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**Morgan State University  
University Council**

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April 24, 2025, 11 a.m.–1 p.m.

Face-to-face: Earl S. Richardson Board Room, 4th Floor

Virtual Option: Join Zoom Meeting: <https://morganstate.zoom.us/j/99635617584>

**AGENDA**

**I. Call to Order [11:00-11:01 am]**

Dr. Sharon Oliver-Whitehurst, UC Chair, welcomed attendees, and the meeting was called to order at 11:00 am.

**II. Attendance and Quorum [11:02-11:06 am]**

The meeting met its quorum.

[UC Meeting Attendance, April 24, 2025 \(Responses\)](#).

If your name was not recorded, please email Dr. Hyeon-Shic Shin, UC secretary, at [hyeonshic.shin@morgan.edu](mailto:hyeonshic.shin@morgan.edu).

**III. Reading and Approval of Minutes [11:06-11:07 am]**

The February 2025 UC general meeting minutes were approved as read and distributed.

[March 2025 UC General Body Meeting Minutes.docx](#)

**IV. Chief Lance Hatcher, MSU Police Department [11:07-11:39 am]**

Lance Hatcher, Morgan State University Police Department Chief, briefed the UC about public safety services, technologies, and initiatives at MSU. The university has a large security service personnel and staff: 44 officers and five command staff in the police department, 21 security officers stationed in buildings across the campus, and 30–35 security officers contracted with Allied Universal Security Services. Next, Chief Hatcher highlighted security technology. First, security cameras were updated to digital cameras a year and a half ago, providing 3,200 camera views across the campus. They are used for forensic reviews once an incident occurs. Some of them have AI features, such as tag readers. MSU has invested a \$2.3 million MHEC grant in displayed firearm detection technology. The university is in the process of acquiring technologies capable of identifying concealed weapons, detecting gunshots, and purchasing utility terrain vehicles (UTVs). Other safety measures highlighted included the campus blue light phones, which connect directly to the dispatch center, and the MSU Alerts system.

He encouraged university members to register the system via the university homepage to receive emergency communications related to weather, safety threats, or environmental hazards. As required by the federal Clery Act, the university also sends out timely notifications via email when incidents occur that could impact campus safety. Lastly, the department is looking to provide a "run, hide, fight" training for active intruder situations. Training is about how individuals should react based on their first assessment of the situation.

A concern was raised regarding gaps and delays in communication. According to Dr. Oliver-Whitehurst, UC Chair, around March 27, an email about a suspicious individual was circulated, which seemed to have come from the police department and looked to be sent to only a few people. However, a campus-wide alert was not issued until around April 1, when the same person was identified in a separate incident at the library. In response, Chief Hatcher said he needed to look into it while emphasizing that the situations were addressed appropriately.

Dr. Alston inquired about weekend access to the office. Chief Hatcher clarified that the police department does not control building access and that faculty should coordinate with their dean or department chair to obtain authorization. Once approved, access can be granted through the Bear Card Office. VP McCalla further clarified the process, noting that each dean's office typically manages access permissions. Ms. Whitman requested clarification on the alerts sent by PR via emails and texts. Chief Hatcher explained that the police department sent out texts for emergencies, which are often followed by my alerts from PR. Due to large distribution volumes, delays from PR may occur.

Dr. Thurman raised a question about the appropriate response if Immigration and Customs Enforcement (ICE) agents come to campus. Chief Hatcher noted that ICE agents are expected to identify themselves with official credentials and carry appropriate documentation. Anyone encountering ICE personnel should immediately notify campus police, who will coordinate with the university's Office of General Counsel. Prior guidance from the Attorney General's office was circulated on January 30, outlining proper procedures, and faculty were encouraged to refer to those instructions if needed.

## V. Standing and Special Committees [11:39 am-12:00 pm]

### A. Academic and Student Affairs

Dr. Zuniga gave updates on three initiatives. The first focuses on improving the faculty evaluation process. The committee plans to launch a faculty survey in early fall 2025 to gather timely input. The second initiative is about enhancing the university's advising structure. The committee has been working extensively with Dr. Maltese and Dr. Turner to address gaps and inefficiencies. Special attention is being given to challenges faced by transfer students, with Dr. Maltese taking committee suggestions seriously and committing to improve coordination between the Admissions, Registrar, and Advising offices. There was also a proposal to embed departmental advising content into student orientation sessions to better inform students about career pathways, graduate opportunities, and

department-specific advising resources. The third initiative involves promoting greater faculty engagement with Navigate 360. Plans are underway to feature a session on Navigate 360 during the Faculty Institute to encourage broader adoption.

[2025-April-7-UC Academic and Student Affairs Meeting Minutes.pdf](#)

#### B. Athletic

The Athletic Committee met on April 2. The primary focus was on collaborating with VP Freeman-Patton to support the development of a state of the Athletic Department report. This report is expected to be presented in some format or forum during the fall.

[Athletics Committee Meeting Report April 2, 2025 \(Final\) .docx](#)

#### C. Budget and Finance

Ms. Sharmon Shine-Lee reported on behalf of Dr. Cheng, the committee chair. The Budget and Finance Committee met on April 16, 2025. To improve financial operations and foster greater alignment across the university, the committee recommended the establishment of an annual University-wide Budget Officer Conference. This event, to be organized by the Central Budget Office, would be open to all personnel involved in budget management—from school and college budget officers to department chairs, grant PIs, procurement staff, HR, risk management, and compliance personnel. The proposed conference would be held separately from the Faculty Institute and focus on enhancing communication across budgetary units, promoting shared practices in financial management, raising awareness of risk management and internal controls, and encouraging collaboration across departments to address common operational challenges.

[20250416 Meeting 6 Minutes.docx](#)

#### D. Physical Plant

Ms. Whitman gave key updates. The committee made an online step-by-step tutorial for Morgan Mobile Alerts (Omni) subscription (click [HERE](#) for the tutorial). The committee is also exploring a recommendation to shift from an "opt-in" to an "opt-out" model for alerts. It is coordinating with the Office of Student Life on Development about launching a student safety ambassadors/patrols initiative. Lastly, she reminded the UC that parking enforcement resumed on April 7.

[UC Physical Plant Committee Report 4.24.2025](#)

#### E. Research and Creative Works

The Research Committee on April 1 at 10:00 am focused on two agenda items. First, the committee revisited its previous work on a faculty research incentives survey. Based on the data collected, the committee developed a set of recommendations and presented them

to the Executive Committee, where they received some feedback. The second item addressed a recent survey on the challenges and opportunities related to grant implementation at Morgan. The survey received 52 responses from a target group of approximately 158 to 160 individuals. The committee has begun analyzing the data and is currently in the process of finalizing the findings. The goal is to present a completed report at the next meeting.

#### [Research Committee Report 4:1:25.pdf](#)

### F. Technology and Communication Infrastructure

The Technology, Communication, and Infrastructure Committee reported progress on two major initiatives: the development of technology purchasing guidelines and a software license management project. VP Mendoza explained that the newly approved technology purchasing guide was designed to clarify the steps required for procuring hardware, software, and IT-related services. The aim is to ensure that all purchases follow established protocols, minimize cybersecurity risks, and secure competitive pricing (click [HERE](#) for the guideline).

#### [TCIC\\_Meeting\\_Minutes\\_4\\_1.pdf](#)

### G. University Professional Welfare

The committee focused on ways to strengthen collaboration with Human Resources to obtain employee exit surveys to identify common reasons for faculty departures. This included seeking professional development opportunities or relocating out of state. Human Resources has been actively addressing professional development and training with a newly updated website designed by Erin Smith. However, the committee learned that many faculty and staff members may be inadvertently blocking emails from HR and PR, potentially missing important updates. Members were encouraged to check their email filters to ensure they were receiving this communication. The committee also discussed the potential role of a campus ombudsman to help address unresolved concerns. In the interim, HR business partners currently serve as liaisons between departments and HR to facilitate issue resolution. The committee is awaiting follow-up on the names and departmental assignments of these HR business partners to enhance communication and support.

### H. Election Committee

The election committee received nominations for the positions of chair, vice chair, and secretary. Ballots were distributed on April 14 and closed on April 23. The results were as follows: 26 votes for the University Council Chair, 25 votes for the Vice Chair with one abstention, and 25 votes for the Secretary with one abstention. The 2025-2026 UC officers are

Chair - Dr. Samia Kichner

Vice Chair – Dr. Maxim Busheuv

Secretary – Dr. Hyeon-Shic Shin

**VI. Remarks**

**A. UC Chair [12:00-12:01 pm]**

Dr. Oliver-Whitehurst reminded the UC that the elections for UC staff representatives—two administrative and one classified staff—are taking place. The nomination email was sent out a week ago.

**B. Provost [12:01-12:25pm]**

Provost Yu gave an overview of the progress in online education, enrollment trends, and the ongoing pursuit of R1 research status. The university currently offers eight bachelor's degree completion programs, five master's programs, and three doctoral programs in community college leadership, public health, and social work. In fall 2024, 6.1% of the Morgan students were enrolled exclusively in online programs, 50.5% took at least one online course, and 43.4% were enrolled in in-person classes. The proportion of fully online students is about 10% lower than the national average.

Regarding the R1 classification efforts, Morgan's researcher expenditures have reached approximately \$60 million this year, with a projected increase to over \$75 million by 2027, which is well above the \$50 million R1 status benchmark. However, doctoral degrees awarded recently fell slightly short of the threshold, 70, due to disruptions from the pandemic, registering 58 and 62 degrees in the last two years. The upcoming year is expected to rebound with 93 degrees projected, with a steady increase in doctoral enrollment, from 329 students in 2008 to 912 this year. Master's level enrollment has increased again in 2024 to 784 from below 700 between 2017 and 2023. Finally, international student enrollment showed strong growth, about a 60% increase since the 2020-21 academic year. Dr. Yu concluded the presentation with an emphasis on continued commitment to growth and innovation.

Dr. Kirchner, UC vice chair, asked for updates on the review of the policy proposals. Provost Yu noted that he has been working with the Office of General Counsel on the Department Chair Policy. The proposal will be returned to the committee for further revision. The other policies—the Reduced Teaching Load Policy and Graduate Assistantship Policy require more discussion.

Dr. Brett Berliner, representing the Department of History and the College of Liberal Arts (CLA), raised a concern and opposition to a proposed reorganization that would merge specific departments, pointing out that both faculty and department chairs within CLA share this opposition. Mentioning the university leadership's repeated commitment to preserving "the soul of Morgan," Dr. Berliner expressed a strong concern that merging departments could compromise the university's core identity and mission. Provost Yu responded that the intent is not to diminish any programs but to address some small departments that may have difficulty functioning properly and to provide a way for the

departments to move ahead. However, Dr. Vannatta was concerned that a reorganization may affect their reputation. He, echoed by Dr. Bisticas-Cocoves, continued to express another concern that there has been no communication about the formation of faculty-led reorganization committees that the faculty were told about in a 2024 CLA meeting. Dr. Yu suggested bringing the issue to the CLA dean.

**P Academic Affair Update April 2025.pptx**

C. President [12:25-12:50 pm]

President Wilson began his remarks by stating Morgan's two essential platforms, academic freedom and shared governance, as a response to the concerns about CLA reorganization.

Next, Dr. Wilson explained the budget reduction. The Administrative and Program Reduction Committee (APRC)—co-chaired by Provost Yu and VP LaChina—was formed and tasked with identifying cost-saving strategies across academic and administrative units.

Key guiding principles are:

- Preserving affordability, refraining from significant tuition increases.
- Targeted unit-by-unit reductions, avoiding across-the-board cuts.
- Protecting the momentum Morgan has achieved in recent years.
- Prioritizing people, aiming to minimize the impact on faculty, staff, and students.

The preliminary budget reduction plan includes the following:

- \$3.8 million in savings from eliminating 35 vacant positions.
- \$1.8 million through staffing restructuring.
- \$3.7 million from program consolidation or elimination, affecting another 25 positions.
- \$3.8 million in direct budgets and spending

President Wilson stressed that no tenured or tenure-track faculty will be targeted for reduction. He also clarified that HBCU settlement funds (Chapter 41) and research center funding are protected from these cuts, preserving momentum in critical research initiatives.

President Wilson announced a campus-wide Town Hall on May 1 to present the plan in more detail, gather feedback, and prepare for final adjustments before submission to the Board of Regents by June 15.

A question was raised regarding the terminology used in the budget presentation, specifically why vacant positions are being labeled as "eliminated" rather than "frozen." VP LaChina clarified that because the university is facing permanent state funding cuts, the state requires permanent budget reductions, not temporary measures like position freezes. As a result, the identified vacant positions will be eliminated. President Wilson added that although these positions are being eliminated now, Morgan, as an independent segment of Maryland higher education, retains the authority to recreate PINs in the future.

Should state appropriations improve, the university could reestablish critical positions through a more rigorous justification process. He emphasized that the current reductions are a response to the state's mandate, but not necessarily a long-term solution.

 Administrative and Program Reduction Committee Initiatives Summary 042425.pdf

- VII.** The following UC meeting is scheduled for May 8, 2025
- VIII.** The meeting was adjourned at 12:51 pm.

DRAFT



## University Council 2024-2025 Committees, Chairs, and Liaisons

- I. Executive  
**Chair:** Dr. Sharon Oliver-Whitehurst  
**Liaisons:** Ex-Officio Members: President, Provost  
**Members:** Standing and Special Committee Chairs
- II. Academic and Student Affairs  
**Chair:** Dr. Miguel Zuniga (SBM)  
**Co-Chair:** Dr. Olaniyi Iyiola (SCMNS)  
**Liaison:** UC Parliamentarian Dr. Maxim Bushuev  
**Ex-Officio Members:** Provost, AVP Dockery, VP Banks, SVP Turner  
**Members:** Ms. Tasha Benn (PASM), Dr. Brett Berliner (CLA), Dr. Yuejin Li (SCMNS), Dr. Jiangnan Peng (SCMNS), Dr. Belinda Smith (SSW)
- III. Athletics  
**Chair:** Prof. Edward Robinson (SGJC)  
**Liaison:** UC V Chair Dr. Samia Kirchner  
**Ex Officio Member:** VP Freeman-Patton  
**Members:** Dr. Jocelyn Taliaferro (SSW), Dr. Willie Thompson (SOE), Dr. Dawn Thurman (SSW)
- IV. Budget and Finance  
**Chair:** Dr. Kang Cheng (SBM)  
**Liaison:** UC Parliamentarian Dr. Maxim Bushuev  
**Ex Officio Members:** EVP LaChina, AVP Flavin  
**Members:** Prof. Melissa Bellamy (SCHP), Mr. Alan Holcomb (Classified), Ms. Katie Talton (Classified), Miss MarKayla Wilson (Student)
- V. Physical Plant  
**Chair:** Ms. Chevaun Whitman (PASM)  
**Liaison:** UC V Chair Dr. Samia Kirchner  
**Ex Officio Members:** EVP LaChina, VP McCalla  
**Members:** Mr. Alan Holcomb (Classified), Dr. Mackessa Holt (SCHP), Ms. Shamon Shine-Lee (PASM), TBD (Student)
- VI. Research and Creative Works  
**Chair:** Dr. Muhammad Sharif Uddin (SEUS)  
**Liaisons:** UC Secretary Dr. Hyeon-Shic Shin  
**Ex Officio Member:** VP May  
**Members:** Dr. Stephen Egareievwe (SOE), Dr. Olaniyi Iyiola (SCMNS), Dr. Yi Liu (SOE),  
Dr. Carlos Reimers (SAP), Dr. Tyrone Stanley (CLA), Mr. Albert Sweets (PASM)
- VII. Technology and Communications Infrastructure



**Chair:** Dr. Jana Duckett (SGJC)  
**Liaison:** UC Chair Dr. Sharon Oliver-Whitehurst  
**Ex Officio Member:** Interim VP Mendoza  
**Members:** Dr. Jocelyn Taliaferro (SSW), Dr. Dawn Thurman (SSW), Dr. Seth Vannatta (CLA), Miss Tamera Trimuel (Student)

VIII. University Professional Welfare

**Chair:** Prof. Melissa Bellamy (SCHP)  
**Liaison:** UC Secretary Dr. Hyeon-Shic Shin  
**Ex Officio Members:** EVP LaChina, AVP Oyegoke  
**Members:** Dr. Robin Butler (SCHP), Dr. Niah Grimes (SEUS), Dr. Joonwoo Moon (SGJC),  
Dr. Jeff Rhodes (SEUS), Dr. Miguel Zuniga (SBM), Ms. Katie Talton (Classified)

IX. Election Committee

**Chair:** UC Chair Dr. Sharon Oliver-Whitehurst  
**Members:** Dr. Angela Marshall, Mr. Albert Sweets

**2024 -2025 UNIVERSITY COUNCIL MEETINGS**

DATE	DAY	TIME	LOCATION
May 8, 2025	Thursday	11:00A-1:00P	Earl Richardson Library

**2024 -2025 EXECUTIVE COMMITTEE MEETINGS**

DATE	DAY	TIME	LOCATION
May 5, 2025	Monday	11:00A-1:00P	VIRTUAL