

**MINUTES OF THE REGULAR MEETING  
BOARD OF REGENTS OF HARRIS-STOWE STATE UNIVERSITY  
Tuesday, February 23, 2016**

Chairman Norwood asked Mrs. Sutherlin to conduct roll call. A motion was made by Regent Hollingsworth, seconded by Regent Dickson and unanimously approved to convene the regular session of the Board of Regents of Harris-Stowe State University. The meeting was held on Tuesday, February 23, 2016, starting at 8:10 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, Executive Assistant to the President and Secretary to the Board

**MEMBERS OF THE PRESIDENT'S ADMINISTRATIVE COUNCIL**

**Present:**

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, HSSU Faculty Senate

**Absent:**

Dr. Dwyane Smith, Provost  
Mr. James Fogt, Vice President, IT Services  
Dr. Michelle McClure, Associate Provost  
Dr. Lateef Adelani, Dean, College of Arts and Sciences  
Dr. Leila Vickers, Dean, College of Education

**FOREWORD:**

The minutes presented below are a summary of the discussions, deliberations and actions of the Board of Regents at its February 23, 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 welcomed and introduced Harris-Stowe's newest regent, Atty. Deborah Price, and called for her swearing-in ceremony by Judge Judy Draper, Associate Circuit Judge, 21st Judicial Circuit.

Chairman Norwood then stated that as Chairman, there will be a zero tolerance policy at Harris-Stowe regarding discrimination. He further stated that the University has a great president in Dr. Warmack and a great Board of Regents, and as great as President Warmack is, he cannot undo what was done in 2010, and that it is important to achieve what can be done now - in 2016 - to move this institution forward. He then referred to a letter President Warmack sent to HSSU faculty and staff on December 4, and read, verbatim, the institutional policy that was included in the letter. He stated that great things are now happening at HSSU and asked that this letter be made part of the meeting minutes. Chairman Norwood added that the letter also lists Rhonda Wesley as Title IX coordinator to make sure being the policy is being monitored.

**A motion was made by Regent Dickson, seconded by Regent Chadwick and unanimously approved for the formal position of this board going forward henceforth and to accept the letter as part of the record**

- A. **APPROVAL OF THE OCTOBER 2015 MINUTES: A motion was made by Regent Dickson, seconded by Regent Hollingsworth, and unanimously carried for approval of the October 2015 Board minutes.**

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

.....President Warmack

- A. **INTRODUCTION OF MR. RODNEY GEE, INTERIM-DIRECTOR OF HUMAN RESOURCES:**  
President Warmack shared that in the spirit of newness at Harris-Stowe, Mr. Rodney Gee would serve as interim-director of Human Resources. He shared that Mr. Gee has a wealth of knowledge in HR and retired as partner at Edward Jones.

Mr. Gee remarked that he has 34 years in Corporate America and 26 years in HR and Operations. He commented that Chairman Norwood is right on point about zero tolerance of discrimination.

Regent Hollingsworth welcomed Mr. Gee and thanked him for coming out of retirement to assist Harris-Stowe State University.

- B. President Warmack gave a PPT on the Harris-Stowe Performance and Planning Dashboard which shows that the University is now data driven (enrollment status, upcoming semester outlook, Missouri performance funding, retention, projects, strategy, etc.). He explained that he has made it clear about the importance of operating off of common data and utilizing common language, and that each executive cabinet member has an individualized page that shows matrices/items of importance which include but not limited headcount, melt, credit hour production, and tuition revenue. He noted that all conversations are based on this information.

Regent Chadwick noted that the dashboard was very impressive and other organizations could use this format. She asked if it addresses personal goals.

President Warmack noted that a personal goals matrix is still being flushed out but yes, it does and that departmental goals are also included. He added that another exciting piece is that it is built in-house, and that he had asked for it upon his arrival because there were no answers based on data. He further added that James Fogt was attending USA Funds Conference, and that Dr. Smith was in D.C. for Department of Higher Education meetings on NSF on the date of this meeting, and that he would meet Dr. Smith later in the afternoon to make a presentation for a \$5 million grant.

- C. President Warmack then reported on the signing of Memorandums of Understanding (MOUs) as follows: (1) Harris-Stowe State University and Washington University occupational therapy 3+2 program and (2) Harris-Stowe State University and St. Louis College of Pharmacy – one of the most innovative partnerships where graduates will have dual degrees from both institutions. He reminded everyone of the HSSU/KCU partnership for Biosciences and Medical School, and added that a recent meeting was held with Logan Chiropractic to discuss a new partnership. He noted that all MOUs must make fiscal sense for students.
- D. Participation in “Oakland Promise,” Oakland, CA (January 28): President Warmack reminded everyone of the “Oakland Promise,” a program where the community takes collective responsibility to ensure students graduate from high school with the expectations, resources, and skills to complete college and be successful

in the career of their choice. He shared that based on the first two (2) HSSU scholars from Oakland, the Mayor of Oakland made a bold statement at a recent Oakland Promise program, that any student leaving Oakland to attend HSSU will receive \$4,000.

- E. Participation in Black College Expo & Recruitment Tour, Oakland and Los Angeles, CA (February 5): President Warmack reported that HSSU had opportunity to participate in the Black College Expo and Recruitment tour in Los Angeles. He stated that Reuben Rifin, an amazing HSSU recruiter, left Oakland with 150+ enrollment applications and almost 200 from Los Angeles.

Dr. Warmack also shared that he was asked to speak at Gear Up 189 SLAM (Saturday Learning Academy Mixer), to discuss attending college early. He noted that he was the first college president to ever address the group of students and parents, and HSSU will send a representative to make additional presentations on financial literacy.

- F. Harris-Stowe's Testimony at the Higher Education Appropriation Hearings (February 2); President Warmack reported that Harris-Stowe is requesting appropriation for \$1 million, and has made it clear about recruiting amazing STEM studies but the need for quality labs. He noted that the request included updating STEM infrastructure and that he had the opportunity to meet with several legislators. He noted that there is a new lobbyist working with Harris-Stowe, Jim Farrell who works with Cortex who has been very helpful in setting up meetings with key legislators.

- G. Brief Update on Graduate Programs: President Warmack gave an update on new graduate programs at Harris-Stowe and shared that MDHE would vote on the proposed programs on April 1 and the University is working with the HLC accrediting body to get the graduate programs approved.

Dr. Warmack concluded his report by stating that it is truly a great day to be at HSSU and that student morale is up. He then introduced Robert Arbuthnot, Staff Association President; David Barnes, representative of NEA and faculty member in the Math Department; and Terry Hardieway, SGA President.

Chairman Norwood stated that the Board truly appreciates this great work and that the train moving forward.

Regent Dickson asked if with the approval of the Masters of Education, students will be able to matriculate to a Ph.D. program.

President Warmack stated that there are no MOUs but they should be able to do so.

Regent Dickson asked if Maxine Clark has been at Harris-Stowe since President Warmack's arrival and if not, he suggested reaching out to her.

President Warmack shared that he would do so and added that the new superintendent of University City, Dr. Sharonica Hardin, and Jennings superintendent Dr. Art McCoy, are both distinguished alums at HSSU and are working with the new dean of College of Education, Dr. Leila Vickers, who is doing an amazing job and has already built a diverse advisory board.

Chairman Norwood suggested having Dr. Hardin and Dr. McCoy come and address the students.

3. EXECUTIVE DIRECTOR OF INSTITUTIONAL ADVANCEMENT.....Ms. Leslie Holloway

- A. Brief Update on the Harris-Stowe Foundation: Ms. Holloway gave a PowerPoint presentation on the following: (1) the implementation timeline of the Harris-Stowe Foundation; and (2) recent awards and honors received by President Warmack and nominations for Harris-Stowe. (A copy of this presentation is filed with the February 2016 Board Book.)

4. BUSINESS AND FINANCIAL AFFAIRS..... Mr. Brian Huggins

- A. JANUARY 2016 FINANCIAL REPORT: Mr. Huggins reported that the general operating fund revenues for period ending January 2016 were at 80%, and expenditures at 62%; Gillespie Residence Hall housing

rental revenues were at 96% with expenditures at 41%; Bosley Hall housing rental revenues were at 91% with expenditures at 70%; Clay Center revenues were at 59% with expenditures at 57%; and PFM Investments revenue at \$7,422 and unrealized losses of \$51,219.

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

- B. November/December 2015, and January/February 2016 Personnel Reports

**A motion was made by Regent Chadwick, seconded by Regent Hollingsworth, and unanimously carried to accept the November/December 2015 and January 2016 Personnel Reports.**

- C. Recommendation for Salary Increase for Full-time Staff

**A motion was made by Regent Cooksey, seconded by Regent Dickson and unanimously carried to approve a 1% across the board salary increase for full-time staff.**

- 5. REGISTRAR & INTERIM-DIRECTOR OF ENROLLMENT MANAGEMENT.....Dr. Chauvette Green

- A. Update on Enrollment: Dr. Green gave an update on enrollment at HSSU which included applied - 3133, accepted 1378 and confirmed enrollment for fall 2016 compared to fall 2015. She also reported on average ACT and SAT scores and GPAs for fall 2016 compared to fall 2015. Dr. Green also shared the number of applications by Admissions counselors and applications by state which included Missouri, Tennessee, Illinois, Michigan, California, Georgia, Ohio and Florida.

- 6. DIRECTOR OF ATHLETICS.....Mr. Jamaal Mayo

- A. Fall 2015 Academic Update: Mr. Mayo gave a PowerPoint presentation on the following: (1) athletic team GPA averages for fall 2015; (2) athletes that were on fall 2015 honor roll; (3) academic status of all student athletes; (4) major/concentration report for all athletes; (5) fall 2015 Department gender breakdown; and (6) expansion toward Women’s Indoor and Outdoor Track. (A copy of this presentation is filed with the February 2016 Board Book.)

Regent Chadwick inquired about considering summer camps.

Mr. Mayo stated that coaches have submitted proposals to him for supplementing their operational budgets, and that the clinic concept being considered is “Junior Hornets” an elite camp for 3-5 year olds among others.

President Warmack added that the Dean of Students sent his projections of \$100,000 outside of that department’s regular budget for camps in general.

- 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 8 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 February 23, 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 February 23, 2016 regular session at 10:05 a.m.

**Respectfully submitted,**

**Approved by:**

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**Lea Sutherlin**  
**Executive Assistant to the President**  
**Secretary to the Board of Regents**

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**Ronald N. Norwood**  
**Chair, HSSU Board of Regents and**