

**MINUTES OF THE REGULAR MEETING
BOARD OF REGENTS OF HARRIS-STOWE STATE UNIVERSITY
Tuesday, April 26, 2016**

Chairman Norwood asked Mrs. Sutherlin to conduct roll call. A motion was made by Regent Dickson, seconded by Regent Hollingsworth and unanimously approved to convene the regular session of the Board of Regents of Harris-Stowe State University. The meeting was held on Tuesday, April 26, 2016, starting at 8:12 a.m., in the Board of Regents Conference Room (101), the HGA Building. Attendance at this meeting is summarized below:

MEMBERS OF THE BOARD OF REGENTS:

Present:

Atty. Ronald Norwood, Chairman
Mrs. Vanessa F. Cooksey, Vice Chair
Mr. Reginald Dickson, Member
Mrs. Christine Chadwick, Member
Ms. Debra Hollingsworth, Member
Atty. Deborah Price, Member

REPRESENTATIVES FROM THE PRESIDENT'S OFFICE

Present:

Dr. Dwaun J. Warmack, President
Mrs. Lea Sutherlin, Director of Internal Operations and Liaison to the Board

MEMBERS OF THE PRESIDENT'S ADMINISTRATIVE COUNCIL

Present:

Dr. Dwyane Smith, Provost
Mr. James Fogt, Vice President, IT Services
Mr. Brian Huggins, Vice President, Administration & Finance
Ms. Leslie Holloway, Special Assistant to the President and Executive Director of Institutional Advancement
Mrs. Heather Bostic, Executive Director, Title III and Sponsored Programs
Dr. Chauvette McElmurry-Green, Registrar & Interim Executive Director, Enrollment Management
Mr. Emmanuel Lalande, Dean of Student Success
Mr. Jamaal Mayo, Director, Athletics
Dr. Fara Zakery, Dean, Anheuser-Busch School of Business
Dr. Sudarsan Kant, Interim Dean, College of Arts & Sciences
Dr. Leila Vickers, Dean, College of Education

Absent:

Dr. Michelle McClure, Associate Provost

FOREWORD:

The minutes presented below are a summary of the discussions, deliberations and actions of the Board of Regents at its April 26, 2016 meeting. As such, only the main ideas, suggestions and courses of action are substantively presented. Verbatim statements or detailed descriptions of discussions and actions are not included.

SUMMARY OF REPORTS, DELIBERATIONS AND ACTIONS:

1. REPORT(S) OF THE CHAIR AND MEMBERS OF THE BOARD:

Chairman Norwood recognized and congratulated Regent Dickson on receiving the highest award for alums of Washington University.

Regent Dickson shared that he was honored to receive the Washington University Distinguished Alumni Award, but that it could not have been possible without his beginnings at Harris-Stowe.

- A. **APPROVAL OF THE FEBRUARY 2016 MINUTES: A motion was made by Regent Dickson, seconded by Regent Hollingsworth, and unanimously carried for approval of the February 2016 Board minutes.**

2. REPORT OF THE PRESIDENT ON A VARIETY OF INSTITUTIONAL PROGRAMS AND PROJECTS:

.....President Warmack

- A. **Harris-Stowe to Host the Missouri Coordinating Board for Higher Education (CBHE) Meeting, April 27th:** President Warmack shared that for the first time in several years the Missouri Coordinating Board for Higher Education would hold its meeting on Harris-Stowe’s campus on April 27th and would include presidents from all two and four year state colleges and universities. He added that this meeting will be historic as CBHE will vote on Harris-Stowe’s first-time graduate programs. President Warmack noted that the University is looking forward to hosting the meeting and invited Board members to stop by.

- B. **Report on Upcoming Commencement Events:** President Warmack reminded everyone that Lea recently sent out a reminder to Board members on key Commencement events. He shared that the Luncheon Program for Commencement Honorees would be held on May 13th at 11:30 a.m., and that the University has returned to the lunch model from years ago as it is more cost effective. He added that he created The Harriet Beecher Stowe Award to honor that legendary name sake, and that this award will serve as the University’s highest honor next to the honorary doctorate. He then announced the 2016 Distinguished Alumni Recipients including, Dr. Bruce Green, Dr. Betty Porter Walls, Dr. Christopher Petty, Ms. Roxanne D. Crawford, and Dr. Nicole Evans. Dr. Warmack then reminded that the Commencement Ceremony would be held on May 14th at 10:00 a.m.

Regent Hollingsworth asked about the 2016 keynote speaker.

President Warmack shared that Dr. Marc Lamont Hill, Journalist, Author, Activist, and *CNN* contributor will serve as the keynote speaker. He added that in lieu of an honorarium, the University will purchase \$10,000 worth of Dr. Hill’s upcoming book titled “Nobody: Casualties of America’s War on the Vulnerable From Ferguson to Flint and Beyond,” to be used for the following: (1) as a gift to the Graduating Class of 2015-2016; and (2) as the University read for the incoming freshman class of fall 2016. He noted that this purchase will cover Dr. Hill’s return to Harris-Stowe during the 2016-2017 Academic Year, at no additional cost to the institution, to speak to students and discuss the book campus-wide.

- C. **Hornets Day at the Capitol held March 30th in Jefferson City, MO:** President Warmack reported that the second Hornets Day at the Capitol was held on March 30 in Jefferson City. He noted that legislators were pleased to see the student/scholar representation, and that this is a great opportunity for HSSU students to meet their legislators and get a close glimpse at daily operations in their state capitol.
- D. **Kansas City Recruitment Caravan and Fundraising Opportunity, March 10th & 11th:** President Warmack reported on the Kansas City Recruitment Caravan and Fundraising Opportunity on March 10 and 11. He shared that as a result of “Dollars for Scholars,” Harris-Stowe returned with 118 applications; 90 onsite admits; offered 8 presidential scholarships; 3 Board of Regents scholarships, and other support for incoming freshmen. He further reported that the number one high school in Kansas City is Lincoln Prep, and that Harris-Stowe walked away with interest from those students as well. He added that he and the HSSU Team visited 9 schools in 3 days, and that Leslie Holloway and Dr. Latonia Collins Smith were instrumental in coordinating the recruitment opportunity. He noted that Harris-Stowe received press in the Kansas City newspapers that he had shared with Board members.
- E. **Harris-Stowe Serves the Community by Hosting Ferguson 1000:** President Warmack shared that Harris-Stowe has hosted a variety of community events including job fairs, entrepreneur sessions, and most recently, Ferguson 1000 on April 16, where over 100 corporate and community partners were invited to

participate in on-the-spot hiring on Harris-Stowe's campus. He shared that he is grateful to partner with and have the opportunity to expose Harris-Stowe to major organizations.

Enrollment Numbers: President Warmack shared the five-year trend which showed Harris-Stowe on a significant decline according to the Missouri Department of Education (MDHE) website. He reported, however, that this year Harris-Stowe had the highest enrollment increase of all state institutions of 8.6% with new student enrollment up by 25%. He gave kudos to the admissions staff for coming in within one year and transforming that trend, which also showed an increase of ACT and GPA averages. Dr. Warmack then gave a true comparative analysis.

Regent Price asked about out-of-state students.

President Warmack shared that Harris-Stowe students came from 22 states and 14 countries.

Regent Dickson asked how many Missouri students were from SLPS, Ferguson/Florissant and Normandy.

Dr. Warmack shared that he would have that information sent to Regent Dickson, but that in the spirit of transparency, in the past, those districts would send their most challenged students with the narrative that Harris-Stowe was not a quality school. He added that Harris-Stowe's enrollment strategy had to change and that his narrative had to be to get students who were college ready. Dr. Warmack further shared that he has strengthened relationships with community colleges as the University is only cheating students with low GPAs. He noted that he has flipped it to bring in the majority of students who are honors and college ready, while also serving the mission driven student. He also noted that Harris-Stowe now has a great relationship with Kelvin Adams and SLPS.

Regent Dickson stated that while he appreciates the challenges, the mission of this institution is to serve underserved populations and it is important to move along in both directions.

President Warmack agreed and assured that Harris-Stowe is not leaving mission but being a little more selective. He added that the University must be clear about whom we are and who we can successfully serve, and, that is important not to cheat students who are not college ready. He then gave a data overview of the overall admission status and stated that past perception of Harris-Stowe had not been good. He noted that it is important to stress Harris-Stowe cannot compromise quality, and corporate leaders who would not give before are now donating based on the current narrative. President Warmack stated that he is excited about the direction we are going and not moving away from our mission.

Regent Price asked if there is a target percentage for students from St. Louis.

President Warmack stated that the goal is to have 50% come from greater St. Louis area.

Chairman Norwood asked the max Harris-Stowe can absorb regarding admissions.

President Warmack stated that technology infrastructure-wise it is endless; but on campus approximately 2500.

F. Recommendation for Approval of HSSU Employee Handbook for Professional and Support Staff:

Regent Price shared that she had taken the opportunity to look over the HSSU Employee Handbook for Professional and Support Staff and highlighted a few areas. Chairman Norwood noted that this is a preliminary draft and asked that it be brought to the Board for approval once final.

Regent Price asked if this handbook applies to faculty.

President Warmack reminded that the faculty is covered by a collective bargaining agreement.

Regent Cook asked how the handbook will be incorporated to new employee orientation.

President Warmack shared that Mr. Gee is creating a new online module and robust orientation of new employees that will include the Board approved handbook.

Chairman Norwood suggested special training for administration and other leaders to have a sense on how to address issues and focus on the handbook.

AMC Council of Presidents Meeting: President Warmack reported that at a recent meeting, the American Midwest Conference (AMC) Council of Presidents distributed three year averages for financial aid data and that Harris-Stowe has been last in every score. He stated that there is much work to do from 2014-15, and that Harris-Stowe has invested in athletic programs which will result in drastically different numbers when data comes out this summer. He noted that some of the teams are in playoffs this year for the first time, and other teams recognize it's a new Harris-Stowe.

Chairman Norwood asked that the PPTs from this meeting be sent to the Board.

Regent Hollingsworth thanked President Warmack for his strong leadership and Mr. Mayo for taking the Harris-Stowe athletic department to another level.

President Warmack thanked Regent Hollingsworth for bringing Jackie Joyner Kersee on board who will begin a track program at Harris-Stowe.

3. **PROVOST/ACADEMIC AFFAIRS**Dr. Dwyane Smith

Prior to his report, Dr. Smith introduced Dr. Fara Zakery, dean of the Anheuser-Busch School of Business, Dr. Sudarsan Kant, interim dean of College of Arts and Sciences, and Dr. Lelia Vickers, dean of the College of Education, along with Robert Arbuthnot, president of the HSSU Staff Association and Mr. Gregory Carr, president of the HSSU/NEA. He also introduced Dr. Latonia Collins-Smith, interim director of Career Engagement and Experiential Learning.

A. **Report on Student Academic Success:** Dr. Smith reported that the Provost Honor's Program was held on March 25 and more than 400 students, family and friends attended this year's event. He shared that full and part-time students were honored who achieved a 3.5 GPA for the 2015 spring or fall semester without any "D" or "F" grades and students who achieved between a 3.0 and 3.49 grade point average were acknowledged with an Honorable Mention. He added that highlights included remarks from Chairman Attorney Ron Norwood, President Warmack, Harris-Stowe's Educator of the Year, Dr. Reynaldo Anderson and Taevin Lewis, vice president, Student Government Association. He added that the Alpha Chi Honor Society Induction Ceremony was also recently held and explained that Alpha Chi membership is limited to the top 10% of Harris-Stowe's Juniors and Seniors; it is the most select honor society at Harris-Stowe State University; and a total of 19 diverse students from all disciplines were invited for membership. He noted that nationally, there are 300 chapters in almost every state.

B. **Update of Graduate Degrees:** Dr. Smith reported that the Missouri Department of Higher Education has conducted its review of Harris-Stowe's following graduate degree programs: MA in Education (Literacy and Mathematics), and MBA in Health Care Administration (Certificate Program), MA in Cybersecurity (Certificate). He shared that the Coordinating Board of Higher Education (CBHE) will review the degrees for approval at its meeting held at Harris-Stowe State University on April 27, and that once approved, the Higher Learning Commission will conduct a site visit to approve Harris-Stowe's designation as a Master Level granting institution.

Dr. Smith then gave an update on HLC Accreditation. He reported that Harris-Stowe went through its mid-cycle accreditation review with the Higher Learning Commission (HLC), and that the process was strictly online - though still laborious - with the Institution submitting an assurance argument to the Commission in February, 2016. He further shared that the Institution was measured on five criteria and 22 subcomponents and that hundreds of documents were submitted as evidence of meeting accreditation. He noted that overall the mid-cycle accreditation was successful, with all five criteria and 22 subcomponents met. He reported that there were questions raised regarding the annual audit on areas such as financial matters that were addressed by Harris-Stowe, but that the Review Team is recommending a report to be submitted in 2018 and 2020 to follow up on the areas cited. He then shared the following summary by the Review Board: *"Based on the evidence reviewed, it is clear that the institution successfully accomplishes its mission and serves a traditionally underrepresented population within the St. Louis metropolitan area by providing access to higher education opportunities."*

“The team commends HSSU for its positive and proactive approach it has taken to provide opportunities for community members to engage in informative dialogue and discussions related to the events in Ferguson and nationally. There is evidence that Harris Stowe State University (HSSU) has the resources and infrastructure necessary to support the delivery of its programs.”

President Warmack stated that in “laymen’s terms,” Harris-Stowe State University is fully accredited.

- C. **Recommendation for Tenure:** Dr. Smith explained the process for tenure and provided background on the candidates Dr. Anbreen Bashir and Dr. Jon Corbett. Discussions were held regarding the review process. A copy of the recommendation can be found as part of the April 15 electronic Board Book.

A motion was made by Regent Chadwick, seconded by Regent Hollingsworth and unanimously approved for advancement of Dr. Anbreen Bashir, Assistant Professor to Associate Professor of Biology with Tenure; and Dr. Jon Corbett, Assistant Professor to Associate Professor of Mathematics with Tenure.

4. ADMINISTRATION AND FINANCE..... Mr. Brian Huggins

- A. MARCH 2016 FINANCIAL REPORT: Mr. Huggins reported that the general operating fund revenues for period ending March 2016 were at 88%, and expenditures at 73%; Gillespie Residence Hall housing rental revenues were at 94% with expenditures at 67%; Bosley Hall housing rental revenues were at 91% with expenditures at 98%; Clay Center revenues were at 79% with expenditures at 79%; and PFM Investments revenue at \$5,909 and unrealized gain of \$29,995.

A motion was made by Regent Dickson, seconded by Regent Chadwick, and unanimously carried for the approval of the March 2016 Financial Report.

- B. March/April 2016 Personnel Reports

A motion was made by Regent Cooksey, seconded by Regent Hollingsworth, and unanimously carried to accept the March/April 2016 Personnel Reports.

5. VICE PRESIDENT FOR IT SERVICES..... Mr. James Fogt
(Tab 6 – no background material)

- A. **Update on Strategic Plan:** Mr. Fogt gave a Strategic Plan Update via PPT presentation. He reported that the final plan draft is being prepared, and that thirty-seven objectives were selected for the four areas of excellence with many of the objectives already underway. He also reported on the Initial Committee Framework and other unique aspects of the plan including articulating the essence of the mission; reworking of the vision; acknowledging that we aspire to excellence in academic integration, holistic student development, and innovative programs and services; goals and objectives selected by analyzing real data; and aligning the plan to an assessment framework. He added that when addressing future planning, many universities are moving to continuous-improvement models for planning to become more agile, and Harris-Stowe’s plan bridges long-range goals with back-end continuous improvement methodology while remaining focused on increasing the University’s value proposition through continuous improvement, which is a core concept in strategic planning. Mr. Fogt noted that final steps include Board review and acceptance, final edits, publication, and then the hard work begins.

Regent Dickson suggested more specifics about the word “leader” as part of the mission statement.

Mr. Fogt stated that the term was intentional toward diverse leadership for the nation and the world to have a powerful impact.

Regent Dickson stated that as a CEO he looks for those who are corporate ready. He suggested reconsidering the term.

Regent Cooksey shared that one of Wells Fargo’s models is leadership icon to create those leaders, and that showing up prepared is important but preparing leaders is important to have as part of the vision.

Mr. Fogt remarked that these suggestions are appreciated.

President Warmack concurred that he appreciated the suggestions, and noted that the mission of the Business School ties into what Regent Dickson is saying.

Mr. Fogt stated that he will take back these suggestions to the Committee and work on bridging these suggestions.

President Warmack showed his vision board for the future Center for Innovation and Entrepreneurship. He stated that this Center, along with the Center for Social Justice; Center for African-American Males – which will sponsor this weekend’s inaugural African-American male summit based on President Obama’s “My Brother’s Keeper,” and the fact that Harris-Stowe has the highest numbers in graduating African-American males in math and science, all tie into what Regent Dickson said about leaders, and Harris-Stowe wants to become that entrepreneur center.

6. EXECUTIVE DIRECTOR, TITLE III AND SPONSORED PROGRAMS.....Mrs. Heather Bostic (Tab 9 – no background material)

A. **Grants Update:** Mrs. Bostic gave a PPT presentation on FY 2016 awards to date. She reported that fourteen awards have been made to Harris-Stowe in Fiscal Year 2016 totaling \$4,182,272, and represent the College of Arts and Sciences, the Business School, Academic Affairs, Student Affairs, Financial Assistance, IT Services, and the Clay Center, and are from the Department of Education, MDHE, the Department of Health and Human Services, the National Science Foundation, the Department of Defense, the Department of Transportation, DESE and Verizon. She then reported that there are six pending proposals for FY 2017 totaling \$9,013,469 that have been submitted to the Department of Education, Health and Human Services and the National Science Foundation. She noted that an additional five grants are currently in progress and total \$7,254,708 in potential grant funding for the institution, and that departments and divisions working on these proposals include Financial Assistance, the College of Arts and Sciences, the College of Education, Career Engagement and IT Services.

7. **CLOSE TO EXECUTIVE SESSION:** Chairman Norwood asked Mrs. Sutherlin to conduct roll call and a motion was made by Regent Hollingsworth, seconded by Regent Chadwick and unanimously approved to convene an executive session at 10:00 a.m.

8. **RECONVENE OPEN SESSION:** At the conclusion of the executive session Chairman Norwood asked Mrs. Sutherlin to conduct roll call. A motion was made by Regent Dickson, seconded by Regent Hollingsworth, and unanimously approved to adjourn the executive session, and re-convene the April 26, 2016 regular session of the HSSU Board of Regents.

9. **ADJOURNMENT:** Chairman Norwood asked Mrs. Sutherlin to again conduct roll call. A motion was made by Regent Dickson, seconded by Regent Hollingsworth, and unanimously approved to adjourn the April 26, 2016 regular session at 11:00 a.m.

Respectfully submitted,

Approved by:

Lea Sutherlin
Director of Internal Operations and
Liaison to the Board of Regents

Ronald N. Norwood
Chair, HSSU Board of Regents