

LANDER UNIVERSITY BOARD OF TRUSTEES

Lander University
Greenwood, South Carolina

Tuesday, May 3, 2022
2:00 p.m.

Presiding: Donald Scott, Chair

Members of the Board in Attendance:

Holly Bracknell
Robert Barber
John Craig
Linda Dolny
Ray Hunt
Marcia Hydrick
Cathy Lee
Donald Lloyd
Peggy Makins
Terry Pruitt
Robert Sabalis
Jim Shubert
DeWitt Stone
Angela Strickland
Anne Walker

Absent: John Craig

Others in Attendance: President Richard Cosentino; Dr. Scott Jones, Provost and Executive Vice President of Academic Affairs; Todd Gambill, Vice President for Enrollment and Access Management; 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: Lindsey Hodges, of the Index-Journal; and Dr. Amanda Darden.

Chair 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 was in compliance with that Act.

I. APPROVAL OF MINUTES

Anne Walker motioned to approve the March 14, 2022 board meeting minutes; seconded by Ray Hunt. The board meeting minutes from March 14, 2022 were approved by unanimous vote.

II. PRESIDENT’S REPORT

The president shared the following updates with board members:

Nursing Building: The president gave a brief update to board members concerning the placement of the new nursing building that will be built thanks to funds from the South Carolina General Assembly in the state’s FY 2021-22 budget. While there have been financial challenges due to rising construction costs, Lander University is requesting to use other state appropriations for this construction. Expenditure of these funds will first require approval from the State of South Carolina.

Marketing: The president shared Lander University’s upcoming marketing campaigns. The Office of University Relations has purchased billboards in strategic locations throughout the state, and has also partnered with school districts to purchase lunch trays with Lander University branding. Meanwhile, the City of Greenwood has placed banners in its Uptown district in honor of the institution’s Sesquicentennial, and has affixed stickers to its utility vehicles that read “Home of the Lander Bearcats.”

State Appropriations: The president called on Adam Taylor to discuss developments in the General Assembly’s budget for FY 2022-23:

**House of Representatives Budget
For Lander University
Adopted March 2022**

Recurring	
Lander Base Budget	\$11,880, 546
Tuition Mitigation	\$2,441,095
South Carolina Institute on the Prevention of Sexual Violence on College Campuses	\$400,000
Non-Recurring / Capital:	
Maintenance, Renovation, and Replacement	\$8,000,000
Maintenance, Renovation, and Replacement	\$6,000,000
Total New Funds:	\$16,841,095

**Senate Budget
For Lander University
Adopted April 2022**

Recurring	
Lander Base Budget	\$11,880, 546
Tuition Mitigation	\$1,489,068
South Carolina Institute on the Prevention of Sexual Violence on College Campuses	\$400,000
Non-Recurring / Capital:	
Maintenance, Renovation, and Replacement	\$8,000,000
Maintenance, Renovation, and Replacement	\$1,000,000
Total New Funds:	\$10,889,068

SACSCOC Accreditation Visit: Regional accreditors from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) visited Lander University to review Lander University’s campus at the University Center of Greenville. According to the president, the accreditors were thoroughly impressed with the institution, and found Lander to be in full compliance with SACSCOC standards.

Presbyterian College Partnership: Lander University’s College of Business will partner with the Presbyterian College School of Pharmacy to begin offering our Master of Business Administration program to a cohort of pharmacy students.

Self Regional Scholars: Self Regional Healthcare and Lander University’s School of Nursing have selected the first cohort of Self Regional Scholars. This prestigious scholarship is the result of Self Regional’s recent gift to Lander University, which also included naming rights to Lander’s Nursing Skills Simulation Center and to the new nursing building upon its construction.

Community Support Fund: Lander University has set up a fund specifically to provide financial support for community partners in the Greenwood area.

Retention: The president stressed that student retention remains an important focus for the university, and that leadership across campus is continuing to look at new strategies to address retention rates at Lander. The president mentioned that a new vice president for student experience and quality assurance is scheduled to start June 15, 2022.

New Vice Presidents: The president then recognized the new Vice President for Student Experience and Quality Assurance, Dr. Amanda Darden. She comes to Lander University from Coastal Carolina University. Not present, but due to start July 1, 2022, is Joe Greenthal, who will serve as Lander University's Vice President for Finance and Administration. Greenthal comes to Lander University from the State University of New York System at Alfred State College.

Capital Campaign: Lander University is in the early planning stages of a new capital campaign, and the president informed board members that ongoing conversations between the Board of Trustees and members of the Lander Foundation Board of Directors would be necessary to identify and reaffirm the priorities of the institution prior to launching the new campaign.

III. COMMITTEE REPORTS

A. Academic Affairs

Robert Barber shared with the Board of Trustees the updates found in the Academic Affairs Committee report. The committee brought forward the following action item:

1. **Faculty Annual Review Process**

The committee recommended adoption of the annual review process for faculty found in the Academic Affairs Committee report.

The motion passed by unanimous vote.

2. **Tenure and/or Promotion Review Timeline**

The committee recommended adoption of the proposed updated timeline for tenure and/or promotion review found in the Academic Affairs Committee report.

The motion passed by unanimous vote.

B. Enrollment and Access Management

Holly Bracknell shared with the Board of Trustees the updates found in the Enrollment and Access Management Committee 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 the updates found in the Finance, Facilities, and Audit / Governmental and Strategic Initiatives Committee reports. The committee brought forward the following action item:

1. **Special Tuition Rate Proposal**

The committee recommended adoption of the proposed special tuition rate found in the Finance, Facilities, and Audit Committee report.

The motion passed by unanimous vote.

D. Institutional Advancement

Jim Shubert shared with the Board of Trustees the updates found in the Institutional

Advancement Committee report. The committee brought forward no action items.

E. Policy

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

1. Americans with Disabilities Act Policy

The committee recommended adoption of Americans with Disabilities Act Policy found in the Policy Committee report.

The motion passed by unanimous vote.

F. Student Affairs / Intercollegiate Athletics

Ray Hunt shared with the Board of Trustees the updates found in the Student Affairs / Intercollegiate Athletics Committee reports. The committee brought forward no action items.

IV. OTHER BUSINESS/ANNOUNCEMENTS/REPORTS

A. Ad Hoc Bylaws Committee

Robert Sabalis shared with the Board of Trustees, for their information, five appendices to the Bylaws of the Lander University Board of Trustees made necessary by the board's previous adoption of the Bylaws. These updates included: descriptions of the duties of the officers of the Board of Trustees, charges to and objectives of the board's committees, duties of the institutional officers of the university, information regarding the use of the university's seal, and a timeline for the annual evaluation of the president. These changes to the Bylaws will be uploaded to the Lander University website. The committee brought forward no action items.

B. Faculty Senate

Dr. Daniel Harrison shared with the Board of Trustees the updates found in the Faculty Senate report.

C. Staff Senate

Anissa Lawrence shared with the Board of Trustees the updates found in the Staff Senate report.

V. EXECUTIVE SESSION

Executive Session: Discussion of employment, compensation, promotion, demotion, discipline, or release of an employee, student, or person regulated by Lander University.

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

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

Donald Lloyd was recognized and gave the following statement:

The Executive Committee has been working closely with the president and his cabinet to review academic performance and operations at Lander University. Part of this work has been to closely evaluate Lander University's investments in faculty and staff, the day-to-day operations of the

institution, as well as the upcoming construction projects. The concerns of the Executive Committee have included both the current economic volatility in the wake of the COVID-19 pandemic as well as the need to raise performance levels across campus.

The Executive Committee has also studied data related to teaching, scholarly, and service output of Lander University's faculty. Based on this review, it is the opinion of the Executive Committee that there is a need to establish consistent standards for teaching, research, and service requirements at Lander University. These standards should be flexible enough to address varying disciplines, but rigorous enough to help elevate the overall output of the Lander University faculty across all academic disciplines. The Executive Committee is concerned with the variations among different academic colleges and departments across campus.

Moreover, the Executive Committee is concerned with the lack of transparency, accountability, and oversight related to teaching, research, and service standards. The Executive Committee believes these standards, once developed, should be regularly evaluated by the president and his cabinet. The Executive Committee also believes that Lander University should develop further guidelines to address certain faculty course loads, and that a separate approval and accountability process should be established for special exceptions to these guidelines. The Executive Committee stressed to the president and his cabinet Lander University's status as a comprehensive teaching institution. While the Executive Committee agrees that scholarly activity is an important function of academic work and contributes greatly to classroom learning, the primary purpose of Lander University, and its faculty, is to teach.

The Executive Committee also asked that the administration explore opportunities for adjunct, part-time, and contract faculty to fill online teaching opportunities whenever possible, while primarily scheduling full-time faculty for face-to-face courses whenever possible. The Executive Committee believes that Lander University should have greater consistency and purpose when it comes to granting course releases to certain faculty, and that every effort should be made to minimize overloads, utilizing full-time faculty, contract faculty, and adjunct faculty in more efficient and appropriate ways.

The Executive Committee asks that the president and his cabinet work with academic administration to develop a quantifiable, accountable, and transparent process for the recruitment of tenure track faculty that requires several levels of approval, to possibly include certain elements of the Board of Trustees, or the full Board of Trustees, if necessary.

The Executive Committee brings forth these concerns in an effort to provide the best learning environment for Lander University students, as well as to ensure the stability of Lander University's existing faculty and staff. The Executive Committee formally requests that a comprehensive plan addressing these concerns be presented to the Board of Trustees on or before the December 2022 meeting of the Board of Trustees.

VI. ADJOURNMENT

The motion was made by Anne Walker to adjourn the meeting; seconded by Linda Dolny. The motion passed by unanimous vote.