It was MOVED by Regent Turnipseed and SECONDED by Regent Carter. The MOTION CARRIED unanimously.

The meeting was adjourned at 1:58 p.m.

**FY 2026 TUITION, HOUSING
AND BOARD RATE
ADJUSTMENTS**

BOARD OF REGENTS
MORGAN STATE UNIVERSITY
SUMMARY OF ITEM FOR ACTION

TOPIC: FY 2026 Tuition, Housing and Board Rate Adjustments

DATE OF MEETING: August 6, 2024

BRIEF EXPLANATION: The University makes a request for approval of rate adjustments for FY26 (fall 2025/spring 2026). Tuition rates are proposed to increase by 2%, housing rates are proposed to increase by 4%, and board rates are proposed to increase by 10%. Details of the proposed increases are provided in the attached summary. The increase in rates is needed to offset increased operating costs and the effects of inflation (see financial status update for further details).

FISCAL IMPACT: The fiscal impact to revenue of a proposed 2% increase in tuition rates is estimated at \$1.5M. The fiscal impact to revenue of a proposed 4% increase in housing rates is estimated at \$1.7M. The fiscal impact to revenue of a proposed 10% increase in board rates is estimated at \$1.5M. The combined fiscal impact to revenue of the proposed adjustments is estimated at \$4.7M.

PRESIDENT'S RECOMMENDATION: The President recommends approval.

COMMITTEE

ACTION: Finance and Facilities

DATE: July 29, 2024

BOARD

ACTION: _____

DATE: _____

MORGAN STATE UNIVERSITY
Proposed Impact of Tuition, Housing and Board Rate Increases
Fiscal Year 2026

Tuition	Rate increase:		2%	2%	Difference	FY 2024	FY 2025	FY 2026	Difference
	FY 2024	FY 2025	FY 2026						
FT-Undergraduate (annual)									
In-State	\$5,587	\$5,698	\$5,815	\$112	\$18,004,301	\$18,364,387	\$18,731,675	\$367,288	
Out of State	\$16,268	\$16,593	\$16,925	\$325	\$41,743,637	\$42,578,509	\$43,430,080	\$851,570	
By Credit Hour									
PT- Undergraduate- Resident	\$255	\$260	\$265	\$5	\$2,651,490	\$2,704,520	\$2,758,610	\$54,090	
PT- Undergraduate- Non-Resident	\$642	\$654	\$670	\$13	\$3,034,673	\$3,095,367	\$3,157,274	\$61,907	
Graduate- Resident	\$464	\$473	\$485	\$9	\$4,792,761	\$4,888,616	\$4,986,388	\$97,772	
Graduate- Non-Resident	\$912	\$930	\$950	\$18	\$5,268,071	\$5,373,432	\$5,480,901	\$107,469	
CICS (by Credit Hour)									
	FY24 Rate	FY25 Rate	FY26 Rate	Difference					
Undergraduate	\$255	\$260	\$265	\$5	\$504,390	\$514,478	\$524,170	\$9,692	
Graduate	\$464	\$473	\$485	\$9	\$58,477	\$59,646	\$61,110	\$1,464	
Tuition Revenue					\$76,057,800	\$77,578,955	\$79,130,208	\$1,551,253	
Housing Rates (annual)	Rate increase:		4%	4%	Difference	Revenue Impact			
	FY24 Rate	FY25 Rate	FY26 Rate	FY24 Revenue		FY25 Revenue	FY26 Revenue	Difference	
On-Campus Double (Legacy Bldgs)	\$7,245	\$7,535	\$7,840	\$305					
On-Campus Single (Legacy Bldgs)	\$8,700	\$9,050	\$9,415	\$365					
Off-Campus Double (MHG)	\$9,145	\$9,510	TBD	n/a					
Off-Campus Single (MHG)	\$9,825	\$10,220	TBD	n/a					
Baldwin-Cummings - Double	n/a	\$11,690	\$12,160	\$470					
Baldwin-Cummings - Single	n/a	\$12,840	\$13,355	\$515					
Towson Town 2BR/2BA Double	\$13,365	\$13,900	\$14,460	\$560					
Towson Town 2BR/2BA Single	\$13,780	\$14,330	\$14,905	\$575					
Towson Town 2BR/2BA Double	\$13,365	\$13,900	\$14,460	\$560					
Towson Town 2BR/2BA Single	\$13,780	\$14,330	\$14,905	\$575					
Altus/York-Double	\$11,860	\$12,335	\$12,830	\$495					
Altus/York-Single	\$13,365	\$13,900	\$14,460	\$560					
TM Hall Single 4BR/1BA Suite (MEDCO)	\$12,580	\$12,840	\$13,355	\$515					
TM Hall Double 2BR/1BA Suite (MEDCO)	\$10,415	\$10,630	\$11,055	\$425					
TM Hall Double 1BR/1BA Suite (MEDCO)	\$11,455	\$11,690	\$12,160	\$470					
Legacy Hall Single 4BR/1BA Suite (MEDCO)	\$12,729	\$12,840	\$13,355	\$515					
Legacy Hall Double 2BR/1BA Suite (MEDCO)	\$10,520	\$10,630	\$11,055	\$425					
Legacy Hall Double 1BR/1BA Suite (MEDCO)	\$11,573	\$11,690	\$12,160	\$470					
HH Miidtown 4BR/2BA Single		\$12,700	\$13,210	\$510					
HH Miidtown 4BR/4BA Single		\$12,960	\$13,480	\$520					
HH Miidtown 2BR/2BA Single		\$14,465	\$15,045	\$580					
HH Miidtown 2BR/2BA Double		\$10,720	\$11,150	\$430					
HH Miidtown Studio 1BR/1BA Double		\$9,720	\$10,110	\$390					
HH Miidtown 4BR/2BA Double		\$9,510	\$9,890	\$380					
HH Miidtown 4BR/4BA Double		\$9,720	\$10,110	\$390					
Housing Revenue					\$40,404,213	\$42,020,382	\$43,701,197	\$1,680,815	
Board Rates (annual)	Rate increase:		5%	10%	Difference	FY24 Revenue	FY25 Revenue	FY26 Revenue	Difference
	FY24 Rate	FY25 Rate	FY26 Rate						
Platinum Plan	\$5,510	\$5,785	\$6,365	\$580					
Gold Plan	\$4,875	\$5,120	\$5,635	\$515					
Silver Plan	\$4,560	\$4,790	\$5,270	\$480					
1000 Dining Dollar Plan	\$950	\$950	\$950	\$0					
750 Dining Dollar Plan	\$715	\$715	\$715	\$0					
500 Dining Dollar Plan	\$475	\$475	\$475	\$0					
250 Dining Dollar Plan	\$250	\$250	\$250	\$0					
Commuter Block 100	n/a	\$900	\$900	\$0					
Commuter Block 75	n/a	\$700	\$700	\$0					
Commuter Block 50	n/a	\$470	\$470	\$0					
Commuter Block 25	n/a	\$250	\$250	\$0					
Board Revenue					\$12,229,218	\$14,800,000	\$16,280,000	\$1,480,000	
Total proposal fiscal impact (to revenue)								\$4,712,068	

**MARBLE HALL GARDENS
LEASE AMENDMENT**

BOARD OF REGENTS

MORGAN STATE UNIVERSITY

SUMMARY OF ITEM FOR ACTION

TOPIC: Marble Hall Garden (MHG) Apartments Off-Campus Housing Lease Amendment

DATE OF MEETING: August 6, 2024

BRIEF EXPLANATION: In response to continued enrollment growth projections and demand for housing to support new and returning students, an extension of this off-campus lease is needed to support our student housing capacity plan.

MSU has had an ongoing relationship with MHG since 2007 which is set to expire July 31, 2025. This lease amendment extends the relationship with MHG through July 31, 2032 and provides three (3) additional one (1) year renewal periods. Beginning in Fall 2025, we will de-densify the MHG facility resulting in fewer beds but maintaining the same number of apartments. This is expected to enhance the student living experience and satisfaction with the facility going forward. The 192 1-bedroom apartments with double occupancy and the 85 2-bedroom apartments with single occupancy will provide a total of 554 beds/units (a reduction of 165 beds) at this facility for students while enabling the Office of Residence Life and Housing to work collaboratively with the Lessor to cluster assign our students; and to provide supervision and programs in support of the developmental needs of our students.

The amendment modifies the fixed term expiration from July 31, 2025 to July 31, 2032, with three 1-yr renewals.

The original lease and the amendment is attached with the economics of the new arrangement summarized in the table below:

Facility	beds	Annual Cost	Monthly
MHG Apartments	554	\$6.3 million	\$530k

The University makes a request for the approval of the lease amendment.

FISCAL IMPACT: Fiscal impact is summarized in the table above.

PRESIDENT’S

RECOMMENDATION: The President recommends approval.

COMMITTEE

ACTION: Finance and Facilities **DATE:** July 29, 2024

BOARD

ACTION: _____ **DATE:** _____

MHG Amendment –
OGC Reviewed –
Clean

SEVENTH AMENDMENT TO LEASE

This Seventh Amendment to Lease (this “Amendment”) is executed as of _____, 2024 (the “Effective Date”), between **HH MARBLE PROPERTY LLC**, a Delaware limited liability company having an address at c/o Red Stone Properties LLC, 1100 Wayne Avenue, Suite 1010, Silver Spring, Maryland 20910 (“Lessor”), and **MORGAN STATE UNIVERSITY**, having an address at 1700 E. Cold Spring Lane, Baltimore, Maryland 21251 (“Lessee”), for the purpose of amending that certain lease agreement dated June 27, 2007 between Marble Hall Holdings, LLC, Lessor’s predecessor-in-interest, and Lessee, as amended by that certain Lease Addendum dated August 20, 2009, as further amended by that certain Second Addendum to Lease dated August 1, 2012, as extended by that certain Extension of Lease dated August 1, 2012, as further extended by that certain Second Extension of Lease dated July 30, 2013, as further extended by that certain Third Extension of Lease dated May 22, 2014, as further amended and extended by that certain Lease Extension and Amendment dated June 24, 2015 (the “Lease Extension”), as further amended by that certain Second Amendment to Lease dated October 19, 2017 (the “Second Amendment”), as further amended by that certain Third Amendment to Lease dated April 29, 2018, as further amended and extended by that certain Fourth Amendment to Lease dated August 16, 2018 (the “Fourth Amendment”), as further amended by that certain Fifth Amendment to Lease dated August 16, 2018 (the “Fifth Amendment”), and as further amended by that certain Sixth Amendment to Lease dated June 7, 2019 (the “Sixth Amendment”) (collectively and as so amended, the “Lease”). Capitalized terms used herein but not defined shall be given the meanings assigned to them in the Lease.

RECITALS

WHEREAS, pursuant to the Lease, Lessee leases from Lessor 294 Units located in Courts 6 and 7, 224 Units located in Courts 4 and 5, and 208 Units located in Court 3 (collectively, the “Units”), which Units are housed in 192 1-bedroom apartments and 85 2-bedroom apartments (collectively, the “Apartments”), each located at the property commonly known as Marble Hall Gardens;

WHEREAS, pursuant to the Fourth Amendment, Fifth Amendment, and Sixth Amendment, the Lease term is scheduled to expire on July 31, 2025;

WHEREAS, Lessor and Lessee both desire to modify and extend the Lease as provided herein.

NOW, THEREFORE, in consideration of the foregoing and for other valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Lessor and Lessee, intending to be legally bound, agree as follows:

1. **Term for Units.** The Lease term for the Units shall be for the period commencing on August 1, 2025 and ending on July 31, 2032 (unless sooner terminated in accordance with the terms of the Lease).

2. **Renewal Terms.** Upon mutual consent of Lessor and Lessee, the term for the Units may be renewed for three (3) additional 1-year periods upon written notice from the Lessee on or before February 1 of each year prior to the then-current expiration date.

3. **Base Rent for Units.** Commencing on August 1, 2025, all 1-bedroom Apartments will be double-occupancy per room, and all 2-bedroom Apartments will be single-occupancy per room. The initial per-Unit base rent for each 1-bedroom Apartment is \$812.70 per month, and the initial per-Unit base rent for each 2-bedroom Apartment is \$1,219.05 per month, payable in accordance with the Lease. For the avoidance of doubt, such per Unit figure does not include any other costs in connection with the Lease including, but not limited to, real estate taxes or utility adjustments which are additional charges the Lessee may be responsible for pursuant to the Lease.

Beginning on August 1, 2026, and upon the commencement of each year of the Lease on August 1 thereafter, the base rent shall increase at a rate of 3.95% per annum or Consumer Price Index (CPI), whichever is higher.

4. **Service Fee.** The Lessor shall continue to provide high standard to the Units and renovate as many Units as possible during the summers. Commencing on the Effective Date, the Service Fee is initially \$219.00 per Unit for all Units. The Service Fee shall increase by 3.95% during each year of the term of this Lease, irrespective of the applicable increase in base rent, including the first year of the Lease.

5. **Brokerage.** Lessee represents and warrants to Lessor that it has not dealt with any broker, agent, finder or other person in connection with the negotiation or execution of this Amendment and agrees to indemnify and hold Lessor harmless from and against all costs, expenses, attorneys' fees, and other liability for commissions or other compensation claimed by any broker, agent, finder or other person, claiming the same by, through, or under Lessee.

6. **Ratification.** As amended hereby, the Lease is hereby ratified and confirmed.

7. **Binding Effect; Inconsistency; Governing Law.** Except as amended hereby, the Lease shall remain in full effect and this Amendment shall be binding upon Lessor and Lessee and their respective successors and assigns. If any inconsistency exists or arises between the terms of the Lease and the terms of this Amendment, the terms of this Amendment shall prevail. This Amendment shall be governed by the laws of the State of Maryland.

8. **Counterparts.** This Amendment may be executed in one or more counterparts, each of which shall constitute an original but all of which together shall constitute one and the same amendment. This Amendment may be executed and delivered by facsimile signature or other reliable electronic means (including email of a PDF document).

[remainder of page intentionally left blank]

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties hereto have caused this Amendment to be executed by their duly authorized representatives as of the day and year first above written.

LESSOR:

HH MARBLE PROPERTY LLC, a Delaware limited liability company

By: _____
Name:
Title:

LESSEE:

MORGAN STATE UNIVERSITY

By: _____
Name:
Title:

MHG Amendment –
OGC Reviewed –
Redline

SEVENTH AMENDMENT TO LEASE

This Seventh Amendment to Lease (this "Amendment") is executed as of _____, 2024 (the "Effective Date"), between **HH MARBLE PROPERTY LLC**, a Delaware limited liability company having an address at c/o Red Stone Properties LLC, 1100 Wayne Avenue, Suite 1010, Silver Spring, Maryland 20910 ("Lessor"), and **MORGAN STATE UNIVERSITY**, having an address at 1700 E. Cold Spring Lane, Baltimore, Maryland 21251 ("Lessee"), for the purpose of amending that certain lease agreement dated June 27, 2007 between Marble Hall Holdings, LLC, Lessor's predecessor-in-interest, and Lessee, as amended by that certain Lease Addendum dated August 20, 2009, as further amended by that certain Second Addendum to Lease dated August 1, 2012, as extended by that certain Extension of Lease dated August 1, 2012, as further extended by that certain Second Extension of Lease dated July 30, 2013, as further extended by that certain Third Extension of Lease dated May 22, 2014, as further amended and extended by that certain Lease Extension and Amendment dated June 24, 2015 (the "Lease Extension"), as further amended by that certain Second Amendment to Lease dated October 19, 2017 (the "Second Amendment"), as further amended by that certain Third Amendment to Lease dated April 29, 2018, as further amended and extended by that certain Fourth Amendment to Lease dated August 16, 2018 (the "Fourth Amendment"), as further amended by that certain Fifth Amendment to Lease dated August 16, 2018 (the "Fifth Amendment"), and as further amended by that certain Sixth Amendment to Lease dated June 7, 2019 (the "Sixth Amendment") (collectively and as so amended, the "Lease"). Capitalized terms used herein but not defined shall be given the meanings assigned to them in the Lease.

RECITALS

WHEREAS, pursuant to the Lease, Lessee leases from Lessor 294 Units located in Courts 6 and 7, 224 Units located in Courts 4 and 5, and 208 Units located in Court 3 (collectively, the "Units"), which Units are housed in 192 1-bedroom apartments and 85 2-bedroom apartments (collectively, the "Apartments"), each located at the property commonly known as Marble Hall Gardens;

WHEREAS, pursuant to the Fourth Amendment, Fifth Amendment, and Sixth Amendment, the Lease term is scheduled to expire on July 31, 2025;

WHEREAS, Lessor and Lessee both desire to modify and extend the Lease as provided herein.

NOW, THEREFORE, in consideration of the foregoing and for other valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Lessor and Lessee, intending to be legally bound, agree as follows:

1. **Term for Units.** The Lease term for the Units shall be for the period commencing on ~~the Effective Date~~ August 1, 2025 and ending on July 31, 2032 (unless sooner terminated in accordance with the terms of the Lease).

2. **Renewal Terms.** Upon mutual consent of Lessor and Lessee, the term for the Units may be renewed for three (3) additional 1-year periods upon written notice from the Lessee on or before February 1 of each year prior to the then-current expiration date. ~~The Lease~~

will be automatically be renewed for next additional 1-year period, unless Lessee provides Lessor with non-renewal written notice of same on or before February 1, 2032, February 1, 2033 or February 1, 2034, as appropriate.

3. **Base Rent for Units.** ~~Except as provided in Section 4 hereof, commencing~~ Commencing on ~~the Effective Date~~ August 1, 2025, all 1-bedroom Apartments will be double-occupancy per room, and all 2-bedroom Apartments will be single-occupancy per room. ~~The initial the per-Unit (per bed) base rent for each 1-bedroom Apartment is \$812.70 per month, and the initial per-Unit (per bed) base rent for each 2-bedroom Apartment is \$1,219.05 per month~~ Unit is \$812.70, payable in accordance with the Lease. For the avoidance of doubt, such per Unit figure does not include any other costs in connection with the Lease including, but not limited to, real estate taxes or utility adjustments which are additional charges the Lessee may be responsible for pursuant to the Lease.

Beginning on August 1, 2026, and upon the commencement of each year of the Lease on August 1 thereafter, the base rent shall increase at a rate of 3.95% per annum or Consumer Price Index (CPI), whichever is higher.

~~4. **2-Bedroom Units.** As of the Effective Date of this Agreement, all 2-bedroom apartments can be occupied as either single or double occupancy per room. Lessee shall provide notice to Lessor prior to the commencement of each year of the Term of the expected occupancy of each Unit. The base rent for single occupancy 2-bedroom Units is hereby \$1219.05. The base rent for double occupancy 2-bedroom Units is hereby \$812.70. For the avoidance of doubt, such per Unit figure does not include any other costs in connection with the Lease including, but not limited to, real estate taxes or utility adjustments which are additional charges the Lessee may be responsible for pursuant to the Lease.~~

~~5.4. **Service Fee.** The Lessor shall continue to provide high standard to the Units and renovate as many Units as possible during the summers. Commencing on the Effective Date, the Service Fee is initially \$219.00 per Unit (per bed) for all Units. The Service Fee fee, as described in Section 5 of the Lease Extension And Amendment for Court 6 and 7, Section 8 of the Fifth Amendment for Court 4 and 5, Section 9 of the Sixth Amendment for Court 3; The Service Fee shall increase by 4.953.95% during each year of the term of this Lease, irrespective of the applicable increase in base rent, including the first year of the Lease.~~

~~6.5. **Brokerage.** Lessee represents and warrants to Lessor that it has not dealt with any broker, agent, finder or other person in connection with the negotiation or execution of this Amendment and agrees to indemnify and hold Lessor harmless from and against all costs, expenses, attorneys' fees, and other liability for commissions or other compensation claimed by any broker, agent, finder or other person, claiming the same by, through, or under Lessee.~~

~~7.6. **Ratification.** As amended hereby, the Lease is hereby ratified and confirmed.~~

~~8.7. **Binding Effect; Inconsistency; Governing Law.** Except as amended hereby, the Lease shall remain in full effect and this Amendment shall be binding upon Lessor and Lessee and their respective successors and assigns. If any inconsistency exists or arises between~~

Commented [OGC1]: Has the financial impact of these amounts and the proposed increases been determined? Also, provision 3 conflicts with provision 4 since provision 3 specifically states a base rent for each Unit and does not distinguish that single occupancy and double occupancy units will have a different rate.

Commented [DL2R1]: Yes. Financial analysis has been performed regarding the lease economics. Suggested edits have been agreed to help clarify the pricing.

Commented [OGC3]: The Service fee is different in each of the leases, so has the financial impact for each court been determined?

Commented [DL4R3]: Yes. Financial analysis has been performed regarding the lease economics. Suggested edits have been agreed to help simplify the cost.

the terms of the Lease and the terms of this Amendment, the terms of this Amendment shall prevail. This Amendment shall be governed by the laws of the State of Maryland.

9.8. Counterparts. This Amendment may be executed in one or more counterparts, each of which shall constitute an original but all of which together shall constitute one and the same amendment. This Amendment may be executed and delivered by facsimile signature or other reliable electronic means (including email of a PDF document).

[remainder of page intentionally left blank]

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties hereto have caused this Amendment to be executed by their duly authorized representatives as of the day and year first above written.

LESSOR:

HH MARBLE PROPERTY LLC, a Delaware limited liability company

By: _____
Name:
Title:

LESSEE:

MORGAN STATE UNIVERSITY

By: _____
Name:
Title:

[Seventh Amendment to Master Lease – Morgan State – Signature Page]

ENOLIA MASTER LEASE TERM SHEET

BOARD OF REGENTS

MORGAN STATE UNIVERSITY

SUMMARY OF ITEM FOR ACTION

TOPIC: Master Lease Term Sheet for Enolia Student Housing Development

COMMITTEE: Finance and Facilities

DATE OF MEETING: August 5, 2024

BRIEF EXPLANATION: The University’s student housing capacity planning details a need for additional student housing for FY26 (Fall 2025) to maintain a total capacity of 5,200 to 5,300 beds. Driving additional capacity need for FY25 is the planned renovation of Harper-Tubman and O’Connell legacy housing facilities (approx. 400 beds) and the de-densification of the Marble Hall Gardens facility (approx. 170 beds).

The Enolia housing project is sponsored by local developer MCB and is being developed in collaboration with the University specifically for housing Morgan students. This project is the only such project within a close proximity (walking distance) to the Morgan campus designed to support students.

The University has negotiated the key commercial terms for the lease of this facility as reflected in the term sheet. Key fiscal terms are summarized in the table below:

Facility	beds	Annual Cost	Monthly
Enolia Apartments	473	\$6.7 million	\$552k

The initial lease term is for 5 years with two 5-year extensions at the option of the University. The term, including any extensions, call for an annual rent escalator of 4% each year during the initial term and a greater of 4% or CPI adjustment in each of the option terms.

While the term sheet is non-binding and any proposed lease subject to approval by the Board of Regents and the Board of Public Works, such lease will be developed upon approval of this term sheet by the Board. The lease will be brought to the Board for approval once the parties agree on all terms and conditions and the draft has been approved for form and legal sufficiency. Upon the approval of the lease by the Board, it shall be presented to the Board of Public Works for approval.

The University makes a request to the Board of Regents for approval of the non-binding term sheet and to enter into negotiations for a Master Lease based on the term sheet commercial terms.

FISCAL IMPACT: Fiscal impact is summarized in the table above.

PRESIDENT'S RECOMMENDATION: The President recommends approval.

COMMITTEE ACTION: _____ **DATE:** _____

BOARD ACTION: _____ **DATE:** _____

July 18, 2024

Mr. E. David LaChina
Executive Vice President for Finance and Administration
Morgan State University
1700 E. Coldspring Lane
Truth Hall 307
Baltimore, MD 21251

RE: Revised Terms for Student Housing Lease at 4529 Harford Road

Dear Mr. LaChina:

Thank you for your interest in a block lease (“Lease”) for student housing units at The Enolia located at 4529 Harford Road, Baltimore, MD (“Property”). MCB 4511 Harford Road LLC (“Owner”) is pleased to provide you with this revised proposal for Morgan State University (“University”) to lease all of the units at the Property for its exclusive use subject to the approval by the University’s Board of Regents and the Board of Public Works. MCB’s project will provide an unparalleled new product type for Morgan in walking and biking distance to campus. Our project provides 1, 2 and 4-bedroom units with an in-suite bath for every bedroom as well as modern unit common areas with a full kitchen, shared living area as well as an in-unit washer and dryer. The building will also provide indoor and outdoor gathering spaces, a state-of-the-art fitness center and multiple study rooms.

The proposed terms are as follows:

PREMISES: One hundred fifty-one (151) furnished student housing units (“Units”) at the Property. Units include nineteen (19) 1-bedroom, thirty-seven (37) 2- bedroom, and ninety-five (95) 4-bedroom units totaling 473 beds all with one-bathroom per bedroom in suite, as per the attached floor plans in Exhibit A.

LICENSE: The parties acknowledge that the University, subject to the approval of the University’s Board of Regents and the Board of Public Works, intends to license the Units to University students and resident advisors (“Licensees”) subject to the following terms and conditions:

- a) The terms of each license shall comply with the terms and rules and regulations of Owner’s Apartment lease contract, and a breach of a license by a Licensee may be deemed a breach by the University.

b) University and Owner shall determine protocol for managing Licensee's move-in and move-out to be further defined in the Lease.

PARKING:

The University and its Licensees shall have exclusive use of a gated, 127-space surface parking lot ("Exclusive Spaces") as shown on Exhibit B. Owner acknowledges that the University may enter into parking agreements with its Licensees and charge those Licensees on a per space basis for the term of the Lease. Visitors will have access to a non-gated parking area where an additional 10 spaces can be made available to Licensees.

CONDITION:

The Property will be new construction with newly installed standard furnishings.

SERVICES AND AMENITIES:

Owner shall provide at no additional cost or expense to the University the following services and amenities: internet service, Unit furnishings and appliances and in-unit washer/dryers. The furnished common areas will include the lobby, a classroom, a great room and kitchenette, study rooms, a mail and package room, indoor bike parking, a fitness center, and an outdoor courtyard. The Owner shall provide trash removal to the Property and common area housekeeping (excluding the Units). The Owner will provide on-site property management and maintenance.

RESIDENTIAL LIFE:

The University agrees to provide an adequate amount of qualified resident advisors ("Resident Advisors") to live at the Property during the entire Lease term. The Resident Advisors will manage the provision of residential life services for students including staffing the front information desk from 8 am to midnight to be further defined in the Lease.

LEASE TERM:

The Lease shall commence on August 1, 2025, and terminate on July 31, 2030, with two renewal options thereafter of five years each.

BASE RENTAL RATE:

Base rent ("Base Rent") during the first Lease year will be \$ 6,662,690 per year paid in twelve (12) consecutive equal monthly installments of \$ 551,890.80.

The University shall pay annual escalations on Base Rent equal to 4% during initial lease term on the first anniversary date of the lease commencement and each year thereafter. At the start of each Renewal Option, the increase shall be the greater of (i) 4.00% and (ii) CPI for the first renewal year and 4% thereafter for the remainder of that Renewal Term.

UTILITIES:

Each Unit will be separately metered for water and electric use estimated at \$30 per month per bed to be paid by the Owner. The University shall be responsible for all Unit water and electric charges that total more than \$30 per month per bed (“Utility Charges”). The Owner shall bill the University directly for all such Utility Charges. The mechanism for payment and reconciliation of the Utility Charges shall be further defined in the Lease. Common area utility charges for water and electric are included in the Base Rent.

SECURITY:

The Property is being equipped with security cameras, perimeter fencing of the parking area, and access card entry. The security cameras will be able to be monitored from the lobby desk. A courtesy patrol officer will be provided by the Owner from 12 midnight to 8 am during the school year to be stationed at the lobby desk and to make rounds except over the summer when students are not in residence.

Any additional security measures will be at the University’s expense. University security will be for the sole purpose of ensuring the safety of Morgan students.

**ROUTINE SERVICE/REPAIR
REFRESH:**

Owner shall maintain and repair the Premises to keep the same in good order and repair, excluding damage caused by University’s Licensees or their guests, which may be the responsibility of University. Owner’s repair and maintenance responsibilities shall include pest control abatement, keeping the exterior of the buildings, including the roof and snow removal for any walkways, sidewalks and the parking lot related to the Premises, and all mechanical, electrical, and plumbing

systems, windows and exterior doors, furniture replacement, and common areas in good order and repair, routine cleaning of carpets, air ducts and ventilation systems, and to keep the Premises water-tight.

Owner shall conduct a walkthrough inspection, before the last week of May, of all Units with the University to determine the condition of the Premises and any needed repairs and maintenance. Owner and the University shall agree on repair and maintenance summer schedule with a completion date no later than July 31st. Owner shall perform routine maintenance and repair, and replacement as necessary to keep the interior of the Premises in good condition. The following work which shall be done annually during May, June and July months, or as agreed, on all apartments shall include cleaning or repairing kitchen tops, toilet seats, window blinds, showers and window screens; replacing broken furniture and mattresses resulting from normal wear and tear; replacing broken appliances resulting from normal wear and tear; painting any rooms resulting from normal wear and tear.

HOLDOVER:

If the University and its Licensees do not surrender and vacate the Property at the Lease Expiration Date and the University has not exercised its Renewal Option, then the University shall be deemed to be a Holdover Tenant and the Base Rental Rate shall be at One Hundred and Fifty percent (150%) of the last month's rent for Ninety (90) days.

DAMAGE:

Owner will invoice University for damage to the Units, common areas, major appliances, and furnishings providing appropriate documentation and support for such charges.

BROKERAGE:

Owner and University agree that there are no third-party broker representatives involved in the transaction.

NON-BINDING:

This proposal is intended solely as a preliminary expression of general intentions and is to be used for discussion purposes only. The parties intend that neither shall have any contractual obligations to the

other with respect to the matters referred to herein unless and until a Lease agreement has been fully executed and delivered by the parties. The parties agree that this proposal is not intended to create any agreement or obligation by either party to negotiate a definitive Lease agreement and imposes no duty whatsoever on either party to continue negotiations, including without limitation any obligation to negotiate in good faith or in any way other than at arm's length. Prior to delivery of a definitive executed Lease agreement, and without any liability to the other party, either party may (1) propose different terms from those summarized herein, (2) enter negotiations and execute a lease with other parties and/or (3) unilaterally terminate all negotiations with the other party hereto.

Again, thank you for your interest in leasing student housing at The Enolia. We look forward to working with you to bring this high-quality student housing option to the Morgan community.

Sincerely,

P. David Bramble
Authorized Representative

Agreed and Accepted

By: _____

Print Name: _

Title: _____

Date: _____

THE ENOLIA

Project Update



**151-Unit , 473-Bed, Purpose-Built Student Housing Development
Located in Baltimore, MD**

ABOUT MCB

MCB Real Estate, LLC is a commercial real estate, investment, development and management firm headquartered in Maryland. MCB boasts a diverse portfolio of operating assets totaling approximately 14 million square feet of industrial, office, retail, mixed-use, and residential properties with almost 4 million square feet in its development pipeline.

The firm was founded in 2007 by P. David Bramble and Peter Pinkard who have over 60 years of combined real estate experience in acquisitions, development, private equity, structured finance, workouts, management, operations, and law. Through diverse real estate expertise, and long-term industry relationships MCB is able to identify and invest in a variety of challenging and complex properties that require extensive real estate experience, deep market knowledge, significant capital deployment, and efficient deal execution.



YARD 56
Baltimore, MD



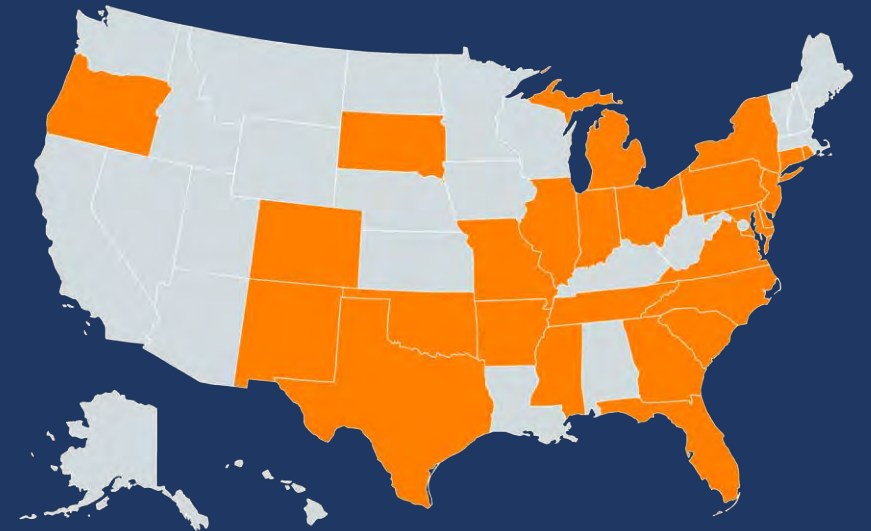
MADISON PARK
Baltimore, MD



LIBERTY PLACE
Washington, D.C.

CONSTRUCTION & DEVELOPMENT EXPERIENCE

- ◆ MCB has deep, cycle-tested experience in complex construction, development and redevelopment across multiple asset classes.
- ◆ MCB's development and construction professionals have more than 150 years of combined experience across approximately 44 million sf of commercial and industrial assets and nearly 10,000 units of multifamily totaling more than \$6 billion in development experience.
- ◆ Although development is a cross disciplinary exercise which involves various parts of our team, MCB's development & construction groups include more than 12 professionals who spend a significant portion of their time on development projects.



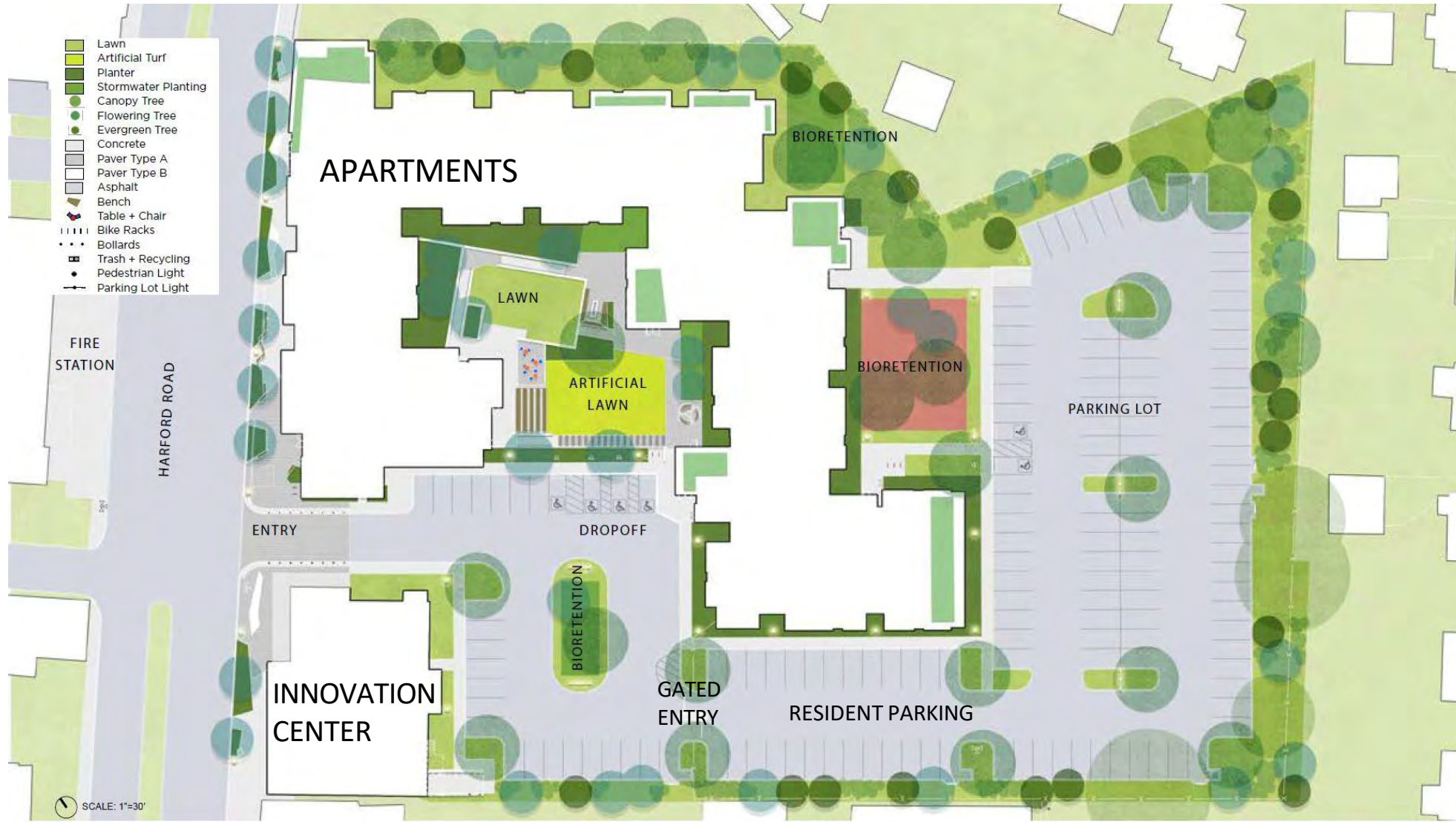
NEARBY AMENITIES



NEW DEVELOPMENT



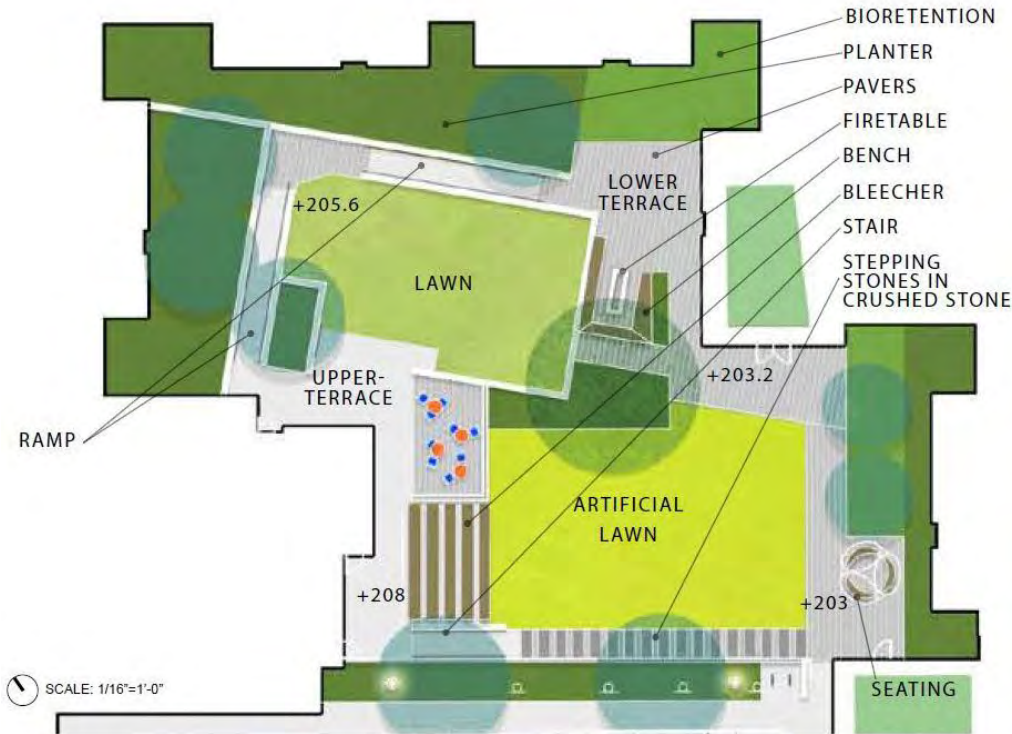
SITE PLAN



EXTERIOR COURTYARD



AMENITIES - COURTYARD

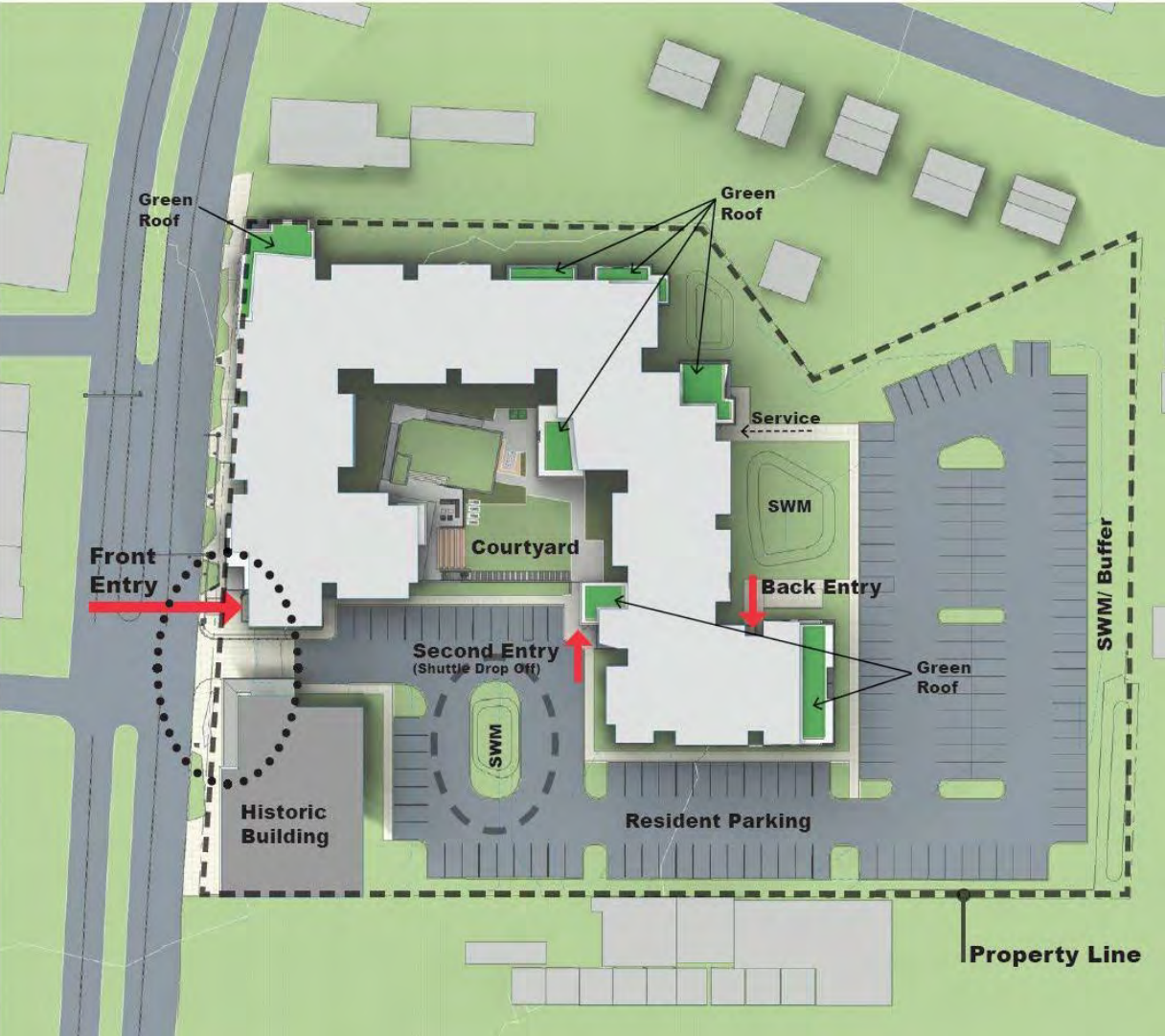


SCALE: 1/16"=1'-0"

- Lawn
- Artificial Turf
- Planter
- Stormwater Planting
- Canopy Tree
- Flowering Tree
- Evergreen Tree
- Concrete
- Paver Type A
- Paver Type B
- Asphalt
- Bench
- Table + Chair
- Bike Racks
- Bollards
- Trash + Recycling
- Pedestrian Light
- Parking Lot Light



PARKING AND SHUTTLE BUS



AMENITIES — UNITS AND COMMON AREAS

Class-A Student Housing Project:

In Unit:

- 1 bathroom per bedroom parity
- Ensuite bathrooms
- Full Size In-unit washer & dryer
- Fully furnished living and bedroom areas
- Synthetic Quartz countertops
- Stainless steel appliances
- Solid wood cabinet fronts
- Luxury Vinyl Plank (LVP) flooring (except in bedrooms)

Common Areas:

- Multiple study/collaboration rooms
- Digital / Virtual classroom
- Large, state-of-the-art fitness center and yoga studio
- Game room and lounge
- Landscaped courtyard with game area and grill
- Secure indoor bike storage and repair station
- Mail and package room

Unit Breakdown		
Unit Type	Unit Count	Percent of Project
1 Bedroom	20	13.25%
2 Bedroom	36	23.84%
4 Bedroom	95	62.91%
Total	151	100.00%

Construction Detail	
Foundation	Concrete and Block Construction
Framing	Wood and Engineered Wood
Exterior Walls	Hardy Plank, and Vinyl Siding
Roof	Thermoplastic Polyolefin (TPO)

Apartment Unit Detail	
Interior Walls	Drywall
Flooring	Luxury Vinyl Plank (LVP) (except in carpeted bedrooms)
Ceiling Heights	9 Feet
Doors	Solid Core Unit Entry Door
Kitchen	Quartz Composite Countertops, Stainless Steel Appliances
Bathrooms	1 Bathroom per Bedroom Parity (Ensuite Bathrooms)
Furniture	Fully Furnished
Laundry	Full Size In Unit Washer & Dryer



Sample images from comparable projects

FIRST FLOOR PLAN

FIRST FLOOR UNIT SUMMARY:
 SINGLE UNIT: 3
 DOUBLE UNIT: 6
 QUAD UNIT: 17



- AMENITY SPACE
- LEASING
- SINGLE UNIT
- DOUBLE UNIT
- QUAD UNIT
- CIRCULATION, HORIZONTAL
- CIRCULATION, VERTICAL
- SUPPORT SPACE

4515-29 HARFORD ROAD APARTMENTS

PROJECT NUMBER: #2112.03

FIRST FLOOR PLAN
 SCALE: 1" = 30'-0"

A-1B



Alexander Design Studio
 www.brokenboxes.com

SUBJECT TO CHANGE

TYPICAL UPPER FLOOR PLAN

SECOND FLOOR UNIT SUMMARY:

SINGLE UNIT: 3
 DOUBLE UNIT: 6
 QUAD UNIT: 22



- AMENITY SPACE
- SINGLE UNIT
- DOUBLE UNIT
- QUAD UNIT
- CIRCULATION, HORIZONTAL
- CIRCULATION, VERTICAL
- SUPPORT SPACE

STUDY LOUNGE

STUDY LOUNGE

4515-29 HARFORD ROAD APARTMENTS

SECOND FLOOR PLAN

SCALE: 1" = 30'-0"



Alexander Design Studio
 www.brokenboxes.com

PROJECT NUMBER: #2112.03

A-2
 SUBJECT TO CHANGE



For more information please contact:

P. David Bramble

Managing Partner

Direct: 410.662.0104

Cell: 410.340.1665

DBramble@mcbrealestate.com

Amy Bonitz

Vice President, Community Development

Direct: 410.662.0104

Cell: 410.591.7531

ABonitz@mcbrealestate.com

MCB Real Estate

2002 Clipper Park Road

Suite 105

Baltimore, MD

21211

www.mcbrealestate.com



ITEMS FOR INFORMATION

MORGAN STATE UNIVERSITY
BOARD OF REGENTS
Finance and Facilities Committee
August 5, 2024

FY 2024 FINANCIAL STATUS UPDATE

Fourth quarter ending June 30, 2024

OVERVIEW

The University continues to operate in a volatile and uncertain economic environment. Coming out of the pandemic to inflation and recession concerns, there is ongoing pressure on the University's budget and its ability to operate within existing resources, and on the day-to-day University operations. The current economic challenges, the uncertainty of the U.S. economy, and the international conflicts could critically impact the University's financial position now and into the future. While the future may still hold considerable challenges, FY 2024 started off well with the University's final fall enrollment headcount reaching 9,808, an increase of 707 students or 7.8% as compared to FY 2023, and once again resulting in the largest enrollment in the University's history.

Continued strong enrollment of freshman and an increased out-of-state mix has created record demand for campus sponsored housing. While increased revenue is a welcome event, the increased demand continues to stress both the teaching and housing infrastructures resulting in an increased need for additional faculty and new leased housing requirements to meet student demand, among other additional administrative costs.

As shown in Attachment I, the University realized \$458.8 million in operating revenues as of June 30, 2024. This represents 102.2 percent of the total university operating budget, which includes state support and self-supporting programs, including Restricted Funds and Auxiliary Enterprises, and is consistent with the prior year's percent utilization. Operating expenses for the same period were \$455.4 million, representing 101.5 percent of the total university operating budget. While the University's cost containment program, implemented during the pandemic, is less restrictive, the University continues to be focused on controlling costs. The increase in enrollment has increased the University's need for additional infrastructure and financial aid, which are only partially offset by the increase in tuition revenue. Special attention to the effects of inflation, supply chain backlog and other economic pressures continue to remain in place for the rest of the fiscal year.

STATE SUPPORT

Per Attachment I, the University realized \$224.9 million of revenues or 74.9 percent of the budget, while the University expended \$212.9 million or 70.9 percent of the adjusted base operating budget. This level of revenue and expense utilization is consistent with the prior year. Ongoing cost containment initiatives continue to slow the overall spending rate despite the increased operating costs associated with higher enrollment.

SELF-SUPPORTED PROGRAMS

Per Attachment I, self-supported revenues were \$152.4 million or 103.8 percent of the budget resulting from increased restricted fund (grant) activity, and is generally consistent with the prior year and operating expectations. As outlined in Attachment I, the program expended \$166.3 million or 106.4 percent of the adjusted base operating budget.

SUMMARY

Economic uncertainty remains, resulting in on-going pressure on the University's ability to operate within existing resources and to invest for the future. While the increase in enrollment has resulted in welcomed additional resources, the University has also incurred additional costs resulting from the increased demand and challenges for instruction as well as student and facilities infrastructures. Considerable financial uncertainty continues, both in the form of unexpected costs and potential future pressure on revenue. Inflation continues to be of concern, which places additional pressure on the University's cost base. While the Federal Reserve continues actions in an effort to tame inflation, the volatility in the financial markets, coupled with inflation will impact future expenses for the University. Additionally, the ongoing supply chain bottlenecks continue to have a direct impact on our operating expenses in terms of higher costs for the goods and services we pay for as well as their timely availability. Labor shortages are also putting pressure on the University's salary structure as the cost to hire new employees increases, resulting in salary compression for existing employees.

Expenditure planning as well as new creative revenue models need to be the constant focus of the University to maintain financial stability given the time it may take to return to a stable, predictable environment and economy. Future revenue growth could be realized from the Morgan Completes You (MCY) initiative, which kicked-off in pilot form for spring 2022 with 11 students enrolled, 62 in fall 2022 and 125 in fall 2023. **The need for more consistent and diverse revenue streams is paramount.** The HBCU Fund 41 budget is supporting various University initiatives including identifying new revenue streams through an expansion of new academic programs. This budget will also support the hiring of new tenured and tenure track faculty, along with providing funding to support resources for the future.

In spite of general uncertainties, the University's financial outlook is bright if we continue to manage costs, generate new revenue streams, and price our educational services at a fair and competitive way. We are working towards several new higher education financial models and budgeting techniques for the future.

HBCU FINANCING

During the May 2022 Board meetings, the University obtained approval to submit a new application to the HBCU Capital Financing Program to borrow up to \$65.0 million (the 2022 HBCU loan). As previously reported, the 2022 HBCU loan closed in December 2022 with proceeds from this new financing allocated between student housing renovations and other critical deferred maintenance projects at the University. This is in addition to the earlier 2020 HBCU financing for the Public Safety Building (\$16.5M) and the Thurgood Marshall Dining project (\$32.M). For historical reference, the 2020 HBCU loan also included \$21.3M to refinance existing auxiliary bonds, which was subsequently satisfied/forgiven as part of a federal program during the COVID period. Disbursements for the 2020 HBCU loan totaled \$42.8 million for the remaining projects with \$41.5M outstanding as of June 30, 2024. Funds from the 2022 HBCU loan have already started to be utilized for renovation in Murphy Fine Arts (est. \$4M), the

renovation of legacy housing facilities (Baldwin and Cummings - est. \$30M), and completing Hurt Gymnasium renovations (est. \$15M). Each one of these capital projects is underway and each is substantially complete. Approximately \$24.6M has been disbursed and is outstanding as of June 30, 2024 under the 2022 HBCU loan with an additional \$40M of requests expected to be submitted by December 31, 2024. Total HBCU loans outstanding as of June 30, 2024 is approximately \$66.1M. The University's overall capital program is funded by the State of Maryland, the MCEC/Siemens partnership, and the borrowed funds from the HBCU Capital Financing Program. A robust capital budget coupled with solid operating performance will continue to support the University's strong credit rating.

FY 2025 OPERATING BUDGET

The legislative decision totaled an incremental budget increase of \$4.7 million, a reduction of \$1M since the previous report, as detailed in a separate report, resulting in \$162.9 million for general funds, \$4.6 million for HEIF and \$26.7 million for HBCU settlement funds, for a total of \$194.3 million.

The recommendation totaling \$4.7 million includes approval for the Center for Urban and Coastal Climate Science Research (\$2 million) and additional funding for AI (\$500k), among other items. In addition, instead of directly funding our special request for security enhancements for \$36.8 million, the Governor's recommendation includes \$25 million designated for higher education security enhancement to be administered by MHEC. The University submitted a proposal and was awarded approximately \$3M for security enhancements.

TUITION AND FEES – FY25 PROPOSAL

Tuition and mandatory fees had been unchanged since fall 2019 even though the cost of education since 2019 has continued to rise. Normal 2% to 3% annual tuition increases for the fall 2020, fall 2021 and fall 2022, essentially three years of rate increases, were foregone in light of the financial hardships endured by students and their families as a result of the COVID pandemic and have helped to support the enrollment increase during the same period.

While being sensitive to the rising cost of education, and the general financial challenges of the community we serve, an increase in tuition of 2% effective for the fall 2023 semester (FY24) was approved at the February 2023 Board of Regents meeting. In an effort to streamline recruiting and billing processes and be clear and transparent about the cost of education, a proposal for an additional 2% increase for FY25 was brought forward in May 2023 and approved in the August 2023 Board of Regents meeting. A proposal for FY26 tuition and fees was presented at the May 2024 meeting; approval for that proposal is now requested. Based on level enrollment, the fiscal impact of a 2% increase is expected to result in an additional \$1.5 million in tuition revenue for FY26. Consideration for this increase is requested given ongoing additional investments needed in both the academic and student support infrastructures. Further, this increase is consistent with our peer intuitions and the other public institutions' actions on increased tuition. While access and affordability are hallmarks for Morgan, tuition increases have a direct impact on the University's ability to deliver high quality educational services as enrollment and student services needs continue to grow.

Mandatory fees have foregone traditional annual rate increases since fall 2019; with no increase in fees being proposed as the university prepares to establish a working group to evaluate and review the existing fee structure. Overall, the University's mandatory fee structure requires a revision and a potential increase with consideration given to adding a technology fee in light of increased technology needs and support, particularly with respect to pandemic period

upgrades to AV technology in classrooms across campus and new technologies coming online with the new buildings being constructed. The goal will be to align the mandatory fees with the student services supported by the fees.

Housing had similarly foregone traditional rate increases in an effort to ease the financial burden on students and their families. However, FY22 and FY23 saw an increase in housing rates of 4% as well as additional rates proposed for specific off campus leases required to supplement the demand for housing. These increases are necessary to keep pace with the rising cost of market-based housing, inflation, and off-campus lease agreements which require annual increases. As such, we are proposing that housing rates be increased for fall 2025 (FY26) by 4%. Based on level activity, the fiscal impact of a 4% increase is expected to result in an additional \$1.7 million in housing revenue required to keep pace with costs of off-campus lease premises. Note that these increases do not support additional costs incurred for security and shuttle services for off-campus housing which have continued to rise.

Sodexo Magic, our food services vendor has noted inflation pressures and the rising cost of food service will require pricing adjustment going forward. A 6% cost increase for board rates was approved in February 2023 across all standard board plans for FY24. An additional 5% was proposed and approved for board rates for FY25 to keep pace with inflation along with an expansion of food service plan offerings to include commuter board plans. The proposal for FY26 is an increase of 10% to keep pace in inflation and wage related increases. Based on level activity, the fiscal impact of a 10% increase in board rates is expected to result in an additional \$1.6 million in board revenue required to offset the rising cost of food service to the university.

These rate increases are necessary to support the rising cost to deliver a high-quality educational system. As stated previously, every aspect of the University’s operations is experiencing inflationary pressures, along with the increased enrollment infrastructure demands. The list below is a snapshot of the increased operating’s expenses incurred this year and will mostly likely continue into the next fiscal year and beyond. Even with tight expense management in place, most of these rising costs cannot be avoided.

OPERATING EXPENSES IMPACT FOR FY 2024

University infrastructure requirements:

- Faculty hiring to support enrollment growth - \$ 1.0 M
- Staff - 1.0 M
- IT related - 1.0 M
- Security - 1.0 M
- Facilities (Academic & Research infrastructure costs) - 3.0 M

Housing Related:

- Facilities - 2.0 M
- Security - 1.0 M

• Transportation -	3.0 M
Food services -	1.0 M
Institutional Aid -	2.0 M
Total	\$ 16.0 M

While these summery additional operating expenses exceed the projected increase in proposed revenue, there are measures in place to ensure these increased costs can be met. The Finance and Administration team along with other key University team members will be working together to achieve the strategic goals as outlined in Transformation Morgan 2030.

**MORGAN STATE UNIVERSITY
WORKING BUDGET VS. REVENUE REALIZED
FISCAL YEAR 2024**

Actual for the Period Ending June 30, 2024

	<u>FUNDING SOURCE</u>	<u>WORKING BUDGET</u>	<u>REVENUES</u>	<u>BALANCE</u>	<u>PERCENT REALIZED</u>
STATE - SUPPORTED PROGRAMS:					
Tuition and Fees	State	95,300,000	97,110,230	1,810,230	101.9%
State Appropriations	State	191,300,000	190,813,591	(486,409)	99.7%
Grants and Contracts	State	8,250,000	10,625,679	2,375,679	128.8%
Other Sources	State	7,126,000	7,834,368	708,368	109.9%
TOTAL STATE - SUPPORTED PROGRAMS		<u>301,976,000</u>	<u>306,383,868</u>	<u>4,407,868</u>	<u>101.5%</u>
SELF - SUPPORTED PROGRAMS:					
Sales and Services - Auxiliary Enterprises	Auxiliary	64,802,000	62,455,697	(2,346,303)	96.4%
Federal Grants and Contracts	Restricted Funds	74,519,000	85,272,915	10,753,915	114.4%
State Grants and Contracts	Restricted Funds	4,000,000	1,205,819	(2,794,181)	30.1%
Private Grants and Contracts	Restricted Funds	3,500,000	3,447,237	(52,763)	98.5%
TOTAL SELF - SUPPORTED PROGRAM		<u>146,821,000</u>	<u>152,381,668</u>	<u>5,560,668</u>	<u>103.8%</u>
TOTAL UNIVERSITY		<u>448,797,000</u>	<u>458,765,536</u>	<u>9,968,536</u>	<u>102.2%</u>

**MORGAN STATE UNIVERSITY
WORKING BUDGET VS. EXPENDITURE
FISCAL YEAR 2024**

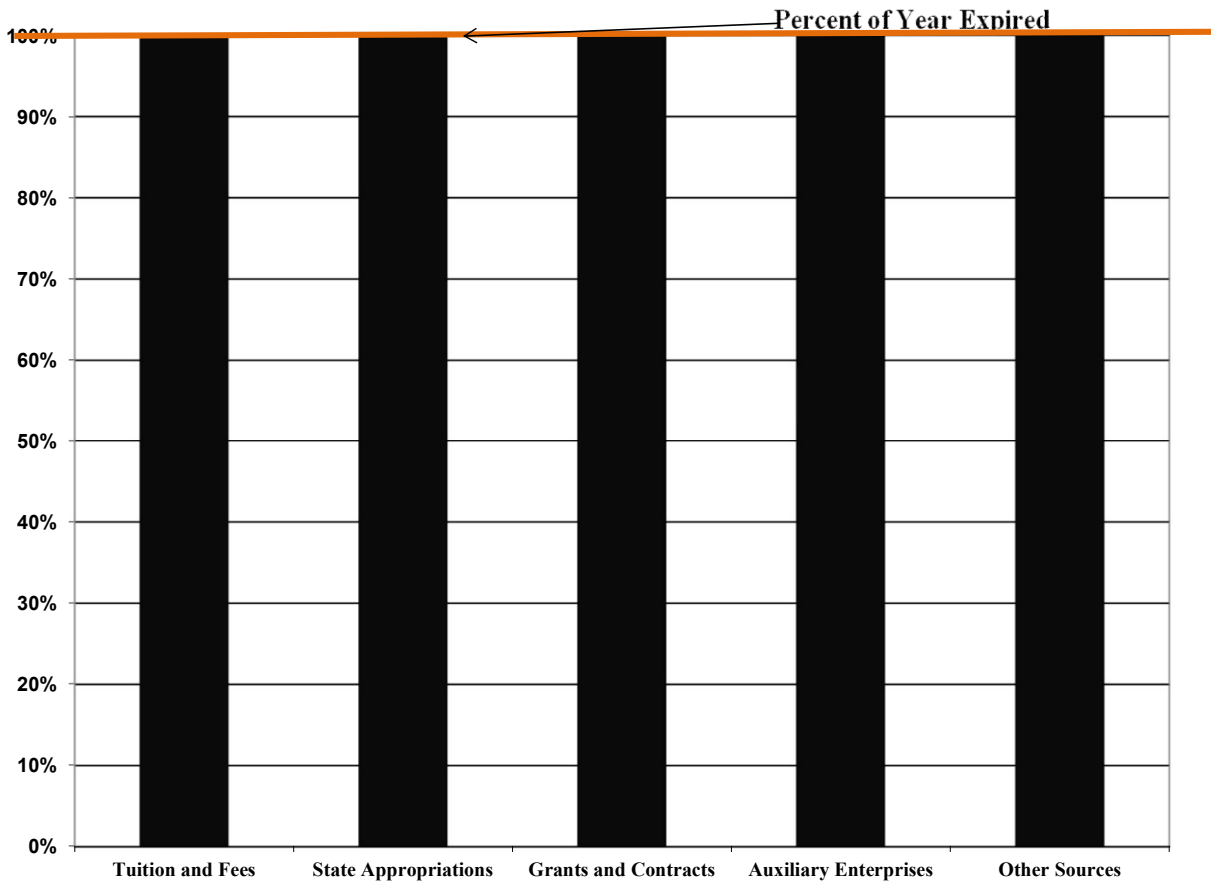
Actual for the Period Ending June 30, 2024

		<u>WORKING BUDGET</u>	<u>EXPENDITURES</u>	<u>BALANCE</u>	<u>PERCENT EXPENDED</u>
STATE - SUPPORTED PROGRAMS:					
Instruction	State	86,970,829	77,633,219	9,337,610	89.3%
Research	State	20,226,270	10,541,709	9,684,561	52.1%
Public Service	State	351,132	332,795	18,337	94.8%
Academic Support	State	41,783,675	38,142,819	3,640,856	91.3%
Student Services	State	13,677,258	11,821,440	1,855,818	86.4%
Institutional Support	State	66,408,431	72,036,427	(5,627,996)	108.4%
Plant Operations and Maintenance	State	39,837,505	36,808,292	3,029,213	92.4%
Scholarships and Fellowships	State	32,720,900	41,786,295	(9,065,395)	127.7%
TOTAL STATE - SUPPORTED PROGRAM		<u>301,976,000</u>	<u>289,102,995</u>	<u>12,873,005</u>	<u>106.4%</u>
SELF-SUPPORTED PROGRAMS:					
Auxiliary Enterprises	Auxiliary	64,802,000	76,335,389	(11,533,389)	117.8%
Research	Restricted Funds	57,519,000	60,438,652	(2,919,652)	105.1%
Restricted Scholarships and Fellowships	Restricted Funds	24,500,000	29,501,319	(5,001,319)	120.4%
TOTAL SELF-SUPPORTED PROGRAM		<u>146,821,000</u>	<u>166,275,359</u>	<u>(19,454,359)</u>	<u>113.3%</u>
TOTAL UNIVERSITY		<u>448,797,000</u>	<u>455,378,355</u>	<u>(6,581,354)</u>	<u>101.5%</u>

WORKING BUDGET VS. REVENUE REALIZED

FISCAL YEAR 2024

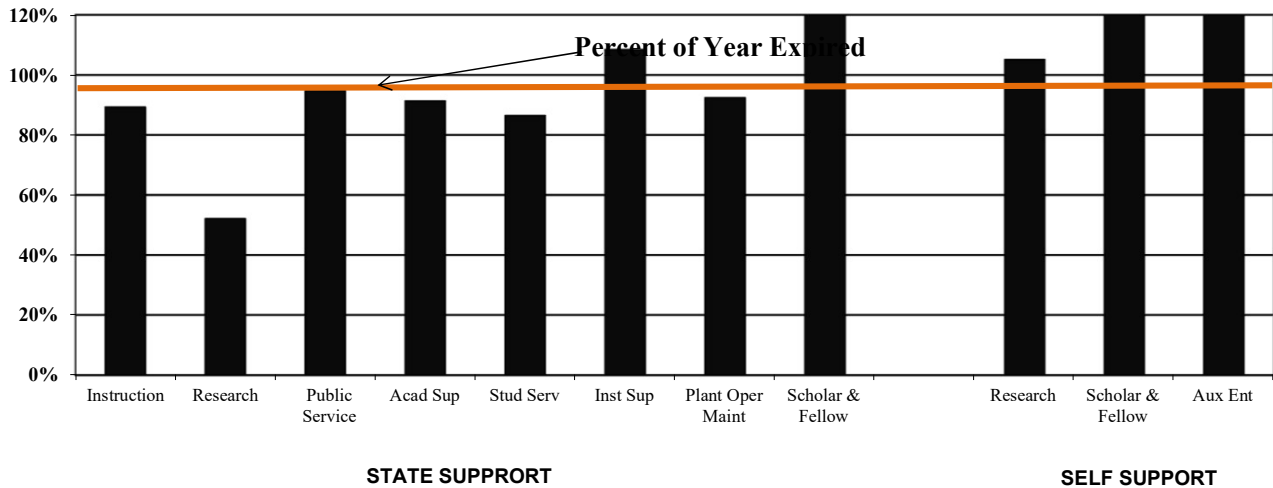
Actual for the Period Ending June 30, 2024



PERCENT OF BUDGET EXPENDED BY PROGRAM

FISCAL YEAR 2024

Actual for the Period June 30, 2024



**MORGAN STATE UNIVERSITY
BOARD OF REGENTS
Finance and Facilities Committee
August 5, 2024**

LEGISLATIVE DECISION – FY 2025 OPERATING BUDGET

The University’s base general fund operating budget is projected to increase to \$194.3M in FY 2025 from \$189.6M in FY 2024 or by 2.5% to fund the following initiatives:

Center for Urban & Coastal Climate Science	\$2.0M
Statewide Adjustments	0.1*
HBCU Funding- Calculation Adjustment	0.4*
Legislative Decision- AI Funding	0.5
FY24 Salary Adjustment Annualization (net)	4.9
HHS Equipment Reduction (FY24 One Time Funding)	(3.2)
Total	<u>\$4.7M</u>

Funding for the Center for Urban and Coastal Climate Science was initially to be funded at \$3M; however, a reduction of \$1M is expected to support the State in its overall FY25 budget measures.

Please note that the Governor’s proposed Allowance does not include any non-discretionary funding. All proposed funding is mandated and restricted to the categories above.

The University will combine the discretionary funding with possible increases in tuition revenues and make it available to the campus community via the Budget Advisory Committee for funding prioritization and recommendation to the President for subsequent approval.

**This increase includes a statewide adjustment of health insurance and a decrease in retirement benefits. As such, this funding is not accessible to the University. Additionally, the HBCU funding is from the HBCU settlement beginning in FY23.*

MORGAN STATE UNIVERSITY
Proposed Impact of Tuition, Housing and Board Rate Increases
Fiscal Year 2026

Tuition		Rate increase: 2%		2%					
FT-Undergraduate (annual)		FY 2024	FY 2025	FY 2026	Difference	FY 2024	FY 2025	FY 2026	Difference
In-State		\$5,587	\$5,698	\$5,815	\$112	\$18,004,301	\$18,364,387	\$18,731,675	\$367,288
Out of State		\$16,268	\$16,593	\$16,925	\$325	\$41,743,637	\$42,578,509	\$43,430,080	\$851,570
By Credit Hour									
PT- Undergraduate- Resident		\$255	\$260	\$265	\$5	\$2,651,490	\$2,704,520	\$2,758,610	\$54,090
PT- Undergraduate- Non-Resident		\$642	\$654	\$670	\$13	\$3,034,673	\$3,095,367	\$3,157,274	\$61,907
Graduate- Resident		\$464	\$473	\$485	\$9	\$4,792,761	\$4,888,616	\$4,986,388	\$97,772
Graduate- Non-Resident		\$912	\$930	\$950	\$18	\$5,268,071	\$5,373,432	\$5,480,901	\$107,469
CICS (by Credit Hour)									
		Rate increase: 2%		2%					
		FY24 Rate	FY25 Rate	FY26 Rate	Difference				
Undergraduate		\$255	\$260	\$265	\$5	\$504,390	\$514,478	\$524,170	\$9,692
Graduate		\$464	\$473	\$485	\$9	\$58,477	\$59,646	\$61,110	\$1,464
Tuition Revenue						\$76,057,800	\$77,578,955	\$79,130,208	\$1,551,253
Mandatory Fees									
		Rate increase: 0%		0%					
		FY24 Rate	FY25 Rate	FY26 Rate	Difference				
Full-time (annual)		\$2,531	\$2,531	\$2,531	\$0	\$5,006,318	\$5,006,318	\$5,006,318	\$0
Part-time (per Credit Hour)		\$81.50	\$81.50	\$81.50	\$0	\$10,269	\$10,269	\$10,269	\$0
						\$0			
Housing Rates (annual)									
		Rate increase: 4%		4%		Revenue Impact			
		FY24 Rate	FY25 Rate	FY26 Rate	Difference	FY24 Revenue	FY25 Revenue	FY26 Revenue	Difference
On-Campus Double (Legacy Bldgs)		\$7,245	\$7,535	\$7,840	\$305				
On-Campus Single (Legacy Bldgs)		\$8,700	\$9,050	\$9,415	\$365				
Off-Campus Double (MHG)		\$9,145	\$9,510	TBD	n/a				
Off-Campus Single (MHG)		\$9,825	\$10,220	TBD	n/a				
Baldwin-Cummings - Double		n/a	\$11,690	\$12,160	\$470				
Baldwin-Cummings - Single		n/a	\$12,840	\$13,355	\$515				
Towson Town 2BR/2BA Double		\$13,365	\$13,900	\$14,460	\$560				
Towson Town 2BR/2BA Single		\$13,780	\$14,330	\$14,905	\$575				
Towson Town 2BR/2BA Double		\$13,365	\$13,900	\$14,460	\$560				
Towson Town 2BR/2BA Single		\$13,780	\$14,330	\$14,905	\$575				
Altus/York-Double		\$11,860	\$12,335	\$12,830	\$495				
Altus/York-Single		\$13,365	\$13,900	\$14,460	\$560				
TM Hall Single 4BR/1BA Suite (MEDCO)		\$12,580	\$12,840	\$13,355	\$515				
TM Hall Double 2BR/1BA Suite (MEDCO)		\$10,415	\$10,630	\$11,055	\$425				
TM Hall Double 1BR/1BA Suite (MEDCO)		\$11,455	\$11,690	\$12,160	\$470				
Legacy Hall Single 4BR/1BA Suite (MEDCO)		\$12,729	\$12,840	\$13,355	\$515				
Legacy Hall Double 2BR/1BA Suite (MEDCO)		\$10,520	\$10,630	\$11,055	\$425				
Legacy Hall Double 1BR/1BA Suite (MEDCO)		\$11,573	\$11,690	\$12,160	\$470				
HH Midtown 4BR/2BA Single			\$12,700	\$13,210	\$510				
HH Midtown 4BR/4BA Single			\$12,960	\$13,480	\$520				
HH Midtown 2BR/2BA Single			\$14,465	\$15,045	\$580				
HH Midtown 2BR/2BA Double			\$10,720	\$11,150	\$430				
HH Midtown Studio 1BR/1BA Double			\$9,720	\$10,110	\$390				
HH Midtown 4BR/2BA Double			\$9,510	\$9,890	\$380				
HH Midtown 4BR/4BA Double			\$9,720	\$10,110	\$390				
Housing Revenue						\$40,404,213	\$42,020,382	\$43,701,197	\$1,680,815
Board Rates (annual)									
		Rate increase: 5%		10%					
		FY24 Rate	FY25 Rate	FY26 Rate	Difference	FY24 Revenue	FY25 Revenue	FY26 Revenue	Difference
Platinum Plan		\$5,510	\$5,785	\$6,365	\$580				
Gold Plan		\$4,875	\$5,120	\$5,635	\$515				
Silver Plan		\$4,560	\$4,790	\$5,270	\$480				
1000 Dining Dollar Plan		\$950	\$950	\$950	\$0				
750 Dining Dollar Plan		\$715	\$715	\$715	\$0				
500 Dining Dollar Plan		\$475	\$475	\$475	\$0				
250 Dining Dollar Plan		\$250	\$250	\$250	\$0				
Commuter Block 100		n/a	\$900	\$900	\$0				
Commuter Block 75		n/a	\$700	\$700	\$0				
Commuter Block 50		n/a	\$470	\$470	\$0				
Commuter Block 25		n/a	\$250	\$250	\$0				
Board Revenue						\$12,229,218	\$14,800,000	\$16,280,000	\$1,480,000
Total proposal fiscal impact (to revenue)									\$4,712,068
Summary									
Total Tuition and Mandatory Fees		FY 2024	FY 2025	FY 2026	Difference				
FT-Undergraduate-Resident		\$8,118	\$8,229	\$8,346	\$112				
FT-Undergraduate-Non-Resident		\$18,799	\$19,124	\$19,456	\$325				
Room and Board (On Campus)		\$11,805	\$12,325	\$13,110	\$521				
Total Tuition, Mandatory Fees, & R&B (On Campus)									
FT-Undergraduate-Resident		\$19,922	\$20,555	\$21,456	\$633				
FT-Undergraduate-Non-Resident		\$30,604	\$31,450	\$32,566	\$846				

MORGAN STATE UNIVERSITY
Proposed Impact of Tuition, Mandatory Fees, Room and Board Increases
Fiscal Year 2026

FULL-TIME (Per Annum)

	Current Rate	Proposed Increase amount by %					
		2%		3%		4%	
<i>Tuition (FT-Undergraduate)</i>	FY 2025	Rate	Difference	Rate	Difference	Rate	Difference
In-State	\$5,698	\$5,812	\$114	\$5,869	\$171	\$5,926	\$228
Out of State	\$16,268	\$16,593	\$325	\$16,756	\$488	\$16,919	\$651

	Current Rate	Proposed Increase amount by %					
		2%		3%		4%	
<i>By Credit Hour</i>	FY 2025	Rate	Difference	Rate	Difference	Rate	Difference
PT- Undergraduate- Resident	\$255	\$260	\$5	\$263	\$8	\$265	\$10
PT- Undergraduate- Non-Resident	\$642	\$655	\$13	\$661	\$19	\$668	\$26
Graduate- Resident	\$464	\$473	\$9	\$478	\$14	\$483	\$19
Graduate- Non-Resident	\$912	\$930	\$18	\$939	\$27	\$948	\$36

Mandatory Fees (Full Time, per yr)	Current Rate	Proposed Increase amount by %					
	FY 2025	2%		3%		4%	
		Rate	Difference	Rate	Difference	Rate	Difference
Student Activity*	\$88	\$90	\$2	\$91	\$3	\$92	\$4
Athletic	\$1,177	\$1,201	\$24	\$1,212	\$35	\$1,224	\$47
Student Union Operating	\$478	\$488	\$10	\$492	\$14	\$497	\$19
Auxiliary Facilities	\$518	\$528	\$10	\$534	\$16	\$539	\$21
Health Center	\$44	\$45	\$1	\$45	\$1	\$46	\$2
Academic Facilities	\$132	\$135	\$3	\$136	\$4	\$137	\$5
Transportation	\$94	\$96	\$2	\$97	\$3	\$98	\$4
TOTAL	\$2,531	\$2,582	\$51	\$2,607	\$76	\$2,632	\$101

Mandatory Fees (Part Time-per credit)	Current Rate	Proposed Increase amount by %					
	FY 2025	2%		3%		4%	
		Rate	Difference	Rate	Difference	Rate	Difference
Student Activity	\$1.00	\$1.02	\$0.02	\$1.03	\$0.03	\$ 1.04	\$ 0.04
Athletic	\$36.50	\$37.23	\$0.73	\$37.60	\$1.10	\$ 37.96	\$ 1.46
Student Union Operating	\$17.00	\$17.34	\$0.34	\$17.51	\$0.51	\$ 17.68	\$ 0.68
Auxiliary Facilities	\$15.00	\$15.30	\$0.30	\$15.45	\$0.45	\$ 15.60	\$ 0.60
Academic Facilities	\$8.00	\$8.16	\$0.16	\$8.24	\$0.24	\$ 8.32	\$ 0.32
Transportation	\$4.00	\$4.08	\$0.08	\$4.12	\$0.12	\$ 4.16	\$ 0.16
Total:	\$81.50	\$83.13	\$1.63	\$83.95	\$2.45	\$84.76	\$3.26

<i>*Student Activity Breakdown</i>	FY 2025	Proposed Increase amount by %					
		2%		3%		4%	
		Rate	Difference	Rate	Difference	Rate	Difference
Band	\$3.50	\$3.57	\$0.07	\$3.61	\$0.11	\$3.64	\$0.14
Choir	\$3.50	\$3.57	\$0.07	\$3.61	\$0.11	\$3.64	\$0.14
Intramurals	\$20.00	\$20.40	\$0.40	\$20.60	\$0.60	\$20.80	\$0.80
Yearbook	\$15.32	\$15.63	\$0.31	\$15.78	\$0.46	\$15.93	\$0.61
SGA	\$45.68	\$46.59	\$0.91	\$47.05	\$1.37	\$47.51	\$1.83
Total:	\$88.00	\$89.76	\$1.76	\$90.64	\$2.64	\$91.52	\$3.52

Room	FY 2025	Proposed Increase amount by %					
		2%		4%		6%	
		Rate	Difference	Rate	Difference	Rate	Difference
On-Campus Double	\$7,535	\$7,686	\$151	\$7,837	\$301	\$7,987	\$452
On-Campus Single	\$9,050	\$9,232	\$181	\$9,413	\$362	\$9,594	\$543
Off-Campus Double (MHG)	\$9,510	\$9,701	\$190	\$9,891	\$380	\$10,081	\$571
Off-Campus Single (MHG)	\$10,220	\$10,424	\$204	\$10,629	\$409	\$10,833	\$613
Baldwin-Cummings - Double	\$11,690	\$11,924	\$234	\$12,158	\$468	\$12,391	\$701
Baldwin-Cummings - Single	\$12,840	\$13,097	\$257	\$13,354	\$514	\$13,610	\$770
Towson Town 2BR/2BA Double	\$13,900	\$14,178	\$278	\$14,456	\$556	\$14,734	\$834
Towson Town 2BR/2BA Single	\$14,330	\$14,617	\$287	\$14,903	\$573	\$15,190	\$860
Towson Town 2BR/2BA Double	\$13,900	\$14,178	\$278	\$14,456	\$556	\$14,734	\$834
Towson Town 2BR/2BA Single	\$14,330	\$14,617	\$287	\$14,903	\$573	\$15,190	\$860
Altus/York-Double	\$12,335	\$12,582	\$247	\$12,829	\$493	\$13,076	\$740
Altus/York-Single	\$13,900	\$14,178	\$278	\$14,456	\$556	\$14,734	\$834
HH Miidtown 4BR/2BA Single	\$12,700	\$12,954	\$254	\$13,208	\$508	\$13,462	\$762
HH Miidtown 4BR/4BA Single	\$12,960	\$13,219	\$259	\$13,478	\$518	\$13,738	\$778
HH Miidtown 2BR/2BA Single	\$14,465	\$14,754	\$289	\$15,044	\$579	\$15,333	\$868
HH Miidtown 2BR/2BA Double	\$10,720	\$10,934	\$214	\$11,149	\$429	\$11,363	\$643
HH Miidtown Studio 1BR/1BA Double	\$9,720	\$9,914	\$194	\$10,109	\$389	\$10,303	\$583
HH Miidtown 4BR/2BA Double	\$9,510	\$9,700	\$190	\$9,890	\$380	\$10,081	\$571
HH Miidtown 4BR/4BA Double	\$9,720	\$9,914	\$194	\$10,109	\$389	\$10,303	\$583
TM Hall Single 4BR/1BA Suite (MEDCO)	\$12,580	\$12,831	\$252	\$13,083	\$503	\$13,335	\$755
TM Hall Double 2BR/1BA Suite (MEDCO)	\$10,415	\$10,623	\$208	\$10,831	\$417	\$11,039	\$625
TM Hall Double 1BR/1BA Suite (MEDCO)	\$11,455	\$11,684	\$229	\$11,913	\$458	\$12,142	\$687
Legacy Hall Single 4BR/1BA Suite (MEDCO)	\$12,729	\$12,984	\$255	\$13,238	\$509	\$13,493	\$764
Legacy Hall Double 2BR/1BA Suite (MEDCO)	\$10,520	\$10,730	\$210	\$10,941	\$421	\$11,151	\$631
Legacy Hall Double 1BR/1BA Suite (MEDCO)	\$11,573	\$11,804	\$231	\$12,036	\$463	\$12,267	\$694

Board	FY 2025	Proposed Increase amount by %					
		6%		8%		10%	
		Rate	Difference	Rate	Difference	Rate	Difference
Platinum Plan	\$5,785	\$6,132	\$347	\$6,248	\$463	\$6,364	\$579
Gold Plan	\$5,120	\$5,427	\$307	\$5,529	\$410	\$5,632	\$512
Silver Plan	\$4,790	\$5,077	\$287	\$5,173	\$383	\$5,269	\$479
1000 Dining Dollar Plan	\$950	\$950	\$0	\$950	\$0	\$950	\$0
750 Dining Dollar Plan	\$715	\$715	\$0	\$715	\$0	\$715	\$0
500 Dining Dollar Plan	\$475	\$475	\$0	\$475	\$0	\$475	\$0
250 Dining Dollar Plan	\$250	\$250	\$0	\$250	\$0	\$250	\$0
Commuter Block 100	\$900	\$900	\$0	\$900	\$0	\$900	\$0
Commuter Block 75	\$700	\$700	\$0	\$700	\$0	\$700	\$0
Commuter Block 50	\$470	\$470	\$0	\$470	\$0	\$470	\$0
Commuter Block 25	\$250	\$250	\$0	\$250	\$0	\$250	\$0

Morgan State University
Comparison of Tuition and Fees
Fiscal Year 2024

Description	UMCP	BOWIE	TOWSON	UMES	FROST	COPPIN	U OF B	SALIS	UMBC	MORGAN	ST. MARY'S
FT Undergraduate											
Tuition-In State	\$11,505	\$5,993	\$7,382	\$5,637	\$7,110	\$4,933	\$7,442	\$7,706	\$9,238	\$5,587	\$12,116
Ranking (lowest to highest)	10	4	6	3	5	1	7	8	9	2	11
Tuition-Out of State	\$40,306	\$16,833	\$24,402	\$16,467	\$22,292	\$11,721	\$21,160	\$18,400	\$26,594	\$16,269	\$28,192
Ranking (lowest to highest)	11	4	8	3	7	1	6	5	9	2	10
<hr/>											
Total Mandatory Fees	\$1,616	\$3,006	\$3,924	\$3,261	\$2,888	\$2,068	\$2,330	\$2,932	\$3,714	\$2,531	\$3,064
Ranking (lowest to highest)	1	7	11	9	5	2	3	6	10	4	8
<hr/>											
Total Tuition & Mand. Fees											
In State	\$13,121	\$8,999	\$11,306	\$8,898	\$9,998	\$7,001	\$9,772	\$10,638	\$12,952	\$8,118	\$15,180
Ranking (lowest to highest)	10	4	8	3	6	1	5	7	9	2	11
Out of State	\$41,922	\$19,839	\$28,326	\$19,728	\$25,180	\$13,789	\$23,490	\$21,332	\$30,308	\$18,800	\$31,256
Ranking (lowest to highest)	11	4	8	3	7	1	6	5	9	2	10
<hr/>											
Room and Board											
Double Room Charge	\$9,229	\$6,414	\$8,214	\$5,928	\$5,600	\$6,598		\$7,630	\$8,514	\$7,245	\$8,168
Board Meal Plan	\$6,356	\$5,387	\$5,800	\$4,471	\$5,136	\$5,277		\$5,786	\$5,690	\$4,875	\$6,090
Total Room and Board	\$15,585	\$11,801	\$14,014	\$10,399	\$10,736	\$11,875	N/A	\$13,416	\$14,204	\$12,120	\$14,258
Ranking (lowest to highest)	10	3	7	1	2	4		6	8	5	9
<hr/>											
Total Tuition, Fees, Room & Board											
In State	\$28,706	\$20,800	\$25,320	\$19,297	\$20,734	\$18,876	\$9,772	\$24,054	\$27,156	\$20,238	\$29,438
Ranking (lowest to highest)	10	6	8	3	5	2	1	7	9	4	11
Out of State	\$57,507	\$31,640	\$42,340	\$30,127	\$35,916	\$25,664	\$23,490	\$34,748	\$44,512	\$30,920	\$45,514
Ranking (lowest to highest)	11	5	8	3	7	2	1	6	9	4	10

**Audit & Institutional
Assessment**



Board of Regents
Audit and Institutional Assessment Committee Meeting
Richardson Library – Quarles Room 119
Tuesday, August 6, 2024
9:00 a.m.

Agenda

OPEN SESSION

- **Chairman's** Opening Remarks Regent Larry Ellis
- **President's Remarks** Dr. David Wilson
- Approval of Committee Minutes of May 9, 2024 Regent Larry Ellis
- Vote to go into Closed Session Regent Larry Ellis

CLOSED SESSION

- Office of Enterprise Risk Management Update Mr. James Curbeam, *Director*
 - Progress on Risk Assessment Template Formulation
- Office of Internal Audit Update Mr. Abraham Mauer, *Director*
 - Progress on Resolving Legislative Audit Issues
 - Presentation of Draft Fiscal Year 2025 Audit Plan
- Closing Remarks Regent Larry Ellis

Public Session Minutes

BOARD MEMBERS

Present: Regent Larry Ellis, Committee Chair; Regent Tracey Parker-Warren, Vice Chair; Regent Swati Agrawal; Regent Shirley Malcom; Regent Brian Pieninck; Regent Carl Turnipseed

STAFF MEMBERS

Present: Dr. David Wilson, Mr. James Curbeam, Mr. Thomas Faulk, Mrs. Deborah Flavin, Ms. Julie Goodwin, Mrs. Cassandra Grogan, Ms. Sherita Harrison, Mr. Shinil Hong, Mr. David LaChina, Mr. Jonathan Lockett, Mr. Abraham Mauer, Dr. Cynthia Mendoza, Ms. Twilla Taylor, Dr. Don-Terry Veal

Committee Chair Ellis called the meeting to order at 1:01 p.m. He welcomed all in attendance. He offered an overview of the agenda, then yielded the floor to the President for brief remarks.

Dr. Wilson started by thanking Committee members for all the work they do to provide the administration with the feedback and support it needs to run an efficient and compliant university. He then yielded the floor to Mr. Mauer to officially introduce the new addition to the Internal Audit team. Mr. Mauer introduced the New Associate Director of Internal Audit, Ms. Twilla Taylor. She comes to us from the Defense Contract Audit Agency (DCAA) of the Department of Defense, where she worked as an auditor for 12 years of which **four** were in a supervisory position. Prior to that, she was an accounting supervisor for the State of Maryland Retirement and Pension Agency and worked for the State of Maryland Social Services in an accounting/supervisory role as well as in higher education for four years as a senior auditor at Johns Hopkins University. We are thrilled that she has joined the Morgan family as of April 17th and has hit the ground running adding tremendous value.

Ms. Taylor stated that she appreciates the opportunity to be here at Morgan; it is an honor. She is a Morgan graduate, which is one thing to add to the pride that she has. She indicated that she looks forward to the opportunity to help in the endeavors to grow the University. There has been a lot accomplished, and she looks forward to more growth and success. Mr. Mauer has made it a smooth transition. She has gathered a lot of information and appreciates everyone being forthcoming and transparent.

Minutes

Chairman Ellis opened the floor for a motion to adopt the minutes from the February 13, 2024 Audit Committee meeting. It was MOVED by Regent Malcom and SECONDED by Regent Pieninck. The MOTION CARRIED unanimously.

Adjournment of the Public Session

Chairman Ellis stated that the Audit Committee would convene in Closed Session to receive an update from the Office of Enterprise Risk Management and the Office of Internal Audit, which are specifically exempted from public consideration under § 3-305(b)(7)(12)(15) of the Open Meetings Act. The Chairman 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 Pieninck and SECONDED by Regent Turnipseed to enter into CLOSED SESSION.

The Committee moved into Closed Session at 1:09 p.m.

**MORGAN STATE UNIVERSITY
CITATION OF AUTHORITY FOR CLOSING A MEETING
UNDER THE OPEN MEETINGS ACT
BOARD OF REGENTS AUDIT AND INSTITUTIONAL ASSESSMENT COMMITTEE**

Date: Thursday, May 9, 2024

Time: 1:00 p.m.

Location: Virtual

Motion to close meeting made by: Regent Pieninck

Seconded by: Regent Turnipseed

Members voting in favor: All Regents in attendance

Opposed:

Abstaining:

Absent:

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

General Provisions Article, § 3-305 (b)(7)(12)(15):

___ (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.

(15) To discuss cybersecurity, if the public body determines that public discussion would constitute a risk to: (i) security assessments or deployments relating to information resources technology; (ii) network security information, including information that is: 1. Related to passwords, personal identification numbers, access codes, encryption, or other components of the security system of a governmental entity; 2. Collected, assembled, or maintained by or for a governmental entity to prevent, detect, or investigate criminal activity; or 3. Related to an assessment, made by or for a governmental entity or maintained by a governmental entity, of the vulnerability of a network to criminal activity; or (iii) deployments or implementation of security personnel, critical infrastructure, or security devices.

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.

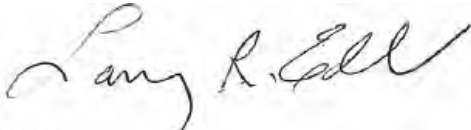
FOR EACH CITATION CHECKED ABOVE, THE REASONS FOR CLOSING AND TOPICS TO BE DISCUSSED:

1. To receive an update from the Office of Enterprise Risk Management.
2. To receive an update from the Office of Internal Audit.

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
Chair of the Audit and Institutional Assessment Committee

SIGNATURE:



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

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

MORGAN STATE UNIVERSITY

Maryland's Preeminent Public Urban Research University



Leadership | Innovation | Integrity | Diversity | Excellence | Respect

EXPERIENCE MORGAN

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