

LANDER UNIVERSITY BOARD OF TRUSTEES

Lander University
Greenwood, South Carolina

Tuesday, September 14, 2021
11:00 a.m.

Presiding: Donald Scott

Members of the Board in Attendance:

Angela Strickland
Anne Walker
Cary Corbitt
Cathy Lee
DeWitt Stone
Donald Lloyd
James Shubert
John Craig
Linda Dolny
Marcia Hydrick
Peggy Makins
Raymond Hunt
Robert Sabalis
Terry Pruitt

Others in Attendance: President Richard Cosentino; Dr. Scott Jones, Provost and Executive Vice President of Academic Affairs; Stacie Bowie, Vice President for Finance and Administration; Todd Gambill, Vice President for Enrollment and Access Management; Mike Worley, Vice President for University Advancement; Boyd Yarbrough, Vice President for Student Affairs; Adam Taylor, Vice President for Strategic Initiatives and Chief of Staff; Crystal Rookard, Vice President and General Counsel; Brian Reese, Director of Athletics; Megan Price, Assistant Vice President of University Relations and Publications; Matt Braaten, Assistant Vice President for Planning Analytics and Decision Support; Greg Allen, Lander University Police Chief; Tracy Clifton, Assistant Vice President for Student Affairs and Title IX Coordinator; Abdallah Haddad, Chief Information and Technology Officer; and London Thomas, Director of Human Resources.

Guests: Dr. Daniel Harrison, Chair of the Faculty Senate; Anissa Lawrence, Chair of the Staff Senate; and Lindsey Hodges, of the Index-Journal.

Chair Donald Scott called the meeting to order.

Adam Taylor stated for the record that appropriate publicity had been disseminated in order to comply with the Freedom of Information Act, and that the meeting is in compliance with that Act.

I. APPROVAL OF MINUTES

John Craig motioned to approve the May 5, 2021 board meeting minutes; seconded by Cathy Lee. The board meeting minutes from May 5, 2021 were approved by unanimous vote.

II. PRESIDENT’S REPORT

The president shared the following updates with board members:

State of the University: The president gave the annual State of the University address on Monday, September 13, 2021. This was the first address since 2019, as the 2020 address was cancelled due to the COVID-19 pandemic. The president commented that a copy of his presentation would be provided to board members.

Compensation Increase: The president shared his intentions to give employees an additional compensation increase later in the fall semester. The president remarked that the morale of Lander University employees remains high. When combined with the state of South Carolina's earlier compensation increase, Lander University's additional compensation increase will bring the total compensation increase to 4% for Lander University employees for 2021.

Resilience of Faculty and Staff: The president commended the Lander University faculty and staff for their resilience amid the ongoing COVID-19 pandemic.

Thanking the Legislature: The president asked that the Board of Trustees thank the members of the South Carolina General Assembly for their support of Lander University in the FY 2021-22 budget.

At-Large Board of Trustees Elections: The president reminded the members of the Lander University Board of Trustees of the timetable for elections to the Board of Trustees. At-large seats on the Board of Trustees will be up for re-election and candidates for those seats are due to appear before the Committee to Screen Candidates for College and University Boards of Trustees in January. Applications will be requested by the committee in October, upon receiving each candidate's letter of intent. Adam Taylor offered his assistance to board members throughout the process.

Recent Meeting of the Commission on Higher Education: The president asked Linda Dolny, who serves as a commissioner for the South Carolina Commission on Higher Education (CHE), to give an update from a recent CHE meeting that featured Dr. Belle S. Wheelan, president of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

As part of her presentation, Dr. Wheelan discussed the roles of an institution's board of trustees, which include (1) the development of policy; (2) hiring, evaluating, and firing the CEO; and (3) fiduciary responsibilities. Dr. Wheelan also defined an additional role for board members, which is to "protect the institution from undue influence by external persons or bodies." She defined external as meaning anyone outside the leadership of the institution to include board members and government officials.

Staying Current: The president challenged board members to continue staying current as higher education, and students of higher education, continue to change each year. The president stressed the importance of continuing to think of ways to stay focused on the future of Lander University. Discussion followed among board members on ways to stay up to date on current trends in higher education.

Meeting with Students: The president shared that he recently met on campus with a group of students to address some of their concerns. The students, when asked what they thought was working well at Lander University, complimented the faculty. The president commended the faculty of Lander University for their work in delivering a high-quality education to Lander University's students.

III. BOARD CHAIR REPORT

Chair Scott thanked Dr. Cosentino for his State of the University address, and noted that he felt it was an honor to serve on the Lander University Board of Trustees, due largely to the high caliber of the University's trustees, faculty, staff and administration. Chair Scott highlighted a few of Lander University's recent accomplishments:

- ï Lander University’s endowment is the highest ever.
- ï Lander University’s enrollment is the highest ever.
- ï Lander University’s state appropriations are the highest ever.
- ï The campus of Lander University continues to grow, with new campus enhancement projects scheduled for the near future, in addition to maintenance and renovation projects.

Chair Scott concluded his remarks by saying he felt that it is the “best time ever” to serve on the Board of Trustees.

IV. COMMITTEE REPORTS

A. **Academic Affairs**

Anne Walker shared with the Board of Trustees the updates found in the Academic Affairs Committee report. The committee brought forward the following action items:

1. **Review and reaffirmation of the Lander University Mission and Vision Statements**

To comply with SACSCOC Principle of Accreditation 4.2.a, the Board of Trustees must review and reaffirm Lander University’s Mission Statement, and other accompanying statements. Those statements are:

a. **Vision Statement**

All Lander graduates are educated, well rounded and prepared to continue their education or launch their careers.

b. **Mission Statement**

Lander University offers high-demand and market-driven programs to ambitious and talented students in South Carolina and beyond. These programs are delivered in a rich liberal arts environment to produce highly qualified and marketable graduates.

c. **Statement of Student Experience**

At Lander University, students enjoy a comprehensive, transformative and experiential learning process that provides a broad and thorough knowledge, fostering:

- ï Creativity, scholarship and independent thinking
- ï Effective communication, innovative problem-solving and analytical reasoning skills
- ï High ethical standards and professionalism
- ï Values of diversity, inclusiveness and respect for all people, cultures, and perspectives
- ï Community engagement, service to others and responsible citizenship

Robert Sabalis motioned to amend the Vision Statement to read as follows:

Vision Statement, as Amended

All Lander University graduates are broadly educated, ~~well rounded~~ well-informed, equipped for responsible participation in the civic lives of their communities, and prepared to continue their education or launch their careers.

Anne Walker seconded the motion. Scott Jones provided the process related to changes in the vision and mission statements. He commented that editorial changes would go through the CHE, but not to the SACSCOC. The motion passed by unanimous vote.

2. **REACH Act Compliance**

In order to comply with section 2B of South Carolina’s recently adopted REACH Act, the Board

of Trustees must review and affirm Lander University's compliance with the REACH Act. The REACH Act was ratified on April 30, 2021.

Scott Jones noted that Lander University was well prepared for compliance with the REACH Act, and has already built the appropriate required coursework into Lander University's general education curriculum.

Robert Sabalis asked how this would impact the scheduling of other courses that students took as part of their general education curriculum. Scott Jones replied that, for most students, the coursework would stay the same. Students would also still have the opportunity to take any missed courses to fulfill their elective credits.

The motion passed by unanimous vote.

3. Approval of appointment of Dr. Jennifer Yates

Dr. Jennifer Yates is Lander University's new Assistant Provost for Faculty Development, Teaching, and Learning. Academic Affairs proposed the approval of the appointment of Dr. Yates as a Professor with Tenure.

Discussion followed concerning the process of awarding tenure to a newly employed faculty member. Scott Jones informed trustees that the Tenure and Promotions Committee and Dr. Yates' dean and department chair had previously approved this request for her appointment as a professor with tenure.

The motion passed by unanimous vote.

4. Update on SACSCOC reaccreditation (information only)

Scott Jones gave a brief update to the Board of Trustees on the SACSCOC reaccreditation process.

B. Enrollment and Access Management

Angela Strickland shared with the Board of Trustees updates found in the Enrollment and Access Management report. The committee brought forward no action items.

C. Finance, Facilities, and Audit/Governmental and Strategic Initiatives

Donald Lloyd shared with the Board of Trustees updates found in the Finance, Facilities and Audit Committee report and the Governmental and Strategic Initiatives Committee Report. The Finance, Facilities and Audit Committee brought forward the following action items:

1. FY 2022-2023 tuition, general fees, and special rates proposal

Lander University requested the Board of Trustees approve undergraduate and graduate tuition and general fees for the 2022-23 year at costs consistent with the 2021-22 academic year. The University also requested that the special rates for academic year 2022-23 found on page 19 of the Finance, Facilities, and Audit Committee report be approved.

Chair Scott informed the Board of Trustees that a recorded vote was required, and requested that Adam Taylor call the roll for the vote.

Those in favor of the motion:

John Craig
Linda Dolny

Raymond Hunt
Marcia Hydrick
Cathy Lee
Donald Lloyd
Peggy Makins
Terry Pruitt
Robert Sabalis
Donald Scott
Jim Shubert
DeWitt Stone
Angela Strickland
Anne Walker

Those opposed to the motion:

None

The motion passed by unanimous vote.

2. Authorization for the renovation of the campus intramural field

Lander University requested permission to renovate the existing campus intramural field to allow for increased usage of the area by intramural sports, club sports, academic classes, collegiate athletic practice for men’s and women’s lacrosse, and occasional competitions. In keeping with COVID-19 protocols, the student intramural program will utilize this field throughout the year in order to keep students outside, engaged, and socially distanced.

The construction of the newest residence hall resulted in the use of this field for a “lay-down” area, disturbing the field surface and irrigation, and the former lighting system is now inoperative due to half of the fixtures having been removed to allow for the construction. The proposed renovation will include a synthetic resurfacing, repaired drainage system, and new lighting, scoreboard and limited perimeter fencing. The improved field will allow for increased usage during all weather conditions and expanded hours, thus improving the utilization of the field by students.

The total cost of the project is anticipated at \$1.25 million.

Raymond Hunt noted the important role the renovation of the intramural field will play in the enhancement of student life.

The motion passed by unanimous vote.

3. Authorization for the sale of beer and wine

The University will ask the Lander University Board of Trustees to approve the sale of beer and wine at any event where the administration deems it appropriate and in all locations that Aramark has the appropriate license. Examples include athletic events at the Jeff May Complex or within the Finis Horne Arena. Currently, Aramark holds licenses to sell beer and wine at the Grier Student Center, Jeff May Complex, Finis Horne Arena, and Cambridge Hall. Aramark intends to apply for a license to serve at the Lander University Uptown location (former Bank of American building).

Brian Reese informed the Board of Trustees that Lander University currently serves beer and wine at the Jeff May Complex through Aramark, and that Aramark does an exceptional job. Lander University has not experienced any issues related to the consumption of alcohol at sporting events, and would like to extend this amenity to sporting events held within Finis Horne Arena.

The motion passed by unanimous vote.

4. Design approval for Chipley Hall vehicular plaza

Lander University requests design approval for the Chipley Hall vehicular plaza which will address the absence of safe and legal ADA parking, a safe and legal ADA approach for a wheelchair to the building, and a vehicular design that allows for emergency vehicle access, and that includes a circular turn to allow vehicles to stage during student move-in. The project will address and update the lighting system and will include construction of masonry stairs to allow students better access to Barratt Hall and the Carnell Learning Center.

While accommodating all of the above, one of the underlying goals of the design is to create an environment that is inviting to pedestrians to stop and enjoy the enhanced area and that results in an honorable and deserving approach to one of the oldest and most historical buildings on campus.

Discussion followed concerning the historic preservation of the site during the construction process.

Donald Lloyd amended the motion to move forward with the Chipley Hall vehicular plaza renovation project, subject to secondary review by management and by the Finance, Facilities, and Audit Committee, to include consultation with an arborist to evaluate the preservation of some of Lander University's historic trees.

The motion passed by unanimous vote.

5. Authorization for the pool renovation and pavilion construction

Lander University requests permission to renovate the pool and construct the new pavilion which will create space for outdoor events, student activities, and other events for students, faculty and staff. This renovation and construction will include a large concrete pad, new lighting, a pavilion, restrooms and a movie screen. The pool enhancement will create a safe outdoor environment which will enable social distancing.

Total cost of the project is anticipated at \$1.2 million.

The motion passed by unanimous vote.

D. Institutional Advancement

John Craig shared with the Board of Trustees updates found in the Institutional Advancement Committee report. The committee brought forward the following action items:

1. Authorization to expend funds from estate gift

The Josephine Abney estate gift was received October 21, 2020. The gift agreement requires the Lander University Board of Trustees to approve the expenditure of the funds. Lander University requested the Board of Trustees to authorize the president the flexibility and authority to spend the funds, as needed. All expenditures will be properly documented through university and foundation channels.

The motion passed by unanimous vote.

2. Potential naming of two campus buildings, pending gift agreement

Lander University requested the Board of Trustees allow President Cosentino to move forward with a gift agreement relating to the naming rights of two campus buildings.

The president informed the Board of Trustees that the two buildings in question are the School of Nursing's simulation laboratory and the nursing building. The president reported that he could not yet disclose the identity of the donor, but that he would share information with the Board of Trustees upon finalization of the gift agreement.

The motion passed by unanimous vote.

E. Student Affairs/Intercollegiate Athletics

Raymond Hunt shared with the Board of Trustees updates found in the Student Affairs Committee report and the Intercollegiate Athletics Committee report. The committees brought forward no action items.

F. University Policies

Robert Sabalis shared with the Board of Trustees updates found in the Policy Committee report. The committee brought forward the following action items:

1. Tuition Assistance (LP5.15)

This policy sets forth the criteria for tuition assistance to provide full-time equivalent (FTE) employees (faculty and staff) with opportunities to further their education within Lander University.

The motion passed by unanimous vote.

2. Employee Reduction in Force (LP5.33)

The Reduction in Force (RIF) policy prescribes the way in which faculty and staff at Lander University in full-time equivalent (FTE) positions would be released in an equitable manner in the event of a RIF per South Carolina Code of Laws Sections 8-11-185, 8-11-230 (6) and 8-17-370 and the Annual Appropriations Act (117.71 Reduction in Force/Agency Head Furlough).

The motion passed by unanimous vote.

3. Employee Grievance and Appeal (LP5.30)

This policy sets forth the guidelines for grievances and appeals under the State Employee Grievance Act per South Carolina Code of Laws 8-17-310 through 8-17-370. This policy complies fully with the Act and, as provided for in the Act, have been submitted to and reviewed and approved by the Division of State Human Resources (DSHR).

The motion passed by unanimous vote.

4. Name, Image, and Likeness (LP8.1)

Lander University's Name, Image, and Likeness (NIL) policy authorizes a student-athlete participating in intercollegiate sports to receive compensation for the use of his or her name, image, or likeness. As regulatory agencies and governments continue to discuss the importance of creating federal legislation for name, image, and likeness, guidelines and policies have been adopted by

Lander University, effective July 1, 2021, to ensure compliance with applicable state law, university policy, and National Collegiate Athletic Association (NCAA) mandates.

The motion passed by unanimous vote.

5. Email Signature Block and Brand (LP11.3)

This policy sets forth guidelines for Lander University employees' signature blocks within official Lander University emails that establish an employee's association with the University. The policy ensures clear and consistent email identification, which strengthens the Lander University brand.

The motion passed by unanimous vote.

6. Tree Evaluation, Preservation, and Mitigation (LP4.2)

Lander University places a high value on its trees and recognizes the aesthetic, environmental, and educational benefits trees provide to the campus environment. Consequently, this policy provides guidance for the evaluation, preservation, and mitigation of trees as part of the land development and building construction process for Lander University.

The motion passed by unanimous vote.

V. OTHER BUSINESS

A. Faculty Senate: Dr. Daniel Harrison

Daniel Harrison shared the following updates with board members:

Updates from Colleges and Departments: Daniel Harrison referenced information that was shared with the Board of Trustees giving updates from each college, including news on growth of specific degree programs and faculty development.

SWOT Analysis: Daniel Harrison shared with the Board of Trustees the Faculty Senate's responses to a recent SWOT analysis, which identified strengths, weaknesses, opportunities, and threats at Lander University.

FALS Requirement: The Faculty Senate is exploring removing the Fine Arts Lecture Series (FALS) requirement from Lander University's general education curriculum. The University has waived the requirement in recent semester due to the COVID-19 pandemic. Daniel Harrison shared with the Board of Trustees reports that other institutions have also dropped this requirement permanently.

A number of board members voiced opposition to removing the FALS requirement from Lander University's general education curriculum. Academic Affairs will provide further information on this matter in future meetings. No action was taken by the Board of Trustees on removal of the FALS requirement.

Faculty Evaluation System: The Faculty Senate is assessing Lander University's faculty evaluation process, and intends to build in a third-year review for new faculty to help identify issues and receive feedback earlier in a member of faculty's career at the University.

Faculty Surveys: The Faculty Senate is currently re-evaluating and updating surveys used in the evaluation of chairs, deans, and the president. Daniel Harrison shared with board members that faculty

generally find the current surveys long and cumbersome, and the Faculty Senate is exploring ways to make the surveys more manageable.

Tenure and Promotions Standards: The Faculty Senate is also re-evaluating tenure and promotion standards, both at the unit and University levels.

B. Staff Senate: Anissa Lawrence

Anissa Lawrence shared the following updates with board members:

Department Spotlights: The Staff Senate is still sponsoring the Departmental Spotlight, which highlights the hard work and dedication of a selected department on Lander University's campus every other month. Following the selection of the department, departmental employees are treated to breakfast.

Employee Remembrance Garden: The Staff Senate dedicated the Employee Remembrance Garden on August 18, 2021; the garden remembers employees who have passed away while serving Lander University as a member of the faculty or staff.

Professional Development: The Staff Senate hosted an informational session for employees to learn more about the Employee Tuition Assistance Program at Lander University. Future professional development workshops are being planned to give employees additional training on computer applications, including Microsoft Excel and FligGrid.

Communications and Bylaws: The Staff Senate has merged the Communications Committee and the Bylaws Committee into the Communications and Bylaws Committee. This new committee is currently working on updating the Staff Senate's bylaws.

Staff Assembly: The Staff Senate is currently planning the Fall 2021 Staff Assembly for November.

New Officers: Graham Duncan has been elected to the position of Chair Elect, Erin Nodine has been elected to the position of Treasurer, and Mary Jo Carpenter has been elected to the position of Secretary.

VI. EXECUTIVE SESSION

Executive Session: The receipt of legal advice where the legal advice relates to pending, threatened, or potential claim or other matters covered by the attorney-client privilege, settlement of legal claims, or the position of the public agency in other adversary situations involving the assertion against the agency of a claim. S.C. Code §30-4-70(a)(2).

The motion was made by Raymond Hunt to enter into executive session; seconded by Donald Lloyd. The motion was passed by unanimous vote.

The Board of Trustees returned from Executive Session at the call of Chair Scott. No action was taken.

VII. ADJOURNMENT

The motion was made by Raymond Hunt to adjourn the meeting; seconded by John Craig. The motion passed by unanimous vote.