



Office of the Board of Regents

**Board of Regents Minutes
Public Session
November 6, 2012**

The meeting of the Morgan State University Board of Regents was called to order by Chairman Dallas R. Evans at 12:06 p.m.

PRESENT

Mr. Dallas R. Evans, Chairman
Mr. Martin R. Resnick, Vice Chairman
Mr. Frank Edmonds, Regent
General (Ret.) Larry R. Ellis, Regent
Mr. Donald R. Frieson, Regent (Tele-conference)
Dr. Linda J. Gilliam, Regent
Dr. Charles W. Griffin, Regent
Senator Laurence Levitan, Regent
Dr. Shirley M. Malcom, Regent
Mr. Kweisi Mfume, Regent
Mr. William R. Roberts, Regent
Mrs. Penelope J. Taylor, Regents
Ms. Karen N. Darkes, Student Regent

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

ABSENT

The Honorable Elijah E. Cummings, Regent
Rev. Dr. Frances M. Draper, Secretary

Opening Remarks

Chairman Evans presided over the meeting and moved expeditiously through the agenda and requested the approval of the August 2012 minutes.

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Approval of Minutes

It was MOVED by Regent Resnick and SECONDED by Regent Mfume to approve the minutes of August 7, 2012. THE MOTION CARRIED.

Regent Mfume offered the following statement to be included in the November 6, 2012 Board of Regents minutes:

Following up on the Boards' acceptance of my request to amend the minutes of the Board of Regents' public sessions of November 1, 2011 and August 3, 2010, and for purposes of clarification because the comments explaining my vote were unintentionally left out of minutes of those sessions, I offer the following information.

On both occasions, the Board was considering an MOU between the University and AFSCME. In both instances, I voted with members of my committee to move the matter out of the Finance and Facilities committee in order for it to go before the full Board for ratification. As was stated at the time, I was not in opposition to the MOU, and I urged favorable consideration of the agreement. However, because of two matters for which I was uncomfortable and thought were important to raise for discussion, I voted in opposition to the agreement as a matter of principle.

In one instance, I stated my opposition as a matter of principle to the implementation of a proposed mandatory Salary Reduction/Furlough Plan for Morgan employees. In the second instance, I was not satisfied with enough clarity on principle as to why an extra holiday being proposed to the University's work year could not be one that reflected the culture and/or history of the University's majority African American student population, i.e., Kwanza, Juneteenth Day, etc.

Because my clarifications on each vote were inadvertently not included in the minutes accompanying the vote, I respectfully offer these comments for inclusion as a part of today's meeting minutes.

I thank Chairman Evans and my colleagues on the Board for their indulgence.

Remarks by Counsel

Ms. Langrill stated that the Office of the Attorney General has been filling in at the University in the absence of the General Counsel, and mentioned that an effort is underway to fill the position of Assistant General Counsel at Morgan.

Report of the President

President Wilson reported on the following topics:

Enrollment Update

Last year, the University had an enrollment of 8,018 students. That represented the first time in the history of Morgan that the University had eclipsed 8,000. This year, the official enrollment for Fall 2012 was 7,956 students, a slight reduction of three-quarters (3/4) of one percent. Some factors that accounted for this reduction include:

- Changes to the federal financial aid policy
 - Reduction in Pell grant eligibility from 18 semesters to 12 semesters
 - Tightening of eligibility requirements for Parent Plus loans
 - Universities no longer accepting copies of 1040 forms, but tax transcripts instead (which delayed processing of financial aid)
 - Graduate students are no longer eligible for subsidized loans
- Demographic Trend
 - A continuing decrease in the number of high school graduates in the State of Maryland
- Economy and Cost
 - Slowly recovering economy meant that many parents and guardians of students are unemployed or underemployed and that, coupled with the cost of higher education, has played a part in a drop in the enrollment.

But, there is some good news coming out of enrollment management, as well. First, the University experienced a 72.4 percent retention rate, which is the second highest retention rate at the University in the past decade. This is only the third time in the past decade that the University has had a retention rate above 70 percent, and the first time since 1999-2000 it had back-to-back

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years above 70 percent. Also, last year, the graduation rate was 30.4 percent, which was one of the highest graduation rates at Morgan in the past few years, and should things remain constant between now and May, it is anticipated that the May 2013 graduation rate will be 32.3 percent, which represents about an 8 percent increase.

President Wilson asked Dr. Kara Turner, Assistant Provost for Academic Affairs, to inform the Board of the efforts underway to expand the recruitment base and increase enrollment going forward. Dr. Turner stated that the decline in enrollment at colleges and universities is happening nationally. She stated that she and the staff are putting things in place for next year to work against the national decline. For the first time, the University will hire a bi-lingual admissions officer. Approximately 93 high schools with Hispanic students will receive information about Morgan State University.

Budget Adjustments

Because of the slight downturn in enrollment, which resulted in a net FTE decrease of approximately 150 students, of which 125 of them were from out-of-state, the University has put in place spending reduction measures to ensure that there is a balanced budget as of June 30, 2013. It is anticipated that approximately \$3.9 million will have to be cut from the University's Operating Budget, and the President is working with the Vice Presidents to identify the areas within the University that would be targets for these cuts.

Founders Day

The President reported that plans are underway to commemorate the 145th Founders Day activities on the campus. The Honorable Martin O'Malley, Governor of the State of Maryland, will be keynote speaker, and the President is hopeful that as many Regents as possible can attend and be a part of the ceremony.

MOOCS and Morgan

Over the last several months, there has been much discussion in the higher education community about MOOCs. Briefly explained, MOOCs is an acronym for "Massive Open Online Courses." There has been a movement afoot over the last six or seven months to make higher education courses at many of America's most elite institutions available free of charge to citizens all over the world. What has emerged are three discreet and different entities

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through which these elite institutions are offering courses. These entities are: COURSESCRVA, EdX and UDACITY.

Please know that Morgan is in discussion with one of these entities within the MOOCs community about the possibility of a collaboration that would offer an Introduction to Electrical Engineering course online to the world. This would be a very unique opportunity for Morgan in the area of branding and visibility, and a meeting is scheduled for this Thursday with legal counsel to move this collaboration forward.

New Appointments

President Wilson announced the appointments of Dr. Kevin Banks, Vice President for Student Affairs, and Dr. Victor McCrary, Vice President for Research and Economic Development. Dr. Banks joined the staff in August of this year. He comes to the University from the University of South Florida, where he served as Assistant Vice President/Dean for Students.

Dr. McCrary comes from the Johns Hopkins University Applied Physics Laboratory in Laurel, Maryland, where he served as the Emerging Technology and Innovation Manager.

Representing Morgan on the National Level

President Wilson reported that he has been asked to join the Board of Directors of the Association for Public and Land-Grant Universities, effective this Sunday, November 11th, at the annual meeting in Denver, Colorado. President Wilson also serves on the Board of Directors of the American Council on Education.

President Wilson was the only HBCU President who attended a Time Warner Summit on higher education hosted by Time Magazine, Warner Communications, the Carnegie Corporation of New York and the Bill and Melinda Gates Foundation. The Summit was held on Thursday, October 18, 2012, in New York City. Over fifty college and university presidents visited New York for a day-long discussion of pertinent issues affecting the structure, purpose, cost, accessibility and function of higher education in America. The magazine has devoted an issue to what it is calling, "Higher Education at the Crossroads."

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Dr. Wilson continues to make the media rounds, informing the national community of what has been named, the “Morgan Value Proposition.” The President met with the editorial board of the Baltimore Sun on October 22nd, and a meeting is scheduled on November 14th with the Chronicle of Higher Education.

On behalf of the University, President Wilson extended sympathies to the Gilliam Family on the passing of Mrs. Louise Gilliam, beloved wife of James Gilliam, Sr. Her private services will be held on Saturday, November 10th, at 2 p.m. at Cokesbury Village (726 Loveville Road), Hockessin, Delaware. The Morgan Family is invited to both the service and the reception.

The President and the Evaluation Committee concluded that the University needed to develop a dashboard of indicators to ascertain comprehensive ways of tracking the University’s progress over the years. The President assembled a number of colleagues at the University to help think through what would comprise a dashboard for Morgan State University. In that connection, a dashboard model with approximately 25-30 indicators was developed for presentation to and feedback from the Board. The President thanked Dr. Joseph Popovich and Dr. Linda Mehlinger for their work in helping to fashion the model.

Reports of Standing Committees

Academic & Student Affairs

Regent Gilliam presented the report of the Academic & Student Affairs Committee and offered the following items for approval by the Board.

Instructional Workload Report for Tenured and Tenure-Track Faculty

Morgan State University, a Carnegie Doctoral Professional Dominant Research Institution, has a large contingent of faculty with many departments offering programs at all levels. Many faculty members teach at both the graduate and undergraduate levels. At Morgan State University, the current instructional workload for graduate faculty includes nine (9) credit hours or 3 courses per semester and for undergraduate faculty 12 credit hours or 4 courses per semester plus advising graduate and undergraduate students; scholarship, such as, directing graduate and undergraduate students in research; conducting their own research and/or collaborating with or guiding the research of others; and being engaged in service to the department, school, University, and the community and; where appropriate, serving in quasi-

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administrative structures (e.g., committee chairs/members, task force chairs/members, etc.). University policy provides for 6 hours per week of faculty office hours. These hours are spent going over course materials and responding to questions from their students. Required office hours afford the personal contact that is not possible in the classroom. In addition, faculty members also work with students in reviewing their programs of study, meeting graduation requirements, and providing career counseling.

In order for Morgan to play a transformational role in producing the next wave of innovators, the University must have substantive State support to accelerate its development as a doctoral/research intensive institution and to improve the graduation and retention rates at the undergraduate level. Morgan's goals are to increase the enrollment from 8,000 to 15,000 by the year 2020 and to increase the external funding by 50 percent by 2020. To accomplish this, the University will need to increase the number of regular faculty, as well as enhance support services dedicated to undergraduate education. Further, in order for Morgan to assume the role of a doctoral intensive research institution, average teaching loads need to be equivalent to those at other research institutions (i.e., 5 to 6 courses per year) at the graduate and undergraduate levels.

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

Proposed 3+2 BSAED/MCRP Program (Bachelor of Science in Architecture and Environmental Design/Masters of City and Regional Planning)

The U.S. Bureau of Labor Statistics forecasts an average national employment growth of 6,500 city and regional planners by 2020. In Maryland alone, an estimated 320 new City and Regional Planning jobs would have been created between 2008 and 2018.

The proposed 3+2 BSAED/MCRP Program offers the following features:

1. A fast track completion of both a BS in Architecture in Environmental Design and a Master of City and Regional Planning in five years (see Table 1);
2. Rigorous admissions requirements to ensure academic program quality;

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3. An integrated plan of study for undergraduate students to seamlessly blend into the graduate program; and
4. An added value of architecture and environmental design training in performing their planning jobs, particularly because of skills in design review, site plan evaluation, historic preservation, and interpretation of form-based codes, which are taught in the BSAED program.

It was MOVED by Regent Gilliam and SECONDED by Regent Edmonds to approve the Proposed 3+2 BSAED/MCRP Program (Bachelor of Science in Architecture and Environmental Design/Masters of City and Regional Planning). THE MOTION CARRIED.

In response to the question regarding the fiscal impact of the Proposed 3+2 BSAED/MCRP Program, that is, adding cost to the budget, Dr. Akers stated that the University will be using existing faculty members for the program. It will increase teachers' loads, but not significantly. The President added that additional faculty will not be required.

Proposed 3+2 BSAED/MLA Program (Bachelor of Science in Architecture and Environmental Design/Master of Landscape Architecture

Out of the 16,000 licensed landscape architects in the United States, less than 50 are African-Americans (.003 percent). The proposed BSAED/MLA degree presents an opportunity to provide students a more direct path to the profession of landscape architecture and, in turn, can ultimately increase the numbers of African-American professionals.

The proposed 3+2 BSAED/MLA Program offers the following features:

1. A fast track completion of a BS in Architecture in Environmental Design and a Master of Landscape Architecture in five years (see Table 1);
2. Rigorous admissions requirements to ensure academic program quality;
3. An integrated plan of study for undergraduate students to seamlessly blend into the graduate program; and

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4. Required courses in design principles, material science, and sustainability, which the BSAED offers, provide a solid academic foundation for the 3+2 student.

It was MOVED by Regent Gilliam and SECONDED by Regent Edmonds to approve the Proposed 3+2 BSAED/MLA Program (Bachelor of Science in Architecture and Environmental Design/Master of Landscape Architecture). THE MOTION CARRIED.

Performance Accountability Report

The goals and objectives in this report reflect the legislatively mandated mission as well as the University's ten year strategic plan, entitled, "Growing the Future, Leading the World: The Strategic Plan for Morgan State University, 2011 – 2021." This Performance Accountability Report focuses on the five strategic plan goals including:

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

It was MOVED by Regent Gilliam and SECONDED by Regent Griffin to approve the Performance Accountability Report. THE MOTION CARRIED.

Maryland Higher Education Commission Diversity Report (MHEC)

This State Plan Template has been designed in accordance with § 11-406 of the Education Article. Each non-public institution of higher education eligible for State aid under § 17-103, and each public institution of higher education in the State shall, through their respective boards, submit a report to MHEC related to their respective programs of cultural diversity. The report by MHEC for submission to the General Assembly will be a compilation of the data called for by § 10-211, § 11-406 and the extent to which institutions for

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higher education in the State are in compliance with the diversity goals of the State Plan for Higher Education.

It was MOVED by Regent Gilliam and SECONDED Regent Griffin to approve the Maryland Higher Education Commission Diversity Report. THE MOTION CARRIED.

President Wilson then mentioned the University's online program(s), and included in the Board's notebook is a report on online programs.

Finance and Facilities

Regent Edmonds offered the following action item for Board approval.

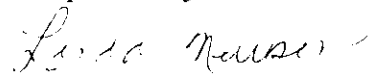
Policy on Salary Increases for Staff Retention in FY 2013

During the 2011 legislative session, the Budget Reconciliation and Financing Act (HB 72) was passed. Included in the bill was a statewide restriction on merit increases prior to April 1, 2014. There were exceptions to include increases necessary for the retention of faculty and operationally critical staff for fiscal year 2012. If the University elected to exercise this option for staff, a report had to be submitted to the budget committees providing the policy adopted by the governing board to designate operationally critical staff. As a result, last year the University drafted and the Board approved a Policy on Salary Increases for Staff Retention and provided it to the budget committees. Similarly, during the 2012 session, the Budget Reconciliation and Financing Act (SB 1301) extended the same flexibility for FY 2013.

It was MOVED by Regent Edmonds and SECONDED by Regent Resnick to approve the Policy on Salary Increases for Staff Retention in FY 2013. THE MOTION CARRIED.

The meeting adjourned at 2:01 p.m.

Respectfully submitted,



Linda Newson