

**MEMO**

**MAP**



**BOARD OF REGENTS**  
**University of Baltimore**  
**UBalt Student Center**  
**Bogomolny Room**  
**February 16, 2024**

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**AGENDA FOR PUBLIC SESSION**

**8:30 A.M.**

Call to Order Chair Gooden

Welcome from the University of Baltimore President Kurt Schmoke

Safety Vignette UMB Chief Leone

*Educational Forum: The Transfer Landscape in Maryland* Associate Vice Chancellor Caraco

*Chancellor's Report* Chancellor Perman

I. Report of Councils

- a. Council of University System Staff Dr. Patricio
- b. Council of University System Presidents President Breaux
- c. University System of Maryland Student Council Ms. Gambhir
- d. Council of University System Faculty Dr. Neerchal

**PUBLIC COMMENT**

2. Consent Agenda Chair Gooden

- a. Committee of the Whole
  - i. Approval of meeting minutes from December 15, 2023, Public and Closed Sessions (action)
- b. Committee on Advancement
  - i. Approval of meeting minutes from February 7, 2024, Public Session (action)
  - ii. 308.0 IX – 4.00 – Policy on Alumni Associations (action)
- c. Committee on Audit
  - i. Approval of meeting minutes from December 18, 2023, Public and Closed Sessions and January 29, 2024, Public Session (action)

- d. Committee on Education Policy and Student Life and Safety
  - i. Academic Program Proposal (action)
    - I. Salisbury University: Master of Arts in Public Communication
  - ii. Salisbury University: Proposal to Establish Graduate School (action)
  - iii. Update: Civic Engagement and Civic Education; Langenberg Legacy (information)
  - iv. Academic and Student Affairs Updates from Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare (information)
- e. Committee on Finance
  - i. Approval of meeting minutes from January 24, 2024, Public and Closed Sessions (action)
  - ii. Approval of meeting minutes from February 2, 2024, Special Committee Meeting (action)
  - iii. University System of Maryland: Amendment to the Forty-Fourth Bond Resolution—Auxiliary Facility and Tuition Revenue Bonds (action)
  - iv. Bowie State University on behalf of the University System of Maryland and the Maryland Education Enterprise Consortium (MEEC): Modification to the IT Professional Consulting Services Master Contract (action)
  - v. FY 2023 Audited Financial Statements and USM Financial Planning (information)
  - vi. University System of Maryland: FY 2025 Operating Budget Update (information)
  - vii. University System of Maryland: FY 2025 Capital Budget Update (information)
  - viii. University System of Maryland: Review of Capital Improvement Projects (information)
- f. Committee on Governance and Compensation
  - i. Approval of meeting minutes from January 24, 2024, Public and Closed Sessions (action)
  - ii. Certification of Committee Charters (action)

3. Review of Items Removed from Consent Agenda

4. Committee Reports

a. Committee of the Whole

- i. FAFSA Update (information)
- ii. Pathway Program Update (information)

Senior Vice Chancellor Wrynn  
Chancellor Perman

5. Reconvene to Closed Session (action)

Chair Gooden

## OFFICE OF THE CHANCELLOR

## MEMORANDUM

To: USM Board of Regents  
From: Jay A. Perman, Chancellor  
Date: February 16, 2024  
Subject: Meeting of the Board of Regents, Friday, February 16, 2024

The Board of Regents will meet on *Friday, February 16, 2024* at the University of Baltimore in accordance with the following schedule:

8:30 a.m.	Public Session University of Baltimore Student Center Bogomolny Room
11:00 a.m. (approximately)	Closed Session University of Baltimore Student Center Bogomolny Room

Agendas, together with supporting materials where appropriate, are enclosed. In the closed sessions, the Board will consider executive function items and items exempted from consideration in open session under the Open Meetings Act. At these meetings, exempted items include various personnel matters, acquisition of real property, various matters which affect the privacy and reputation of individuals, and any item which requires consideration in closed session to comply with a specific statutory requirement.

Driving directions, map, and parking instructions are enclosed.

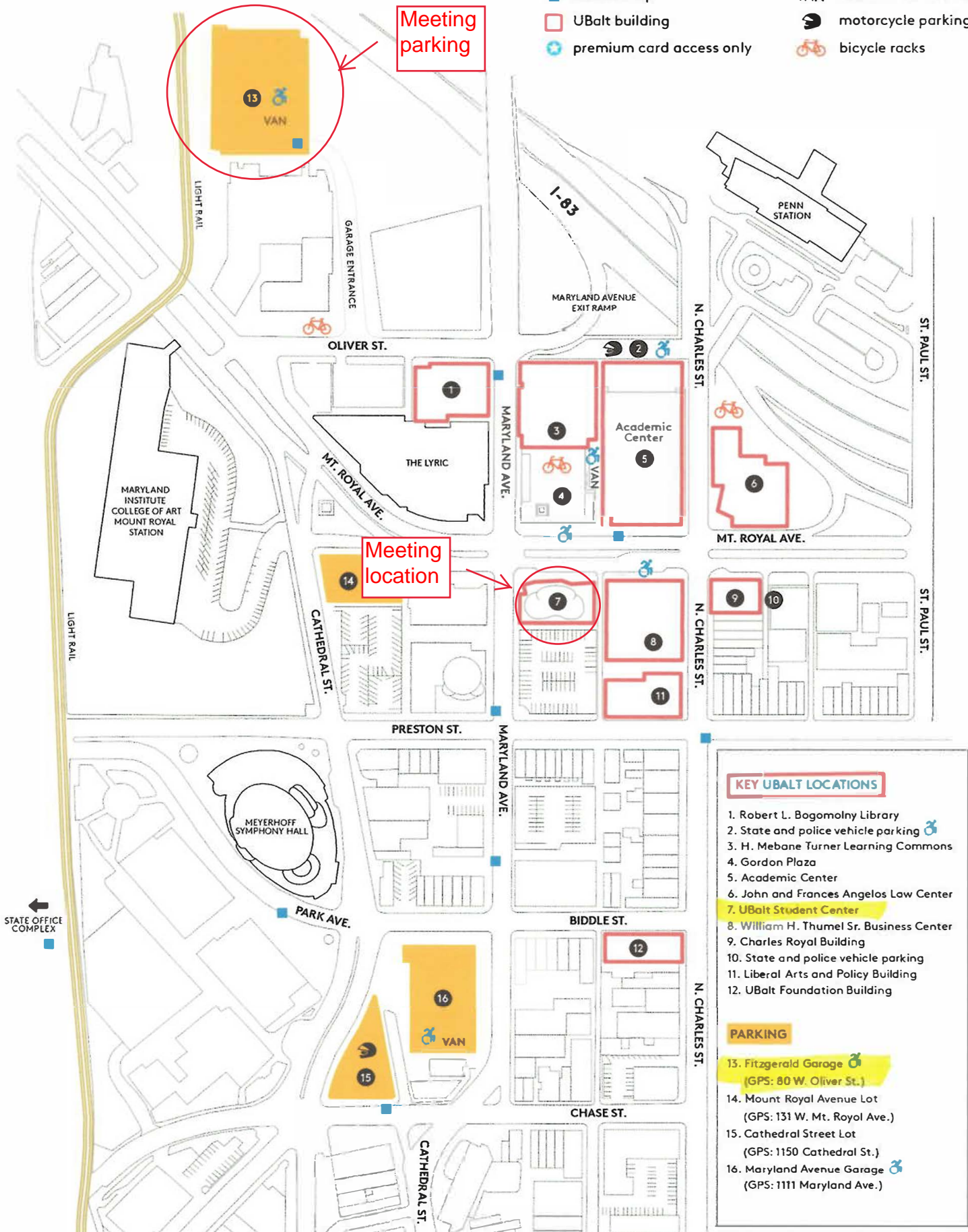
## Attachments

cc: Chancellor's Council

Asst. Attorney General Bainbridge

# UBALT CAMPUS MAP

-  parking
-  shuttle stop\*
-  UBalt building
-  premium card access only
-  disabled parking
-  disabled van accessible
-  motorcycle parking
-  bicycle racks



## KEY UBALT LOCATIONS

1. Robert L. Bogomolny Library
2. State and police vehicle parking 
3. H. Mebane Turner Learning Commons
4. Gordon Plaza
5. Academic Center
6. John and Frances Angelos Law Center
7. UBalt Student Center
8. William H. Thumel Sr. Business Center
9. Charles Royal Building
10. State and police vehicle parking
11. Liberal Arts and Policy Building
12. UBalt Foundation Building

## PARKING

13. Fitzgerald Garage   
(GPS: 80 W. Oliver St.)
14. Mount Royal Avenue Lot  
(GPS: 131 W. Mt. Royal Ave.)
15. Cathedral Street Lot  
(GPS: 1150 Cathedral St.)
16. Maryland Avenue Garage   
(GPS: 1111 Maryland Ave.)

• For more information about public transportation options at UBalt, visit [ubalt.edu/transportation](http://ubalt.edu/transportation). For full shuttle routes, visit [ubalt.edu/shuttle](http://ubalt.edu/shuttle).

# The Transfer Landscape in Maryland

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Board of Regents  
February 16, 2024



## National Discussions

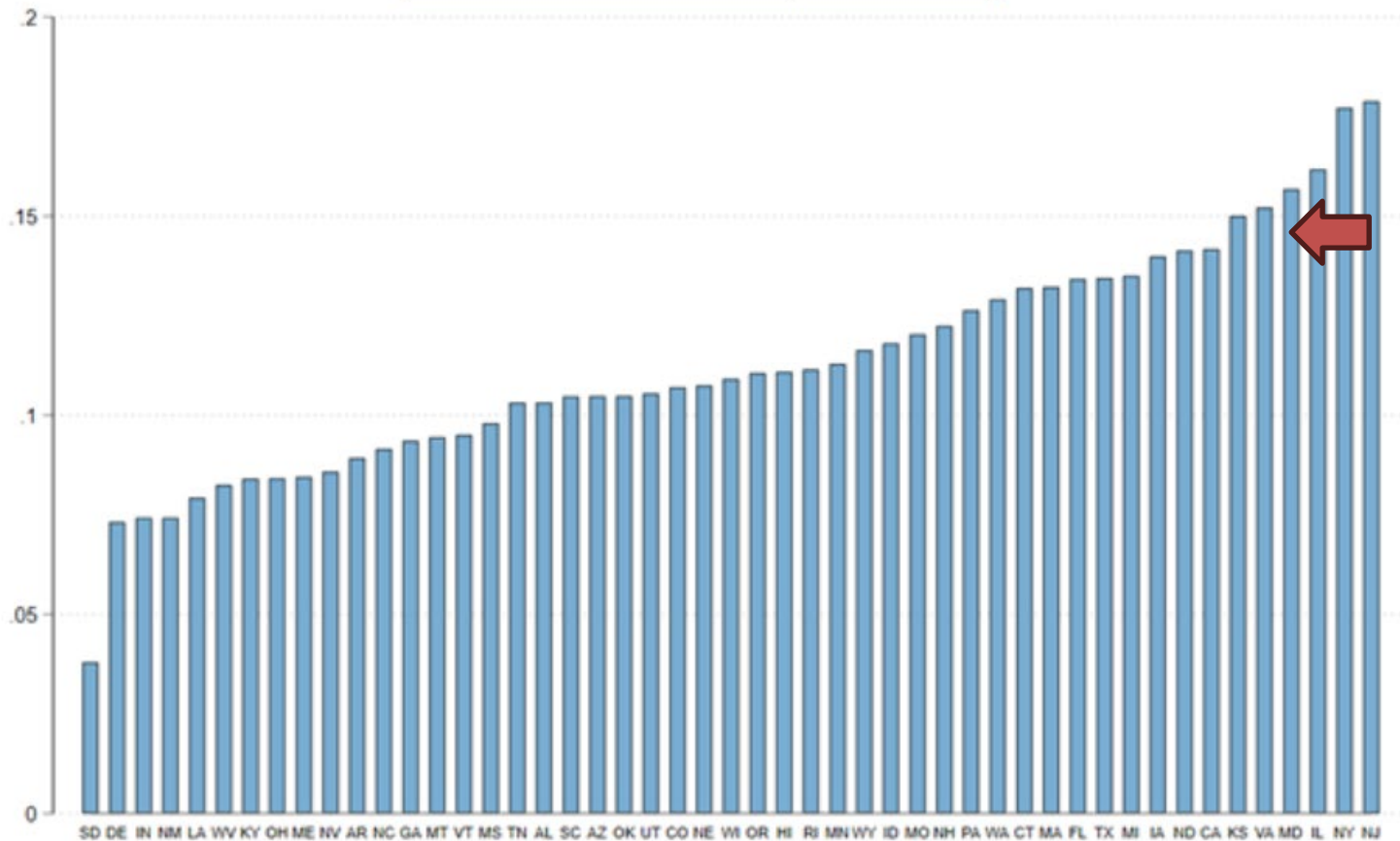
Aspen Institute, CCRC at Columbia U., National Student Clearinghouse Research Center –

- *Transfer and Progress (2023)* – NSCRC with NCES
- *Tracking Transfer (2016) & Transfer Playbook (2016)*
  - 2.0 update expected 2024

US DoE – Raising the Bar convening of states (2023)

- Leadership focus
- Baccalaureate completion vs. associate starts
- Clear public pathways for equitable access & success
- Regional dyads

Figure 1. State-level Community College Cohort BA Completion Rate (8-year) for Title IV Students  
([download data as a spreadsheet](#))



### Four-Year Institutions: Transfer Student Completion Rates

Sorted by State Median

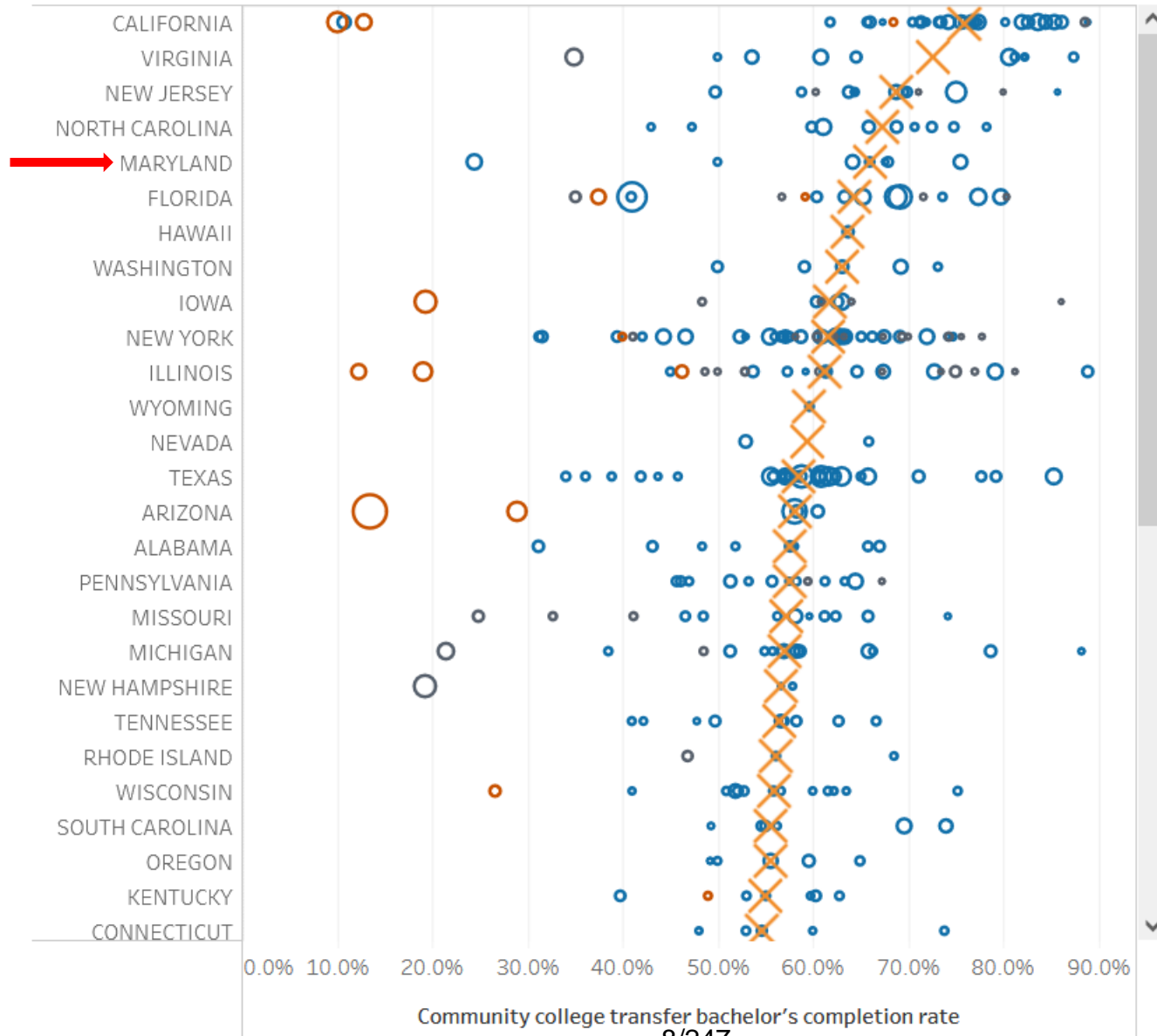
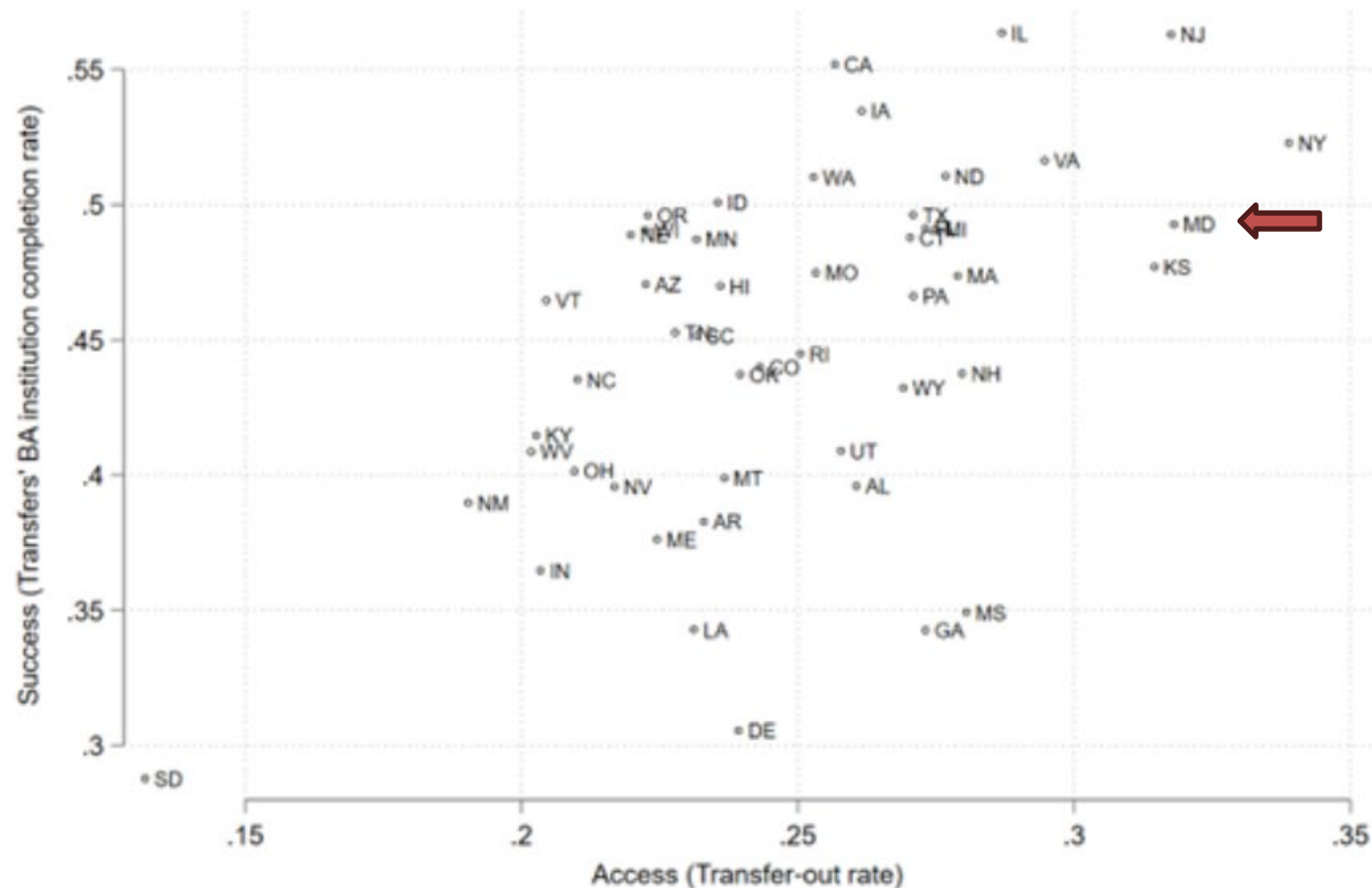




Figure 2. State-level Community College Access and Success Metrics for Title IV Students  
([download data as a spreadsheet](#))



<https://sites.ed.gov/ous/2023/11/new-measures-of-postsecondary-education-transfer-performance-transfer-out-rates-for-community-colleges-transfer-student-graduation-rates-at-four-year-colleges-and-the-institutional-dyads-contributi/>

## USM and MD Community Colleges

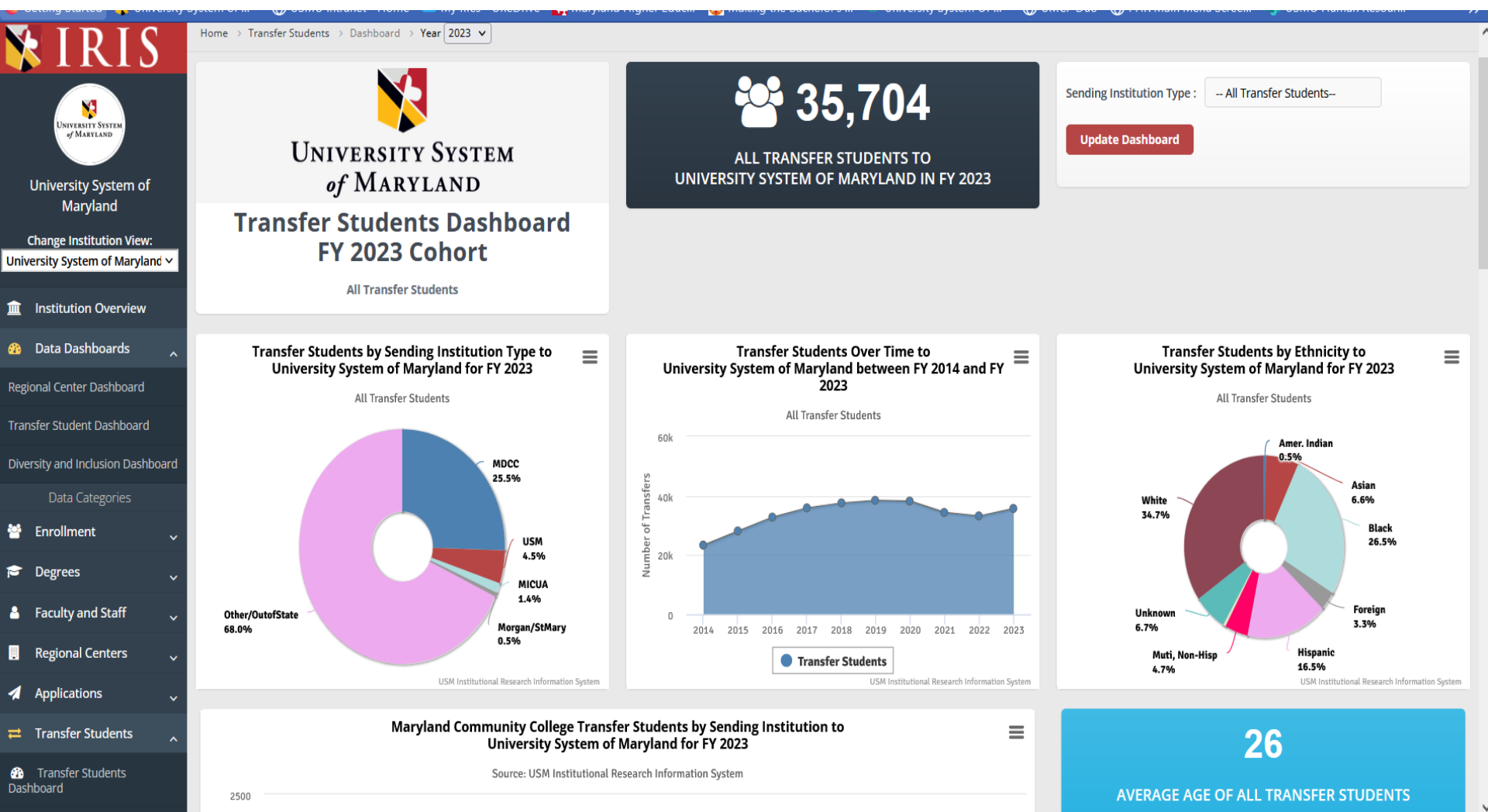
- *Tracking Transfer* (2016)
  - Nationally, associate degree completion did not correspond to bachelor's degree completion
  - BUT in the USM: associate degree completion does correspond to bachelor's degree completion. This rate USM-wide is comparable to non-transfer student completion rate, which is in turn above the national average (and up several pts in last 10 years)
  - 68% of all MD comm college transfers to USM complete a bachelor's within 6 years (60% within 4 years)  
National average = 42% (2007 cohort in *Tracking Transfer*)
  - RHEC graduation rates are at least at campus levels

<https://www.usmd.edu/IRIS/Retention-GradRates/?report=MDCC-USM-Cohort>

- MACC transfers vs. other transfer students

# USM IRIS Transfer Dashboard

<https://www.usmd.edu/IRIS/Dashboard/Transfer>





UNIVERSITY SYSTEM  
of MARYLAND

Transfer Students Dashboard  
FY 2023 Cohort

Transfer Students from Maryland Community Colleges

 **9,115**

TRANSFER STUDENTS FROM MARYLAND COMMUNITY  
COLLEGES TO  
UNIVERSITY SYSTEM OF MARYLAND IN FY 2023

Sending Institution Type :

[Update Dashboard](#)

Transfer Students by Sending Institution Type to  
University System of Maryland for FY 2023

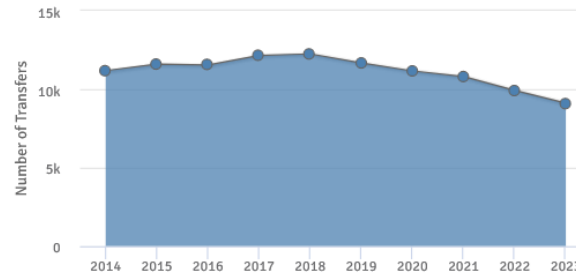
Transfer Students from Maryland Community Colleges



USM Institutional Research Information System

Transfer Students Over Time to  
University System of Maryland between FY 2014 and FY  
2023

Transfer Students from Maryland Community Colleges

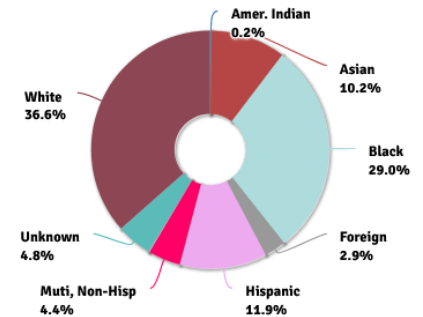


Transfer Students

USM Institutional Research Information System

Transfer Students by Ethnicity to  
University System of Maryland for FY 2023

Transfer Students from Maryland Community Colleges



USM Institutional Research Information System

Maryland Community College Transfer Students by Sending Institution to  
University System of Maryland for FY 2023

Source: USM Institutional Research Information System

2500

**25**

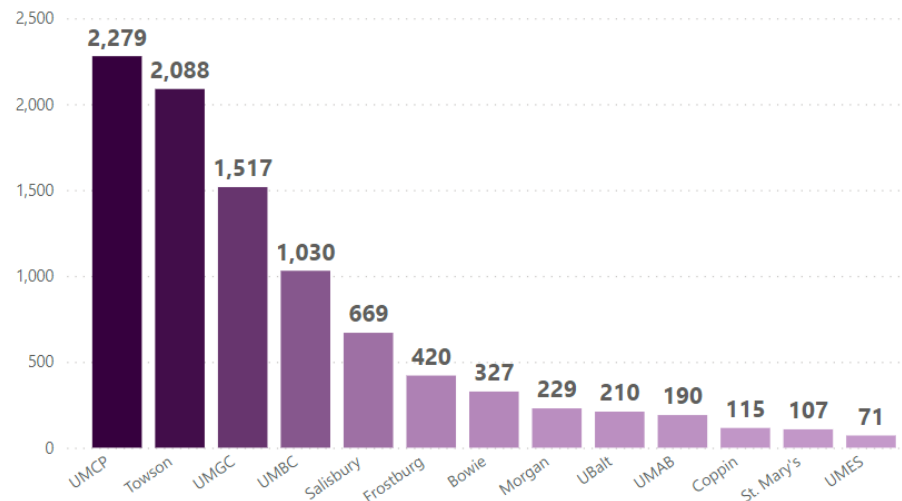
AVERAGE AGE OF TRANSFER STUDENTS FROM  
MARYLAND COMMUNITY COLLEGES

**Maryland Community College Students Transferring to Maryland Public Four-Year Institutions, Fall 2020 to Fall 2021**

The table on the left shows students enrolled in a community college during Fall 2020 who subsequently enrolled in a public four-year college or university during Fall 2021 (which does not necessarily represent formal transfer activity). When you select a college from the table, the chart on the right shows the breakdown of the four-year institutions to which the students transferred. When you select a four-year institution on the chart, the table will show the breakdown of the colleges from which the students transferred. You may select more than one item in either side by holding the CTRL key.

Sending Community College	Students Transferring to Four-Year Institution
Montgomery	1,920
CCBC	1,427
Howard	943
Anne Arundel	939
PGCC	861
Frederick	603
Harford	594
CSM	520
Wor-Wic	268
Carroll	254
BCCC	236
Hagerstown	204
Alleghany	165
Chesapeake	154
Cecil	127
Garrett	37
<b>Total</b>	<b>9,252</b>

**Transfer Students by Receiving Four-Year Institution**



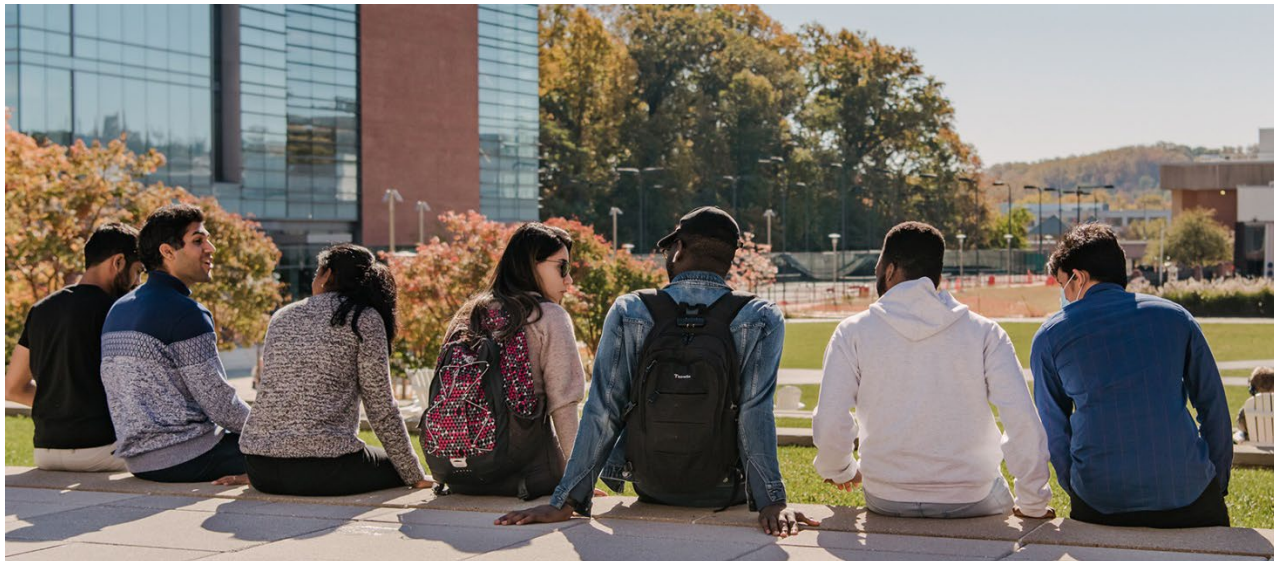
<https://app.powerbigov.us/view?r=eyJrjoiY2l4Y2FYzUtZDQ4Yi00NjU2LEWeYjYtZmZkNGQ4MWRlOWIyIiwidCI6IjYwWZlOWUyLTQ5Y2QtNDliMS04ODUxLTY0ZGYwMjc2YTJlOCJ9>

<https://mhec.maryland.gov/About/Pages/agendadetails.aspx?aid=438>

# Student-Centered Initiatives

**Dual enrollment**

**Transfer with Success  
Statute &  
Regulations**



**ARTSYS – new and expanded  
articulation platform**

## Transfer with Success

### Statute:

- Notification to student and MDCC if course/credit didn't transfer
- Transfer coordinators are to communicate about each denial of credit in specified timeframe
- Annual report (MHEC convening a workgroup)

### COMAR to Implement Statute:

- If 70% of “course learning objectives” match, course transfers as an equivalent [can't use course level]
- Timelines for reporting
- If Gen Ed at MdCC, then Gen Ed at public 4-year
- Program proposals require an articulation agreement

**Complex implementation that involves multiple data systems, new processes**

# A new statewide articulation platform



The Articulation System for Maryland Colleges and Universities

Home | Transfer Tools | Tutorial | Info | Contact



**SPRING 2022 VIRTUAL RECRUITMENT FAIRS**

Learn about degree programs, transfer credits, and admissions from representatives of USM universities.

FEBRUARY 23 - JUNE 9, 2022

ARTSYS is intended to aid the transfer of students from Maryland community colleges to the University System of Maryland institutions and other participating institutions.

## Course Equivalencies

Display the transferability of a course from a community college to a four year institution.



## Transcript Evaluations

By entering course information from a transcript, a student can have the transcript evaluated on a course to course basis or have it compared to a recommended transfer program.



## Recommended Transfer Programs

Students can look up the first two years of prescribed coursework for a particular major.



## Search for Majors

Students can discover which of the participating four year institutions offer certain majors.



## Keyword Search

Students can search for courses by Course ID, General Education classification, or title.



## Participating Institutions

View a listing of the institutions participating in ARTSYS.



## External Links

→ Maryland Higher Education Commission



## Help

→ To learn how to use ARTSYS, click here for the tutorial.

ARTSYS Maryland's Articulation System

EQUIVALENCIES | ACADEMIC HISTORY EVALUATION

powered by QUOTTLY

FAQs | Log In

## Start Your Path Today.

Sign in with your campus login and explore how your credits can transfer to other Maryland colleges and universities.

Log In

## Our Transfer Tools

Welcome to Release 1 of the new ARTSYS platform, where you can browse and review selected 2 to 4 year equivalencies. To learn more around what's available and what's to come, please see below!

Please keep in mind, you may be redirected to the current ARTSYS platform while additional institutions, equivalencies and features are added. For equivalencies for all institutions and Program Transfer Guides (PTGs), please [visit the current ARTSYS](#).

If you have any questions or would like to report an issue, contact [artsysupport@quottlyinc.com](mailto:artsysupport@quottlyinc.com).



## Collaboration Venues

ARTSYS Advisory Council

Periodic joint meetings of  
transfer points of contact

Enrollment Management  
Professionals Day

Provosts Transfer Council

RHECs

Partner meetings by region



## Summary

- Maryland and especially USM perform well relative to the national context for transfer
  - Areas of opportunity to help lower-income students
- USM provides public data on transfer
- USM is leading and collaborating in work across the state to implement new rules while striving to improve transfer processes and outcomes

# Questions and Discussion

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Candace Caraco, Ph.D., Associate Vice Chancellor for Academic Affairs,  
Division of Academic and Student Affairs

[ccaraco@usmd.edu](mailto:ccaraco@usmd.edu)



## Report to the USM Board of Regents

Chancellor Jay A. Perman

University of Baltimore | February 16, 2024

Thank you, Madame Chair. I begin by echoing your earlier words about Regent Doug Peters. Doug's life was defined by service—service to his country, his community, to our state and our students. His legacy animates our work going forward, and our dedication to that work is the most fitting way we can honor him. We miss him deeply.

As we come together for our first meeting of 2024, we have an opportunity to reflect on the year that just ended. You have a copy of the System's *2023 Annual Report*, and I hope you'll take some time to celebrate what we've accomplished.

As we mark Black History Month, I congratulate our colleagues who made the *Baltimore Sun's* list of 25 Black Marylanders to Watch: University of Maryland Eastern Shore (UMES) President Heidi Anderson, Dr. Esa Davis, associate vice president for community health at UMB, and Larry Stewart, head coach of the men's basketball team at Coppin State University (CSU). Their excellence is inspiring.

In recounting our good news, I'll start with our host this morning, the University of Baltimore (UBalt). We heard President Schmoke and Provost Mueller talk about their vision for UBalt, but I want to give a nod to the work it's *already* doing every day. UBalt's Second Chance College Program, educating—and graduating—incarcerated students, has been such a light in Maryland. As has its work on one of Gov. Moore's top priorities: developing the next generation of public servants. And now, with its new Urban Conflict Manager Program, UBalt will train the city's Safe Streets leaders in conflict management and violence prevention. This commitment, and these connections, make UBalt such a powerful force for good.

I'd be remiss if I didn't mention that President Schmoke *himself* has been powerful force for good. Pending approval by the MLB and league owners, Kurt will be part of a new Baltimore-based ownership group for our beloved Orioles. So you can line up for some good seats this season—but you'll have to get behind me.

Broadening our sights to good news spanning our universities: *U.S. News & World Report* has ranked the nation's Best Online Degrees, evaluating nearly 2,000 bachelor's and master's programs. Six of our universities were recognized for a total of 19 programs: Salisbury University (SU), Towson University (TU), UBalt, and UMBC were ranked for programs including business, education, and IT. The School of Nursing at the University of Maryland, Baltimore (UMB) was

recognized among the nation's best in two programs, including a #3 ranking in nursing administration. And the University of Maryland, College Park (UMD) was listed among the best in 10 business and engineering programs, including several top 10 rankings.

Earlier this week, the Fulbright Program announced the nation's top producers of Fulbright Scholars and Students. UMB was recognized for the number of Fulbright Scholars it produces, and UMBC and Towson University, for the number of Fulbright Students. Recognized in both categories—scholars *and* students—is UMD, one of only 12 U.S. universities to make both lists. Well done to you all.

Elsewhere across the USM, Bowie State University (BSU) launched its Esports Center last week, a state-of-the-art gaming hub where gamers—on and off BSU's competitive team—can connect with one another and polish their skills. Also last week, President Breaux and her team welcomed U.S. Secretary of Education Miguel Cardona to campus, celebrating BSU's work in opening pathways that diversify the school counseling and mental health professions—efforts that ultimately make it easier for underserved people to get the care they need. Sec. Cardona also learned how Bowie State is bringing more Black men into teaching and supporting them to success.

UMB also hosted a member of President Biden's cabinet. U.S. Department of Health and Human Services Secretary Xavier Becerra discussed the state of women's health care and reproductive rights with President Jarrell, Gov. Moore, and the UMB community. It was a timely discussion, given that Gov. Moore announced this week that UMB will get \$10.6 million to shore up abortion access in Maryland with its Abortion Care Clinical Training Program. This grant joins some huge awards over the last several weeks: \$30 million to prevent rehospitalization among IV drug users, \$9 million to improve vaccine efficacy, \$7 million to innovate trauma triage technology for mass casualty events. The list goes on, but, unfortunately, I cannot.

UMB also celebrated the opening of the Embrace Resource Center's new space in West Baltimore. A partnership among UMB, local nonprofits, city agencies, and private businesses, the center will establish the Eutaw Street Corridor as a safe, thriving community for those living and working there.

Coppin State University is showing that same commitment to community. The CSU nursing program—along with programs at Johns Hopkins and Morgan State—is partnering with the Baltimore City School System to address nurse shortages in its schools. The five-year, \$14 million program is aimed at tackling nursing shortages in the short term and growing the pipeline of nurses who choose school-based care over the long term.

It's this kind of excellence that Coppin's BE MORE capital campaign advances. The \$25 million campaign, the largest in Coppin's history, will support student achievement and retention, academic and research excellence, athletics, and operational sustainability.

Salisbury University has announced that its Museum of Eastern Shore Culture will open this summer next to SU Downtown. The museum will feature exhibits on local and indigenous cultures and include items from the carving collection formerly displayed at the Ward Museum of Wildfowl Art. And, of course, I know Sea Gull Nation was very proud to see SU Athletics Hall of Famer Dan Quinn named head coach of the Washington Commanders. I can tell some of you are thinking about jumping out of the line queuing up for Kurt and heading over to the one for Lyn.

UMBC is deep in the work of advancing diversity and inclusion in STEM—from its Meyerhoff Scholars Program to its Center for Women in Technology. Now you can add another program to this effort. UMBC has joined the National Academies' Action Collaborative on Transforming Trajectories for Women of Color in Tech to build new pathways in tech education and careers for underrepresented women. Also at UMBC, the Center for Research in Emergent Manufacturing is launching a \$3 million project to work with the U.S. Army on digitizing its supply chain.

At Towson University, the Albert S. Cook Library earned the inaugural Library Excellence in Access and Diversity Award from *INSIGHT Into Diversity* magazine. And after welcoming its largest-ever freshman class last fall, TU broke its record for incoming student applications—more than 20,000 of them. And since we're on a bit of a sports theme, I'll mention that TU alum Kristin Juszczyk made worldwide headlines when Taylor Swift wore one of her custom jackets to a Kansas City Chiefs game. She's since landed a well-deserved licensing deal with the NFL.

The University of Maryland Global Campus (UMGC) was recognized with the 2023 Partner of the Year Award from the International Council of E-Commerce Consultants, the world's largest cybersecurity technical certification body.

And UMGC had some wonderful coverage of one of its cybersecurity graduates: Jamel Shorts completed college courses while still a high school student in Prince George's County, then earned his associate degree from Prince George's Community College, then transferred seamlessly into UMGC, where he graduated in December—early, by the way—with a bachelor's degree, a job bearing top-secret security clearance, and *no debt*. For a university with “global” in its name, UMGC's impact is profoundly local.

Speaking of local: At Frostburg State University, graduate students in the Department of Kinesiology are working with local firefighters, examining how their on-the-job gear affects their stability, strength, and fitness. The goal is to improve firefighter performance, reduce injuries, and protect public safety. And two FSU professors, Dr. James Saku and Dr. Alemseged Abbay, have been appointed to Gov. Moore's Commission on African Affairs, in recognition of their professional and personal ties to Africa and to Maryland's diverse African population.

On the heels of celebrating a record year for young oysters in the Chesapeake Bay, University of Maryland Center for Environmental Science (UMCES) student Imani Black was featured on WYPR to discuss the region's oyster population. In addition to pursuing her master's at UMCES, she's the founder and CEO of Minorities in Aquaculture, an advocacy group dedicated to diversifying the cultivation and study of marine life. I met Imani when I visited Horn

Point a couple of years ago, and she's the embodiment of UMCES's incredible impact, locally and globally.

Pharmacy graduates from UMES have achieved the highest first-time licensure pass rate of any HBCU pharmacy school for the third-straight year—a remarkable accomplishment. Meanwhile, anticipation grows around UMES's historic School of Veterinary Medicine. When it enrolls its first class in 2026, it'll be the only veterinary program in Maryland and just the second at a U.S. HBCU. And last week, UMES hosted the 4th annual Man the Shore Summit to recruit men of color into teaching and to better serve the boys and young men in our classrooms.

A joyous tradition at the University of Maryland, College Park was featured in *The Washington Post*. Every year, a few lucky UMD hopefuls are greeted at their homes by Testudo and the UMD marching band, whose brass section literally “trumpets” the fact that these Early Action candidates have been accepted to the flagship. A terrific feel-good story. Also at UMD, Dr. Jeanette Epps, a Clark School graduate in aerospace engineering, will soon live the dream of *all* aerospace engineers, when she flies aboard a Dragon spacecraft to the International Space Station. There, she'll begin a half-year stint as part of the crew.

These good-news items at UMD join several more: a \$15 million NIH grant to study how the flu is transmitted; UMD's leadership in a federal consortium to improve the trustworthiness and safety of AI; a multidisciplinary team's \$5 million NSF grant to develop technology that fights food insecurity; UMD taking its place among *Newsweek's* Greatest Workplaces for Women.

And now to our regional centers: Rep. Steny Hoyer, Gov. Moore, and his cabinet toured the USM at Southern Maryland (USMSM) this month, learning how the center partners with the Navy in autonomous technology development. Meanwhile, 900 students from all three Southern Maryland counties converged on USMSM for tours and networking with employers, and 60 engineering students from Charles County Public Schools came to talk about the center's work with Pax River and explore local education and job opportunities.

The USM at Hagerstown hosted 100 members of the Washington County Chamber of Commerce, showing off its Hospitality Center in the city's downtown, which trains students in the culinary arts and hospitality management.

The Universities at Shady Grove launched the Joann Boughman Innovation Fellows program, honoring our beloved senior vice chancellor emerita. The annual fellowship supports four people leading innovation in academia, industry, government, and nonprofits—innovation that meets the needs of local students and employers. A fitting tribute.

I should share that, in recent weeks, I've talked extensively about the power and the value of our regional centers with lawmakers in Annapolis—how they serve students who simply can't get a college education otherwise; how they fill acute workforce needs in their local communities; how they drive regional economic growth. I am unreservedly bullish on our regional centers, and I thank Dr. Abel, Dr. Khademian, and Dr. Ashby for their leadership.

That brings me to my concluding remarks on the legislative session and the governor's proposed FY25 budget. His proposal includes \$2.2 billion in state support for the USM. It's a cut of \$45.3 million—or 2.2 percent—from last year's budget. Despite the cut, we do anticipate additional funding to cover COLA and merit increases for System employees. There's nearly \$5 million in additional funding for UMES, part of a federal/state partnership addressing decades of chronic underfunding of land-grant HBCUs. And the budget includes \$35.5 million in new funding for all three of our HBCUs, the third installment of the 2021 settlement.

We recognize that this budget could have been worse, given the deficit that Maryland is facing. At the same time, every single dollar we get is vital to what we do for Maryland's students. And that's where our focus is. Therefore, if any funds come back to the System, I've asked that they be directed to financial aid for students in need. We've come so far and dedicated so many dollars to our promise of affordability. We have to keep this momentum going.

This legislative session has been incredibly busy, by any standard. More than 2,500 bills have been filed, and several affect the System and our universities. The testimony we've offered on these bills has been powerful, and that's a credit to the engagement and collaboration of countless people at all of our universities. It's been remarkable. I thank everyone who's so effectively advocating for us and for our students—in and out of Annapolis—every single day.

I see that advocacy pay off every time I watch our elected officials use our universities as a backdrop to announce plans and policies important to Maryland and the country; every time our people are appointed to influential positions by state and national leaders; every time these same leaders meet with our presidents, tour our schools, learn about our programs, and, yes, fund them. They *know* we're essential to the strength and vibrancy of Maryland, and I thank all of you for affirming that very fact.

Madame Chair, this concludes my report.

###





**COUNCIL OF  
UNIVERSITY  
SYSTEM  
STAFF**

**Bowie State University**  
14000 Jericho Park Rd  
Bowie, MD 20715

**Coppin State University**  
2500 W. North Ave  
Baltimore, MD 21216

**Frostburg State University**  
101 Braddock Rd  
Frostburg, MD 21532

**Salisbury University**  
1101 Camden Ave  
Salisbury, MD 21801

**Towson University**  
8000 York Rd  
Towson, MD 21204

**University of Baltimore**  
1420 North Charles St  
Baltimore, MD 21201

**University of Maryland,  
Baltimore**  
220 N Arch St  
Baltimore, MD 21201

**University of Maryland,  
Baltimore County**  
1000 Hilltop Circle  
Baltimore, MD 21250

**University of Maryland  
Center for Environmental  
Science**  
P.O. Box 775  
Cambridge, MD 21613

**University of Maryland,  
College Park**  
7950 Baltimore Ave  
College Park, MD 20742

**University of Maryland  
Eastern Shore**  
11868 College Backbone Rd  
Princess Anne, MD 21853

**University of Maryland  
Global Campus**  
1616 McCormick Drive  
Largo, MD 20774

**University System of  
Maryland Office**  
3300 Metzert Rd  
Adelphi, MD 20783

**Board of Regents Meeting Report**

February 16, 2024

Since our December meeting, CUSS had its January meeting - a snowy day where we met virtually and were warmly welcomed by President Schmoke. During our meeting we heard from the leaders of UMBC's Office of Government Relations & Community Affairs: Candace Dodson-Reed (Vice President) and Jake Weissmann (Associate Vice President). They shared with us their tips for being most effective in meeting with legislators and advocating for our interests. We were also joined by Carolyn Skolnik, Associate Vice Chancellor for Policy and Human Resources with the USM, who shared her expertise on the USM salary structures and helped us understand the next steps involved in assessing these structures. Thank you to Candace, Jake, and Carolyn for joining us!

We launched our 7th annual shared governance survey, intended to assess the health of shared governance in 2023, as observed and experienced by those involved in shared governance. We are also working with CUSF to explore the potential of conducting a shared governance survey with a broader audience beyond those involved directly in governance. The goal of this survey is to understand the level of awareness of shared governance across our institutions.

The Board of Regents Staff Awards were due February 9th. In the coming months, we hope to put forward the best of the best for your review and approval. Thank you to all of the institutions who participated in this process and took the time to recognize our fantastic staff. I will provide a breakdown of participation once we have completed our review of the packets.

In lieu of a February meeting, CUSS will instead participate in Advocacy Day on February 21, 2024. 34 faculty, staff, and students from CUSS, CUSF, USMSC, and the USM Women's Forum have confirmed their attendance. We look forward to advocating for the USM and the interests of our collective shared governance boards.

In January, Chancellor Perman and I met to discuss the benefits of Ombuds representation on our campuses and brainstormed strategies to advance this priority. I feel confident that we will continue to engage in discussion about how to use creative strategies to achieve access to this important resource on our campuses.

As always, please do not hesitate to contact me directly (krp@umd.edu) with concerns, questions, and/or suggestions.

Most Sincerely,

Kalia R. Patricio, Ph.D.  
CUSS Chair



COUNCIL OF UNIVERSITY SYSTEM PRESIDENTS  
February 16, 2024

CUSP met twice, on January 8<sup>th</sup> and February 5<sup>th</sup>, since the last Board meeting.

Topics for the January 8<sup>th</sup> meeting included updates on shared services, enrollment and tuition, and AFSCME negotiations. The presidents and senior staff also held discussions about student fees for employees' principles and priorities for the legislative session, which started on January 10<sup>th</sup>.

The February 5<sup>th</sup> meeting started with an update on legislative session, including bills that will or may have an effect on the USM. The council discussed shared governance, as well as the recommendations of the program approval process workgroup. Senior Vice Chancellor Herbst spoke about the AFSCME wage agreement and its impact. She was then joined by Vice Chancellor Lawrence and Budget Director, Colleen Auburger, to discuss the operating and capital budgets.



## **USM Student Council's Report to the Board of Regents**

*February 2024 Full Board of Regents Meeting, University of Baltimore*

Good morning Chair Gooden, Chancellor Perman, the Board of Regents, and University Presidents,

I was grateful to be a part of the most recent, and my first in-person, Chancellor's Chat in January for international students. Thank you so much Chancellor Perman for having us.

Many of the students were international graduate students, and I gained some extremely valuable feedback from them, especially on international graduate student housing needs, which was very applicable to the international graduate student housing resolution the council has been working on. I stayed in touch with them beyond that conversation and met with a few earlier this month again. Conversations like this have also sparked the possibility of creating a subcommittee within the council specifically for international student initiatives.

We had our first general council meeting of the semester on February 4th. There were multiple items on the agenda, including collecting feedback on the housing resolution and on the proposed USM-wide civics course requirement. We'll also be bringing the shared governance survey back to the USMSC and will report feedback from that when it comes. Additionally, we discussed a white paper written by a group of students advocating for system-wide hybrid learning options especially for the disabled community. Towards the end of the meeting, the council took some time to vote on 13 bills in session in preparation for the Government Relations committee to testify.

For the USM Student Speaker Forum, we have received speech drafts from each of the five presenters and will be working closely with them on edits and revisions before the event.

The Board of Regents Student Excellence Scholarship deadline has also passed– the application deadline was February 9th, and we received X applications. We are currently in the process of evaluating the application packets to send out for your approval around April.

Best regards,

A handwritten signature in black ink, appearing to read 'Vainavi'. The signature is written in a cursive style with a horizontal line above the letters.

**Vainavi Gambhir**

President, University System of Maryland Student Council



## COUNCIL *of* UNIVERSITY SYSTEM FACULTY

### **Regents Report February 16, 2024**

This is a summary report of The Council of University System Faculty (CUSF) activities since our last submission in December 2023. The legislative session is in full swing and CUSF members are keeping up to date on issues that pertain to higher education and faculty. One way in which members are staying informed is through participating in Andy Clark's Joint Councils Weekly Legislative Update Calls on Monday mornings. The council is also preparing for Advocacy Day, which will take place on February 21, 2024.

Since my last report, CUSF and the CUSF Executive Committee have both met. The CUSF General Body Meeting was held on January 23, 2024 at the USM Adelphi Office. In the remainder of the report, I will highlight a few of the initiatives that are happening within our various committees.

### **CUSF Meetings**

#### **CUSF General Body Meeting: January 23, 2024**

A CUSF General Body Meeting was held on January 23, 2024. The meeting was held in person (with a virtual option) at the USM Adelphi Office. One highlight of this meeting was having Chancellor Perman join us and share USM updates and answer questions. Dr. Heather Haverback and Dr. Zakiya Lee also gave brief updates.

The Legislative Affairs Committee presented three resolutions (shared in this report) on the topics of Collective Bargaining Faculty, Collective Bargaining Students, and Retiree Drug Benefits. Discussion was held for each resolution. The Collective Bargaining Faculty and Collective Bargaining Students resolutions were voted on at the meeting. The Retiree Drug Benefits resolution was voted on via email at a later date. All resolutions passed.

### **Executive Committee**

The Executive Committee met on January 3, 2024 and February 7, 2023. At these meetings, we discussed the work being done in committees, as well as current topics of interest to USM faculty. Heather Haverback, Alison Wrynn, and Zakiya Lee shared updates/reports with the committee. The Executive Committee discussed issues and ideas brought forth by faculty, the faculty survey, and advocacy day. The Rules Committee presented an update to the constitution that will be shared with the GB for a first read at our next meeting.

### **Awards Committee**

Chairperson- Dr. Ben Arah, Bowie State University

Recommendations have been received by the board and are making their way through the process.

### **Education Policy Committee**

Chairperson- Dr. Mary Crowley-Farrell, University of Maryland Global Campus

The Education Policy Committee has been busy sending out the second round of reminders for the AI Conference's Call for Presentation Proposals. More specifically, they are currently circulating the Call for Presentation Proposals on all USM campuses. Session proposals are due by 11:59 pm ET on February 12, 2024.

The conference, *Incorporating Generative AI into Learning Experiences: A Virtual Showcase*, will take place via Zoom on Friday, April 26, 2024, from 10:00 am to 1:00 pm ET. The event is being organized by the Kirwan Center, CUSF, MarylandOnline, and Montgomery College. It will focus on how college and university faculty across the state are adapting their assignments and learning activities to meet the challenges of generative AI. The presenters will be selected from two-year, four-year, public, and independent colleges and universities in the state.

Volunteers from the Education Policy Committee and the co-sponsoring organizations will review submissions and selections will be announced by mid-March. The committee is also involved with finding a keynote speaker. The suggestions made before CUSF became involved have now been abandoned in favor of our recommendation to ask Ethan Mollick (as mentioned in a previous report). We have also provided the organizers a new backup choice: James Lang of *Cheating Lessons* fame. Lang has been doing podcasts and webinars on how to adapt the book's ideas to curriculum design that meets the challenges of AI.

Our other conference work is on-going: updating the annotated AI resources list. Committee members are researching potential resources for this list from the perspective of their disciplines. The next full meeting of the Organizing Committee is March 7, 2024.

### **Faculty Affairs Committee**

Chairperson- Dr. Doris Santamaria-Makang, Frostburg State University

The committee continues to work on the broad topics of Diversity Equity & Inclusion (DEI) and Academic Support Personnel. In the last Faculty Concerns Committee meeting, the committee worked on issues to be explored by their subcommittees. The three subcommittees/groups are Campus Safety, Affirmative Action, and Adjunct Faculty and GAs. Each group has been charged with working on each of three issues previously identified for this committee. More specifically, each group is performing an assessment of policies and practices currently in place on campuses across the system. Each subcommittee would use the information collected to present recommendations to CUSF.

## **Legislative Affairs Committee**

Chairperson- Dr. Holly Brewer, University of Maryland, College Park

The Legislative Affairs Committee wrote and presented the three resolutions mentioned above (Collective Bargaining Faculty, Collective Bargaining Students, and Retiree Drug Benefits), which are shared in this report. The committee has also been working on organizing the 2024 Annapolis Day.

## **Rules and Membership Committee**

Chairpersons- Dr. Jay Zimmerman , Towson University and Dr. Nagaraj Neerchal, University of Maryland, Baltimore County

The committee is working on proposed changes to the CUSF Constitution, which will be an update to USM institution names. This document is under review with the OGC.

**Respectfully submitted,**

**Dr. Heather Rogers Haverback**

**CUSF Chair**

Resolution A

Reaffirming the CUSF Affirmative Position for Collective Bargaining Rights for University System of Maryland Faculty for this year (2024).

Motion”: To pass the following motion which was passed every year by CUSF between 2010 and 2017. The part in bold is what we would be passing.

Collective Bargaining Motion

**"Resolution Reaffirming the CUSF Affirmative Position for Collective Bargaining Rights for University System of Maryland Faculty**

**Whereas, the Council of University System Faculty (CUSF) serves as the faculty advisory body for the University System of Maryland (USM); and**

**Whereas, CUSF Council passed 23-3 the following resolution on November 16, 2010 which was and still is the current position of CUSF regarding collective bargaining.**

**CUSF urges the Chancellor and the Board of Regents to support legislation extending the right to consider the alternative of collective bargaining to USM faculty. This is not an endorsement of collective bargaining. Rather CUSF would like each campus to have the right to consider collective bargaining if it chooses based on its circumstances, as other public sector employees, even on some of our campuses, already have done. (CUSF CB Resolution passed by 23-3 on 11/16/10).**

**Be It Resolved, that CUSF again reaffirms its existing policy position stated in November 16, 2010 motion.**

Submitted by: CUSF Legislative Affairs Committee

Passed on: December 14, 2017"

Submitted by Legislative Affairs Committee, 2023/2024

The link to the 2017 minutes is here.

<https://www.usmd.edu/usm/workgroups/SystemFaculty/meetings/gen20171214.pdf>



Resolution B  
CUSF Resolution in Favor of Graduate Student Collective Bargaining  
Passed at CUSF General Meeting on February 24, 2023

Motion: Move that we reaffirm our Commitment to this Resolution for this Year (2024)

Whereas the Council of University System Faculty (the Council) consists of faculty representatives elected by the faculties of the constituent institutions of the University System of Maryland (USM) to represent USM faculty; and

Whereas it is the Council's responsibility to consider and make recommendations on matters of System wide professional and educational concern to USM faculty; and

Whereas the Council advises the USM Chancellor and reports regularly to the USM Board of Regents on matters of interest to USM faculty; and

Whereas CUSF members and their constituents are committed to supporting graduate students at USM institutions, who represent the next generation of higher education teachers, researchers, and scholars; and

Whereas support for graduate students at USM universities is an excellent investment in the growth of the Maryland economy because USM graduate students contribute substantially to the next generation of Maryland leaders in education, business, health care, and research; and

Whereas pursuing a graduate education is inherently challenging, and unnecessary additional challenges related to financial support and compensation, health care benefits and working conditions create barriers to recruitment to and completion of graduate programs; and

Whereas CUSF members and their constituents have observed that students pursuing graduate studies at USM institutions face significant challenges relating to working conditions, financial support, compensation, and benefits; and

Whereas CUSF members and their constituents believe that these challenges have a deleterious effect on the education and research mission at USM institutions; and

Whereas USM graduate students have consistently expressed a desire to address these challenges by engaging in collective bargaining; and

Whereas bills proposed in the Maryland General Assembly in each of the last five years that would allow graduate students at USM institutions to engage in collective bargaining have earned consistent, overwhelming support from graduate students and USM faculty and staff; and

Whereas graduate students at many top research universities have formed collective bargaining units in recent years; and

Whereas graduate students are transitory employees with no direct, sustained professional ties to state government; and

Whereas graduate students at USM institutions do not have supervisory or managerial control over their institutions or working conditions; and

Whereas individual graduate students at USM institutions with a collective bargaining unit will have the option not to join or financially support a union;

Be it here resolved that the Council supports the amendment of Maryland law to allow graduate students at USM institutions to engage in collective bargaining.

Submitted by the Legislative Affairs Committee.

## Retiree Drug Benefits Resolution (*draft 1/16/2024*)

CUSF is concerned about the impact of the termination of Prescription Drug Benefits for Maryland State Retirees scheduled to occur on January 1, 2025. We recommend extending the current benefit until at least January 2026. This will provide the opportunity to conduct a systematic and thorough evaluation of the financial impact on retirees of the loss of this promised benefit. Moreover, an accurate calculation of the State's annual cost for this supplemental benefit is essential.

CUSF believes that when they retire, all State employees should be provided with the Maryland Prescription Drug Benefit, which functions as a wrap-around plan that supplements a retiree's Medicare Part D Prescription Drug Insurance Plan. This current benefit provides coverage of prescription drugs for retirees that is equivalent to the drug benefit for active employees.

Why?

First, the majority of these retirees are Maryland voters, almost 50,000 senior citizens, and include many of our colleagues. The number of voters is substantially greater when one considers family members, who can be covered under this benefit.

Second, the State promised prescription drug benefit coverage for retirees to all employees hired before July 2011. Employees who devoted their careers in service to Maryland, working the required number of years to earn retirement benefits, deserve to have the State's promised benefits honored. Employees have fulfilled their part of the bargain. The termination of this promised benefit violates the commitment that the State had made to its long-term employees, whether or not the courts consider this a binding contract.

Third, we are concerned the termination of this benefit will compromise the financial stability of many long-term state employees because their out-of-pocket costs will increase substantially.

We have carefully reviewed multiple analyses of this Prescription Drug Benefit, in conversation with retirees. The actuarial calculations done by the State of Maryland appear to be cursory, and overestimate the State's actual cost because they neglect to include a number of essential factors. Various analyses suggest that the annual cost of this wrap-around prescription drug benefit is relatively modest, especially compared to what it would cost the retirees to pay for drugs themselves. It appears that the State has failed to comprehend the true costs for retirees of the loss of this benefit.

These calculations are complex because the impact of the supplemental prescription drug benefit depends upon the coverage of specific prescription drugs on each selected Medicare Part D Insurance Plan. Importantly, in the absence of the wrap-around prescription drug benefit, drugs must be on the formulary of the Medicare Part D plan in which the retiree is enrolled; if a drug is **not** on the formulary and there is no supplemental plan, "the retiree must pay the full cost and this cost **will not** count toward the out-of-pocket cap." Thus, for drugs not on the Medicare Part D plan formulary, the Maryland State wrap around plan becomes even more crucial for retirees.



University System of Maryland Board of Regents  
University of Maryland, Baltimore  
December 15, 2023, Public Minutes

**Call to Order.** Chair Linda Gooden called the meeting of the University System of Maryland Board of Regents to order at 8:33 a.m. on Friday, December 15, 2023, at the University of Maryland, Baltimore. Those in attendance were: Chair Gooden; Regents Anderson, Atticks, Breslin, Fish, Gonella, Gourdine, Hasan, Helal, Hur, Leggett, McMillen, Neuberger, Parker, Pope, Rauch, Sibel, Smarick, and Wood; Presidents Anderson, Breaux, Interim President Dennison, Provost Blakely for Fowler, Ginsberg, Jarrell, Jenkins, Lepre, Vice President Delia for Nowaczyk, Pines, Schmoke, and Sheares Ashby; Chancellor Perman; Vice Chancellors Herbst, Lawrence, Masucci, Raley, and Wrynn; Ms. Mulqueen, Ms. Wilkerson, and AAGs Bainbridge and Langrill.

Chair Gooden welcomed everyone to the final board meeting of the calendar year. She noted that Chancellor Perman will highlight accolades and accomplishments from the year in his report.

She continued by highlighting the campus safety summit that USM held in partnership with MHEC on December 4<sup>th</sup>. The event was the start of a larger conversation of how higher education across the state can come together to keep students safe.

**Welcome from University of Maryland, Baltimore.** President Bruce Jarrell welcomed everyone to the University of Maryland, Baltimore. He spoke about UMB's graduate programs and how the institution connects with its surrounding community and the medical center. He showed a video showcasing some of the important work UMB is doing.

**Educational Forum: Governor Wes Moore.** Chair Gooden introduced Maryland Governor Wes Moore. Governor Moore's remarks focused on his goals and vision for Maryland and for higher education in the state. He spoke about how integral the Student Regents are to the Board and to the state. He expanded on his focus on service, including a story about UBalt's Second Chance Program. He talked about the importance of partnership to help elevate individuals and create pathways. Governor Moore stressed that his administration is a partner in higher education and he believes in the USM mission.

**Campus Safety Vignette.** Chief Leone provided a brief safety vignette, focusing on addressing crime on and around campus. He discussed how students need to feel safe on campus to be successful.

**Chancellor's Report.** Chancellor Perman presented his report. He started by thanking Governor Moore for coming to the meeting. He welcomed Susan Lawrence, the new Vice Chancellor for Government Relations, and said goodbye to Tim McDonough, who started a new position with NACUBO.

Chancellor Perman then highlighted some accomplishments at our universities and higher education centers. He ended his remarks by thanking everyone for their work over the past year and stressed the continued importance of higher education in providing light in darkness.

## I. Council Reports

- a. Council of University System Presidents (CUSP). President Breaux presented the report stating that CUSP met once since the last meeting, on December 4<sup>th</sup>. The meeting included an information briefing from AAG Bainbridge on Title VI and a discussion about the environment on the campuses. After the meeting, the Presidents and Chancellor's Council joined higher education leaders from across the state for the Campus Safety Summit.
  - b. University System of Maryland Student Council (USMSC). Ms. Gambhir presented the USMSC report. There was a general meeting at Towson where the council interviewed seven Student Regent candidates and forwarded four finalists to Chancellor Perman. The council also discussed graduate student housing and welcomed the Director of Communications and Marketing. Additionally, the USMSC reviewed the applicants for the USM Student Forum.
  - c. Council of University System Faculty (CUSF). Dr. Haverback presented the report. A general body meeting was held on December 13<sup>th</sup>. The council heard about Maryland's AGEP PROMISE Academy Alliance and were joined by Susan Lawrence and Andy Clark from the USM Office of Government Relations. The Bylaws were officially amended to address meeting and voting procedures. Dr. Haverback also spoke about the Joint Councils' meeting held on November 15<sup>th</sup> and gave updates on the standing committees.
  - d. Council of University System Staff (CUSS). Dr. Patricio presented the report. The Joint Councils' meeting was held November 15<sup>th</sup> and was the first in-person one since 2019. The next CUSS meeting will be held December 12<sup>th</sup> and the council will be joined by Ellen Herbst, USM Senior Vice Chancellor for Administration and Finance, and Eli Modlin, SU Chief of Staff/VP of Public Affairs & Strategic Initiatives. CUSS continues to make progress on its goals, especially regarding duplicative fees for staff utilizing tuition remission benefits and ombuds access.
2. Public Comment. Chair Gooden opened the meeting for public comment. There were no requests for public comment.
  3. Consent Agenda. The Consent Agenda was presented to the regents by Chair Gooden. She asked if there were any items on the agenda that should be removed for further discussion.

Regent Helal requested that “Proposed Policy Revisions to Establish: III-5.10 – Policy Concerning the Scheduling of Academic Assignments on Dates of Religious Observance; Campus Space for Faith-Based or Religious Practices (action)” be removed from the consent agenda for separate review. Chair Gooden moved and Regent Fish seconded the motion to accept the consent agenda with the removal of that item. The consent agenda was approved. The items included were:

- a. Committee of the Whole
  - i. Approval of meeting minutes from November 10, 2023, Public and Closed Sessions (action)
  - ii. Approval of meeting minutes from December 6, 2023, Special Board of Regents Meeting (action)
  
- b. Committee on Economic Development and Technology Commercialization
  - i. Approval of meeting minutes from November 30, 2023, Public Session (action)
  - ii. Renewing Committee Charge (action)
  
- c. Committee on Education Policy and Student Life
  - i. Approval of meeting minutes from November 29, 2023, Public Session (action)
  - ii. Proposed Amendments: EPSL Committee Name Change and Related Revisions to Committee Charge and Role and Responsibilities (action)
  - iii. Proposed Amendments: III-6.00 – Policy on Academic Transcripts (action)
  - iv. Academic Program Proposals (action)
    1. University of Maryland, College Park: Bachelor of Science in Global Health
    2. University of Maryland, College Park: Master of Science in Data Science
    3. University of Maryland, College Park: Master of Science in Applied Machine Learning
    4. University of Maryland, College Park: Master of Science in Bioinformatics and Computational Biology
    5. University of Maryland Eastern Shore: Bachelor of Science in Gaming and Software Engineering
    6. University of Maryland Eastern Shore: Doctor of Veterinary Medicine
  - v. Update: Maryland Center for Computing Education (information)
  - vi. Report on Extramural Funding – FY 2023 (information)
  
- d. Committee on Finance
  - i. Approval of meeting minutes from November 30, 2023, Public and Closed Sessions (action)
  - ii. University of Maryland, Baltimore: Howard Hall Mechanical Infrastructure Upgrades (action)
  - iii. Bowie State University: Robinson Hall Renovation (action)

- iv. University of Maryland Global Campus: Proposed Amendment to USM VIII-2.01—Policy on Tuition (action)
  - v. University of Maryland, College Park: Xfinity Center Videoboard, Hoist and Audio System Replacement Project (action)
  - vi. Towson University: New Affiliation Agreement with Towson Place Properties (action)
  - vii. Discussion on Project Contingency Amounts (information)
  - viii. University System of Maryland: Report on FY 2023 Procurement Contracts (information)
- e. Committee of the Whole
    - i. Revisions to USM Board of Regents Bylaws (action)
4. Review of Items Removed from Consent Agenda
- a. Committee on Education Policy and Student Life
    - i. Proposed Policy Revisions to Establish: III-5.10 – Policy Concerning the Scheduling of Academic Assignments on Dates of Religious Observance; Campus Space for Faith-Based or Religious Practices. Regent Helal requested a line be added to the policy: “If a student’s request for a specific accommodation is denied, the institution should consider alternate accommodations that the student may request consistent with institutional policy and procedures.” Chair Gooden moved and Regent Pope seconded approval of the policy, with the additional line added. The motion was unanimously approved.
5. Committee Reports
- a. Committee on Education Policy and Student Life.
    - i. Update: Kirwan Center for Academic Innovation. Regent Gourdine introduced Dr. Nancy O’Neill, Acting Director, Kirwan Center for Academic Innovation, to provide an update on the Kirwan Center.
  - b. Committee on Economic Development and Technology Commercialization
    - ii. Update on University of Maryland-Institute for Health Computing. Regent Leggett introduced President Jarrell, who provided a brief summary of the University of Maryland Institute for Health Computing, which is an MPower initiative. Drs. Sujal Bista, UMB. and Bradley Maron, UMB, presented an update on the initiative and its impact on the state.
6. Reconvene to Closed Session Reconvene to Closed Session. Chair Gooden read the “convene to close” statement citing the topics for the closed session and the relevant statutory authority for closing the meeting under 3-305(b) and 3-103(a)(1)(i). (Moved by Regent Breslin, seconded by Regent Sibel; unanimously approved.)

Meeting adjourned at 11:14 a.m.



University System of Maryland Board of Regents  
University of Maryland, Baltimore  
December 10, 2023 Closed Minutes

## Closed Session Minutes

**Call to Order.** Chair Linda Gooden called the meeting of the University System of Maryland Board of Regents to order in closed session at 11:45 a.m. on Friday, December 15, 2023, at the University of Maryland, Baltimore. Those in attendance were: Chair Gooden; Regents Anderson, Atticks, Breslin, Fish, Gonella, Gourdine, Hasan, Helal, Hur, Leggett, McMillen, Neuberger, Parker, Pope, Rauch, Sibel, Smarick, and Wood; Chancellor Perman; Vice Chancellors Herbst, Lawrence, Masucci, Raley, and Wrynn; Ms. Mulqueen, Ms. Wilkerson, and AAGs Bainbridge and Langrill. Presidents Jenkins and Jarrell were present for a portion of the meeting.

### I. Consent Agenda

Chair Gooden asked if there were items the Regents wished to remove from the consent agenda. Seeing none, the Regents voted to approve the consent agenda which included the items below.

- a. Committee on Finance
  - i. University of Maryland, College Park: Xfinity Center Videoboard, Hoist and Audio System Replacement Project (§3-305(b)(14))
  - ii. University of Maryland, Baltimore County: Contract for Actuarial Services for the Hilltop Institute (§3-305(b)(14))
- b. Committee on Governance and Compensation
  - i. Coppin State University Ratification of MOU with the Fraternal Order of Police covering Sworn Police Officers (§3-305(b)(9))
  - ii. UMBC Ratification of MOU with the Fraternal Order of Police covering Sworn Police Officers (§3-305(b)(9))
  - iii. Collective Bargaining Update (§3-305(b)(9))

### 2. Meeting with the Presidents

As part of their performance reviews, the Board met individually with Presidents Jenkins and Jarrell. (§3-305(b)(1)).

### 3. Election of Board of Regents Officers.

The Regents elected the slate of officers for 2024. (§3-103(a)(1)(i)).

The slate includes:

- a. Linda Gooden, Chair
- b. Geoff Gonella, Vice Chair

- c. Louis Pope, Treasurer
  - d. Bill Wood, Assistant Treasurer
  - e. Michelle Gourdine, Secretary
  - f. Robert Rauch, Assistant Secretary
4. **Update on the UMCES Search.** Chancellor Perman provided an update on the UMCES search. (§3-103(a)(1)(i)).
  5. **Review of a Personnel Matter at a USM Institution.** The Regents approved action regarding a personnel matter at a USM institution. (§3-305(b)(1)).
  6. **Consolidated Collective Bargaining Update.** Senior Vice Chancellor Herbst and the USM negotiations team provided an update on the consolidated collective bargaining negotiations. (§3-305(b)(9)).
  7. **Chancellor's Senior Staff: Roles and Responsibilities.** The Regents were provided with an update on the roles and responsibilities of the Chancellor's senior staff. (§3-103(a)(1)(i)).

The meeting adjourned at 2:52 p.m.



**USM BOARD OF REGENTS  
ADVANCEMENT COMMITTEE  
Video Conference and Teleconference  
February 7, 2024, 11:00 am**

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### **Minutes of the Public Session**

A meeting of the Board of Regents Committee on Advancement was held via video conference and teleconference on February 7, 2024, at 11:00 am. In attendance were Regents Linda Gooden, Hugh Breslin, Steven Sibel, Geoff Gonella, Farah Helal and Elena Langrill from the Office of the Attorney General. From the USM office: Chief of Staff Denise Wilkerson, Vice Chancellors Leonard Raley and Ellen Herbst; Associate Vice Chancellor Marianne Horrigan; Gina Hossick, Executive Assistant to Leonard Raley; Sapna Varghese, Director of Advancement Research; Vladimir Jirinec, Director of Advancement Services; Stephanie Senserini, Director of Professional Development Programs, Ann Kolakowski, Director of Gift Planning Services, and Micaela Cameron, Advancement Communications Manager. Vice Presidents from USM institutions: Jason Curtin (SU), Theresa Silanskis (UB), Greg Simmons (UMBC), Cathy Sweet (UMGC), Jim Harris (UMCP), John Short (FSU), Brian DeFilippis (TU), Greg Bowden (UMB), Joshua Humbert (CSU), David Balcom (UMES), Brent Swinton (BSU), and Erin Harman (USMH). In addition, Jayme Block, Associate Vice President of Alumni Engagement & Development (SU), Stanyell Odom, Director of Alumni Engagement (UMBC), and Nikki Sandoval, Associate Vice President, Alumni Relations & Career Services (UMGC).

### **Fundraising Updates (information)**

The System's fundraising results for January FY24 are at 54% of a \$382M goal. The report includes two new columns added to show the percentage toward goal for this fiscal year and the last, giving a picture of how each campus is doing in its fundraising cycle.

### **USM Alumni Directors Panel Presentation (information)**

Vice Chancellor Leonard Raley moderated a panel that included Jayme Block, Associate Vice President of Alumni Engagement & Development at Salisbury University; Stanyell Odom, Director of Alumni Engagement at UMBC; and Nikki Sandoval, Associate Vice President, Alumni Relations & Career Services at University of Maryland Global Campus. They discussed alumni engagement as a pipeline to giving, how data is the heart of an alumni relations office, and the impact board engagement has on strengthening giving.

**Discussion of the USM BOR IX – 4.00 – BOR Policy on Alumni Associations (action)**

The System's advancement vice presidents and alumni directors have worked with the System staff to update the policy. The main changes are stronger requirements and clearer processes for those wishing to establish new alumni associations on their campuses; language that ensures that alumni associations that are involved in fundraising are aware of the USM's fundraising policy and that they follow the policy; and new processes for sending annual reports to the USM office rather than the responsible official; and the addition of reporting templates to simplify the entire process.

The Committee voted unanimously to recommend approval of this policy to the full Board of Regents.

**USM Quasi-Endowment Grant Summary Report for 2023 (information)**

This program began in 2015 after legislation was passed to allow the System to invest some of its fund balance with the USM Foundation. Part of the income generated from those investments goes directly back to campuses, but a portion of it funds this grant program. The summary report outlines how the campuses have been able to use these funds for a lot of great initiatives. Some examples include hiring pilot staffing positions that have turned into full-time positions, resulting in an increase in fundraising and sponsorship support for many events better engaging parents and families which in turn elevated the number of parent donors; and using matching funds to increase endowment scholarship funds.

Regent Breslin noted that funding requests far exceed the funds available and suggested exploring ways to expand the fund.

The meeting was adjourned at 11:47 am.

**TOPIC:** USM BOR IX – 4.00 – BOR Policy on Alumni Associations

**COMMITTEE:** Advancement Committee

**DATE OF MEETING:** February 7, 2024

**SUMMARY:** The Regents Advancement Committee has reviewed and approved the revised BOR Policy on Alumni Associations and is seeking approval from the full Board of Regents. Included in the materials please find the clean version followed by the marked-up version.

**ALTERNATIVE(S):**

**FISCAL IMPACT:** This is an information item.

**CHANCELLOR'S RECOMMENDATION:**

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COMMITTEE ACTION: Approved

DATE: 2.7.24

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BOARD ACTION:

DATE:

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SUBMITTED BY: Leonard Raley, Vice Chancellor for Advancement, [raleym@usmd.edu](mailto:raleym@usmd.edu)  
301-445-1941

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### **308.0 IX – 4.00 – POLICY ON ALUMNI ASSOCIATIONS**

(Approved by the Board of Regents, August 27, 1993; revised: June 10, 2016; revised )

#### **Board of Regents Policy on Alumni Associations**

The University System of Maryland Board of Regents (Board) recognizes the importance of alumni associations in fostering and maintaining close and mutually beneficial ties between alumni and the constituent institutions and Centers (Institutions) of the University System of Maryland (USM). It is the intent of the Board 1) to develop policies and procedures governing the recognition and management of alumni organizations, including the use of funds and institutional resources and, 2) to ensure cooperative and collaborative efforts between the alumni organizations and the Institutions they support.

#### **I. Guiding Principles**

- A. Alumni associations should be organized and operated for the benefit of the Institution and its alumni.
- B. Alumni associations should provide service and support to its members and to the Institution.
- C. Alumni associations may not restrict membership or benefits of membership on the basis of race, religion, national origin, gender, physical disability or sexual orientation.
- D. Alumni associations should recognize the unique role of the Responsible Official (as defined herein) in setting Institution priorities.

#### **II. Recognition**

An alumni association may use the name, facilities or resources of an Institution only if recognized by the Board pursuant to this policy, only to the extent permitted by this policy. In order to be recognized as an alumni association, an organization must have, as its purpose, one or more of the following:

- A. To foster or promote the general welfare of an Institution; or
- B. To advocate for public or private support of an Institution; or

- C. To provide educational, charitable or cultural activities for the benefit of the alumni or an Institution.

The procedure for recognition of a new alumni association is set forth below.

### **III. Association**

Alumni associations may be associated with the USM, an Institution or a component thereof.

### **IV. Responsible Official**

The Responsible Official is responsible for the relationship between the Institution and the alumni association. The President of the Institution shall be the Responsible Official for an alumni association associated with his or her Institution or a component thereof. In the case of an alumni association affiliated with a regional higher education center, the Chancellor shall be the Responsible Official.

### **V. Organization of Alumni Association**

Alumni associations must be organized in one of two structures.

- A. An alumni association may be organized as a Maryland nonstock corporation, tax exempt under Section 501(c)(3) of the Internal Revenue Code (Incorporated Alumni Associations). The governing body of an Incorporated Alumni Association shall be its Board of Directors, which shall include a representative from the Institution or a component of the Institution (or for an alumni association associated with the USM, a representative from the USM) as an ex-officio non-voting member.
- B. Alternatively, an alumni association or office of alumni relations may choose to conduct and finance its program under the auspices and financial and operational oversight of the Institution or the USM (Internal Alumni Associations). In this case, advisory boards may be formed to assist and support the Institution's alumni association or office of alumni relations, but the Institution (or, for an internal alumni association associated with the USM, the USM) shall maintain all of the books and records of the program.

### **VI. Operating Agreement/Policies and Procedures**

Incorporated Alumni Associations must enter into a written operating agreement between the Institution and the alumni association (or for an incorporated alumni association associated with the USM, between the alumni association and the USM) on an annual basis authorizing the alumni association to operate and identifying the sharing of resources, facilities and employees and the costs thereof, and the consideration from the alumni association for the costs associated with the use of Institution resources, facilities

and employees. The operating agreement shall also articulate the responsibility of the alumni association to be clear in its communications, negotiations, and transactions with third parties that while associated with the Institution or the USM, the alumni association is a separate and distinct entity and the obligations of the alumni association are not the obligations of the Institution, the USM or the State of Maryland.

An Internal Alumni Association shall establish, in cooperation with the Institution it serves (or, for an internal alumni association associated with the USM, the USM), written policies and procedures governing its operations.

## **VII. Accountability and Reporting**

Within 180 days of the close of the USM's fiscal year, the Responsible Official shall submit the following to the USM Office of Advancement:

### Incorporated Alumni Associations

- A. Certificate of Good Standing from the Maryland State Department of Assessments and Taxation (current within 60 days of submission)
- B. List of Board of Directors as of the end of the fiscal year
- C. Statement signed by the Responsible Official affirming that the alumni association has operated in accordance with the policies of the Board of Regents of the USM and with laws and regulations of the State of Maryland and the United States and in particular the Internal Revenue Code
- D. Audited Financial Statements, if annual revenues exceed \$100,000
- E. If revenues are less than \$100,000, financial statement prepared in accordance with generally accepted accounting standards
- F. Report of the major activities of the alumni association
- G. Copy of operating agreement

### Internal Alumni Associations

- A. Report of major activities of the alumni association
- B. List of Advisory Board members, if any
- C. Copy of Policies and Procedures
- D. Statement signed by the Responsible Official affirming that the alumni association has operated in accordance with the policies of the Board of Regents of the USM and with laws and regulations of the State of Maryland and the United States.

See Appendix C for reporting templates for Incorporated Alumni Associations and Internal Alumni Associations.

## VIII. Procedure to Recognize New Alumni Association

All requests to the Board of Regents for the recognition of a new alumni association should be approved by, and submitted through, the President of the requesting institution. Institutions are encouraged to develop their own policies and procedures regarding establishment of new alumni associations that align with the requirements below. In the event that an alumni association affiliated with a regional higher education center should be proposed, the Chancellor would be the Responsible Official and the request should be approved by and submitted through the Chancellor. Other than these instances, it is not anticipated that any new alumni associations would be affiliated with the USM.

Requests should be submitted six weeks prior to a regularly scheduled Committee on Advancement meeting at which the request will be considered. Requests will be reviewed within the USM Office of the Chancellor before being submitted for review by the Board of Regents Committee on Advancement. The Committee on Advancement will then 1) decline the request, 2) request additional information or clarification, or 3) recommend recognition by the full Board.

Any proposal for a new alumni association should demonstrate that it is an organization that is inclusive of all alumni and does not replicate the functions or mission of an existing alumni association benefiting the Institution. In making requests for recognition of a new alumni association, the following information is to be submitted:

- A. Rationale for proposed establishment of the alumni association.
- B. Structure and functions of the proposed alumni association.
- C. A copy of the proposed operating agreement for an independent alumni association and a copy of the policy and procedures for an internal association.
- D. For an incorporated alumni association, a business plan narrative, including use of institution staff or resources, information on how the association will achieve a scale sufficient to satisfy all reporting and compliance requirements for tax exempt organizations and appropriately manage organizational risks, and an analysis of the additional engagement and donor benefit that would result from the new association.
- E. For an internal alumni association, an analysis of the resource capacity of the institution to support the association, and an analysis of the additional engagement and donor benefit that would result from the new association.

## IX. Fundraising

All alumni associations must comply with [307.0 IX-300 Policy on Private Fundraising and Stewardship](#), in particular this statement:

No faculty member or other employee, alum or student of the University System of Maryland may solicit gifts and grants on behalf of an institution, or the System without the prior knowledge and approval of the President or Chancellor, as appropriate. Informal exploratory inquiries to locate possible outside sources of support do not require such prior approval.

Alumni associations may only fundraise for their association or for its associated Institution. Institutions are encouraged to develop specific policies relating to alumni association fundraising efforts.

For Incorporated Alumni Associations, governing documents should indicate that, upon dissolution, any remaining assets held by the association will be transferred to a Board of Regents recognized entity for the benefit of the associated Institution.

#### **X. Termination of Recognition**

A Responsible Official or the Board of Regents may terminate the recognition of an alumni association that does not comply with this policy or the Institution's policy and procedures. In such a case, the alumni association shall no longer hold itself out to the public as being affiliated with the USM or any of its constituent institutions and no institutional resources will be provided to the association.

Appendix A – Sample Operating Agreement (Incorporated Alumni Associations)

Appendix B – Sample Policies and Procedures (Internal Alumni Associations)

Appendix C – Reporting Template





**Alumni Association Model Operating Agreement**

**[M] = Mandatory Provision**

AGREEMENT, made this \_\_ day of \_\_\_\_, 202\_ by and between the [UNIVERSITY], (hereinafter referred to as “University”), which university is a constituent institution of the University System of Maryland, (hereinafter referred to as “USM”) and the \_\_ Alumni Association, Inc. a non- stock corporation organized and existing under the laws of the State of Maryland, having its principal place of business located at \_\_, Maryland, (hereinafter referred to as “Association”).

WITNESSETH:

WHEREAS, University has an interest in maintaining close and mutually beneficial ties with its graduates and former students (hereinafter referred to as “Alumni”); and

WHEREAS, Association has been established for the primary purpose of promoting the best interests of the University and such other purposes set forth in its Articles of Incorporation, attached hereto and incorporated herein is *Exhibit A*, including but not limited to, serving as a liaison between University and its Alumni; and

WHEREAS the parties desire to enter into an agreement under which the University will provide facilities, employees and such other resources as will enable the Association to carry out its purposes in support of the University.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties hereto, agree as follows:

1. The Association will conduct its activities in accordance with the policies of the University and the USM, including the Board of Regents Policy on Alumni Associations, attached hereto and made a part hereof as *Exhibit B*. [M]
2. The Association will conduct those activities enumerated in *Exhibit C*, exclusively for the benefit of the University. Any additions to *Exhibit C* must be approved in writing as an amendment to this agreement. [M]
3. University shall make available to the Association the facilities, personnel and equipment designated in *Exhibit D*, attached hereto and made a part hereof. Any additions to or withdrawals from *Exhibit D* shall be made by written mutual consent of University and the Association. *Exhibit D* will also reflect the quantification of the cost of the facilities, personnel and equipment designated for use by the Association, as well as the consideration from the Association for such support. The Association hereby indemnifies the University, USM and the State of Maryland for any claims or damages resulting from the Association's use of facilities, employees or equipment. (M)
4. The Association shall take good care of the property set forth in *Exhibit D* and shall maintain it in a clean, sanitary, and orderly condition. University shall keep such specified premises in good repair and make all necessary capital improvements in order to comply with all applicable federal, state and municipal health and safety codes. Any alteration or improvement to the premises, fixtures, or replacement equipment that may be paid for by the Association shall become the property of the University. Upon removal from the premises, the Association shall return the equipment and facilities provided hereunder in good and clean condition.
5. The Association must be in good standing in accordance with the law governing and practices of the Maryland Department of Taxation and Assessments. [M]
6. Management and control of the Association rests with its Board of Directors. [M]
7. Officers and staff members of the Association shall be bonded. [M]
8. The Bylaws of the Association shall provide that at least one University employee in a leadership role, elected by the Association, shall serve as an ex-officio member of its Board of Directors. [M]

9. If otherwise permitted in accordance with applicable law and Board of Regents Policy, University officials, including members of the Board of Regents, may serve as regularly elected voting members of the Board of Directors of the Association, provided they do not constitute a majority. [M] [Include employees from #8 in the count]
10. If otherwise permitted in accordance with applicable law and Board of Regents Policy, and with the consent of the Responsible Official, an officer or employee of the USM or the University may serve as an officer or employee of the Association. [M]
11. The Association may not engage in any activity that conflicts with any federal or State laws, rules and regulations, applicable policies or the role and mission of the University or the USM, including those provisions of the Internal Revenue Code governing corporations exempt from taxation under Section 501 (c) (3). [M]
12. No substantial part of the activities of the Association shall be the carrying on of propaganda, or otherwise attempting to influence legislation. The Association shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. In particular, the Association may not make any contribution, whether in money or in kind, to any candidate for public office or purchase tickets to an event intended to raise money for use by a candidate for public office. [M]
13. The Association hereby releases the University, the USM and the State of Maryland and their respective officers and employees from liability for loss or damage to the Association's property or injury to the Association's employees, business invitees, licensees, and guests on University or USM property. [M]
14. All correspondence, solicitations, activities, and advertisements on behalf of the Association shall use the name of the Association and shall be clearly identified as an activity of the Association to ensure that the public is aware the activities undertaken by the Association are separate and distinct from the University or USM. Letterhead should carry the name of the Association and any trademarks, service marks, logos, seals or the name of the University or USM may only be used with specific approval from the University and in accordance with USM and University policies and procedures. [M]
15. All negotiations and transactions with third parties should be done by the Association in a manner that makes it clear that the Association is a separate and distinct legal entity and not part of the University, USM or the State of Maryland, and no obligation of the Association shall be an obligation of the University, USM or the State of Maryland. [M]
16. Financial activities of the Association shall be administered in accordance with prudent business practices. [M]

17. If the Association's revenues for the year are \$100,000 or more, the Association shall be audited by an independent certified public accountant who is not a director or officer of the Association. If an audit is not required, the Association shall submit to the Responsible Official its compiled financial statement, including balance sheet and income statement. The Association shall prepare its financial statements in accordance with generally accepted accounting principles. Any audit should be a full scope review performed in accordance with generally accepted auditing standards. As part of the audit, the auditor shall verify a summary annual report of transfers of funds to the University or the USM. A copy of the completed audit, with all attachments thereto, will be provided to the University's Vice President for Administration and Finance (or the equivalent) within 180 days of the end of the audited period. [M]

18. The Responsible Official may inspect the books and records of the Association at any time. [M]

19. In order to comply with 11 and 12 herein, the Association shall provide a separate audit of any funds held for the use of the University President or the USM Chancellor. [M]

20. At the request of the Responsible Official, the Association shall permit the internal auditors of the Board of Regents access to all books and records concerning funds held for the use of any officers or USM. [M]

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Agreement as of the date first written above.

The XYZ Alumni Association

The XYZ University

By: \_\_\_\_\_

By: \_\_\_\_\_

Name and Title

President

**Alumni Association Articles of Incorporation**

**Board of Regents Policy on Alumni Associations**

**Activities of the Alumni Association**

**Alumni Association  
Facilities, Personnel, and Equipment Provided by the Campus**

**I. Facilities, personnel and equipment to be used by Association**

A. Description of space utilized for each service provided:

Building Name	Square Footage	Space Description	Annual Valuation
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B. Personnel assigned (with % of employment):

Annual valuation (salary plus benefits)

C. Description of equipment provided:

Annual valuation

**II. Consideration for institutional facilities, personnel and equipment used by Association**





**Policies and Procedures for Internal Alumni Associations (Sample)**

The XYZ Alumni Association is recognized by the USM Board of Regents and by the University in accordance with the USM Board of Regents Policy on Alumni Associations.

The Alumni Association is a program of the university and as such is operated and controlled by the University.

The Alumni Association may have an Advisory Board and University officials or employees may participate on the Advisory Board.

The Alumni Association shall meet at least annually with University Officials to develop a written list of Alumni Association activities for the year.

Alumni Association activities shall comply with applicable policies of the University, the USM and federal, state and local laws.

308.0 IX – 4.00 – POLICY ON ALUMNI ASSOCIATIONS – REPORTING FORM –  
INCORPORATED ALUMNI ASSOCIATIONS

**VII. Accountability and Reporting Within 180 days of the close of the USM’s fiscal year, the following shall be submitted by each alumni association to its Responsible Official. All submissions shall be with respect to the previous fiscal year.**

**Incorporated Alumni Associations**

- A. Certificate of Good Standing (current within 60 days of submission)
- B. List of Board of Directors as of the end of the fiscal year
- C. Statement signed by the Responsible Official affirming that the alumni association has operated in accordance with the policies of the Board of Regents of the USM and with laws and regulations of the State of Maryland and the United States and in particular the Internal Revenue Code
- D. Audited Financial Statements, if annual revenues exceed \$100,000
- E. If revenues are less than \$100,000, financial statement prepared in accordance with generally accepted accounting standards
- F. Copy of operating agreement
- G. Report of Alumni Association activities to include:
  - \_\_\_\_\_ Report of major activities of the alumni association (attach master events calendar, listing of programs and services offered, special projects)
  - \_\_\_\_\_ List of Alumni Board Members if applicable (attach current alumni Board of Governors listing)
  - \_\_\_\_\_ Copies of policies and procedures (Attach Bylaws, code of conduct, conflict of interest, if applicable)

Based on the attached report, the \_\_\_\_\_  
Name of Incorporated Alumni Association

Has operated in accordance with the policies of the Board of Regents of the USM and with the laws and regulations of the State of Maryland and the United States.

\_\_\_\_\_  
Signature of:  
Responsible Official/President of USM Institution

\_\_\_\_\_  
Date

Once signed, this report will be kept on file in the office governing/managing the internal alumni association of each USM institution.

**Board of Regents Policy on Alumni Associations Reporting  
Requirement for Internal Alumni Associations**

An Internal Alumni Association is required to establish, in cooperation with the Institution it serves (or, for an internal alumni association associated with the USM, the USM), written policies and procedures governing its operations. Within 180 days of the close of the USM’s fiscal year, the following shall be submitted by each internal Alumni Association to the Responsible Official. The President of the Institution shall be the Responsible Official for an alumni association associated with their institution or a component thereof. All submissions shall be with respect to the previous fiscal year (7/1 – 6/30).

Checklist for submission:

- \_\_\_\_\_ Report of major activities of the alumni association (attach master events calendar, listing of programs and services offered, special projects)
- \_\_\_\_\_ List of Alumni Advisory Board Members if applicable (attach current alumni Board of Directors listing)
- \_\_\_\_\_ Copies of policies and procedures (Attach Bylaws if applicable, if not, attach operating procedures or guiding principles in addition to any relevant documents, i.e., Volunteer board position descriptions, code of conduct and/or Volunteer committee descriptions)

Based on the attached report, the \_\_\_\_\_  
Name of Internal Alumni Association

Has operated in accordance with the policies of the Board of Regents of the USM and with the laws and regulations of the State of Maryland and the United States.

\_\_\_\_\_  
Signature of:  
Responsible Official/President of USM Institution

\_\_\_\_\_  
Date

Once signed, this report will be kept on file in the office governing/managing the internal alumni association of each USM institution.

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### **308.0 IX – 4.00 – POLICY ON ALUMNI ASSOCIATIONS**

(Approved by the Board of Regents, August 27, 1993; revised: June 10, 2016; [revised DATE](#))

#### **Board of Regents Policy on Alumni Associations**

The University System of Maryland Board of Regents (Board) recognizes the importance of alumni associations in fostering and maintaining close and mutually beneficial ties between alumni and the constituent institutions [and Centers](#) (Institutions) of the University System of Maryland (USM). It is the intent of the Board 1) to develop policies and procedures governing the recognition and management of alumni organizations, including the use of funds and institutional resources and, 2) to ensure cooperative and collaborative efforts between the alumni organizations and the Institutions they support.

#### **I. Guiding Principles**

- A. Alumni associations should be organized and operated for the benefit of the Institution and its alumni.
- B. Alumni associations should provide service and support to its members and to the Institution.
- C. Alumni associations may not restrict membership or benefits of membership on the basis of race, religion, national origin, gender, physical disability or sexual orientation.
- D. Alumni associations should recognize the unique role of the Responsible Official (as defined herein) in setting Institution priorities.

#### **II. Recognition**

An alumni association may use the name, facilities or resources of an Institution only if recognized by the Board pursuant to this policy, only to the extent permitted by this policy. In order to be recognized as an alumni association, an organization must have, as its [sole](#) purpose, one or more of the following:

- A. To foster or promote the general welfare of an Institution; or
- B. To advocate for public or private support of an Institution; or

- C. To provide educational, charitable or cultural activities for the benefit of the alumni or an Institution.

The procedure for recognition of a new alumni association is set forth below.

### **III. Association**

Alumni associations may be associated with the USM, an Institution or a component thereof, ~~all of which are herein for convenience referred to as the Institution.~~

### **IV. Responsible Official**

The Responsible Official is responsible for the relationship between the Institution and the alumni association. The President of the Institution shall be the Responsible Official for an alumni association associated with his or her Institution or a component thereof. In the case ~~of Alumni Association International~~ or an alumni association affiliated with a regional higher education center, the Chancellor shall be the Responsible Official.

### **V. Organization of Alumni Association**

Alumni associations must be organized in one of two ~~alternative~~ structures.

- A. An alumni association may be organized as a Maryland nonstock corporation, tax exempt under Section 501(c)(3) of the Internal Revenue Code (Incorporated Alumni Associations). The governing body of an Incorporated Alumni Association shall be its Board of Directors, which shall include a representative from the Institution or a component of the Institution (or for an alumni association associated with the USM, a representative from the USM) as an ex-officio non-voting member.
- B. Alternatively, an alumni association or office of alumni relations may choose to conduct and finance its program under the auspices and financial and operational oversight of the Institution or the USM (Internal Alumni Associations). In this case, advisory boards may be formed to assist and support the Institution's alumni association or office of alumni relations, but the Institution (or, for an internal alumni association associated with the USM, the USM) shall maintain all of the books and records of the program.

### **VI. Operating Agreement/Policies and Procedures**

Incorporated Alumni Associations must enter into a written operating agreement between the Institution and the alumni association (or for an incorporated alumni association associated with the USM, between the alumni association and the USM) on an annual basis authorizing the alumni association to operate and identifying the sharing of resources, facilities and employees and the costs thereof, and the consideration from the alumni association for the costs associated with the use of Institution resources, facilities

and employees. The operating agreement shall also articulate the responsibility of the alumni association to be clear in its communications, negotiations and transactions with third parties that while associated with the Institution or the USM, the alumni association is a separate and distinct entity and the obligations of the alumni association are not the obligations of the Institution, the USM or the State of Maryland.

An Internal Alumni Association shall establish, in cooperation with the Institution it serves (or, for an internal alumni association associated with the USM, the USM), written policies and procedures governing its operations.

## **VII. Accountability and Reporting**

Within 180 days of the close of the USM's fiscal year, the Responsible Official shall submit the following to the USM Office of Advancement:

### Incorporated Alumni Associations

- A. Certificate of Good Standing [from the Maryland State Department of Assessments and Taxation](#) (current within 60 days of submission)
- B. List of Board of Directors as of the end of the fiscal year
- C. Statement signed by the Responsible Official affirming that the alumni association has operated in accordance with the policies of the Board of Regents of the USM and with laws and regulations of the State of Maryland and the United States and in particular the Internal Revenue Code
- D. Audited Financial Statements, if annual revenues exceed \$100,000
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- F. Report of the major activities of the alumni association
- G. Copy of operating agreement

### Internal Alumni Associations

- A. Report of major activities of the alumni association
- B. List of Advisory Board members, if any
- C. Copy of Policies and Procedures
- D. Statement signed by the Responsible Official affirming that the alumni association has operated in accordance with the policies of the Board of Regents of the USM and with laws and regulations of the State of Maryland and the United States.

[See Appendix C for reporting templates for Incorporated Alumni Associations and Internal Alumni Associations.](#)

~~[Any alumni association that is also an affiliated foundation must comply with Section 15-](#)~~

~~104(b)(7) of the Education Article of the Annotated Code of Maryland: “(7) No funds shall be accepted from an affiliated foundation by a public institution of postsecondary~~



education unless the fiscal affairs of the affiliated foundation are audited annually by an independent certified public accountant.” (NOTE: THIS PARAGRAPH REFERS TO THE MEDICAL ALUMNI ASSOCIATION, WHICH HAS BEEN RECLASSIFIED AS A BUSINESS ENTITY.)

### **VIII. Procedure to Recognize New Alumni Association**

All requests to the Board of Regents for the recognition of a new alumni association should be approved by, and submitted through, the President of the requesting institution. Institutions are encouraged to develop their own policies and procedures regarding establishment of new alumni associations that align with the requirements below. In the event that an alumni association affiliated with a regional higher education center should be proposed, the Chancellor would be the Responsible Official and the request should be approved by and submitted through the Chancellor. Other than these instances, it is not anticipated that any new alumni associations would be affiliated with the USM.

Requests should be submitted six weeks prior to a regularly scheduled Committee on Advancement meeting the full board meeting at which the request will be considered. Requests will be reviewed within the USM Office of the Chancellor before being submitted for review by the Board of Regents Committee on Advancement. The Committee on Advancement will then 1) decline the request, 2) request additional information or clarification, or 3) recommend recognition by the full Board.

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- A. Rationale for proposed establishment of the alumni association.
- B. Structure and functions of the proposed alumni association.
- C. A copy of the proposed operating agreement for an independent alumni association and a copy of the policy and procedures for an internal association.
- D. For an incorporated alumni association, a business plan narrative, including use of institution staff or resources, information on how the association will achieve a scale sufficient to satisfy all reporting and compliance requirements for tax exempt organizations and appropriately manage organizational risks, and an analysis of the additional engagement and donor benefit that would result from the new association.
- C.—E. For an internal alumni association, an analysis of the resource capacity of the institution to support the association, and an analysis of the additional engagement and donor benefit that would result from the new association.

### **IX. Fundraising**

All alumni associations must comply with 307.0 IX-300 Policy on Private Fundraising and Stewardship, in particular this statement:

No faculty member or other employee, alum or student of the University System of Maryland may solicit gifts and grants on behalf of an institution, or the System without the prior knowledge and

approval of the President or Chancellor, as appropriate. Informal exploratory inquiries to locate possible outside sources of support do not require such prior approval.

Alumni associations may only fundraise for their association or for its associated Institution. Institutions are encouraged to develop specific policies relating to alumni association fundraising efforts.

For Incorporated Alumni Associations, governing documents should indicate that, upon dissolution, any remaining assets held by the association will be transferred to a Board of Regents recognized entity for the benefit of the associated Institution.

### **IX.X. Termination of Recognition**

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Appendix A – Sample Operating Agreement (Incorporated Alumni Associations)

Appendix B – Sample Policies and Procedures (Internal Alumni Associations)

Appendix C – Reporting Template



**Alumni Association Model Operating Agreement**

**[M] = Mandatory Provision**

AGREEMENT, made this \_\_\_ day of \_\_\_\_\_, 201\_ by and between the [UNIVERSITY], (hereinafter referred to as “University”), which university is a constituent institution of the University System of Maryland, (hereinafter referred to as “USM”) and the \_\_\_\_\_ Alumni Association, Inc. a non-stock corporation organized and existing under the laws of the State of Maryland, having its principal place of business located at \_\_, Maryland, (hereinafter referred to as “Association”).

WITNESSETH:

WHEREAS, University has an interest in maintaining close and mutually beneficial ties with its graduates and former students (hereinafter referred to as “Alumni”); and

WHEREAS, Association has been established for the primary purpose of promoting the best interests of the University and such other purposes set forth in its Articles of Incorporation, attached hereto and incorporated herein is *Exhibit A*, including but not limited to, serving as a liaison between University and its Alumni; and

WHEREAS, the parties desire to enter into an agreement under which the University will provide facilities, employees and such other resources as will enable the Association to carry out its purposes in support of the University.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties hereto, agree as follows:

1. The Association will conduct its activities in accordance with the policies of the University and the USM, including the Board of Regents Policy on Alumni Associations, attached hereto and made a part hereof as *Exhibit B*. [M]
2. The Association will conduct those activities enumerated in *Exhibit C*, exclusively for the benefit of the University. Any additions to *Exhibit C* must be approved in writing as an amendment to this agreement. [M]
3. University shall make available to the Association the facilities, personnel and equipment designated in *Exhibit D*, attached hereto and made a part hereof. Any additions to or withdrawals from *Exhibit D* shall be made by written mutual consent of University and the Association. *Exhibit D* will also reflect the quantification of the cost of the facilities, personnel and equipment designated for use by the Association, as well as the consideration from the Association for such support. The Association hereby indemnifies the University, USM and the State of Maryland for any claims or damages resulting from the Association's use of facilities, employees or equipment. (M)
4. The Association shall take good care of the property set forth in *Exhibit D* and shall maintain it in a clean, sanitary and orderly condition. University shall keep such specified premises in good repair and make all necessary capital improvements in order to comply with all applicable federal, state and municipal health and safety codes. Any alteration or improvement to the premises, fixtures, or replacement equipment that may be paid for by the Association shall become the property of the University. Upon removal from the premises, the Association shall return the equipment and facilities provided hereunder in good and clean condition.
5. The Association must be in good standing in accordance with the law governing and practices of the Maryland Department of Taxation and Assessments. [M]
6. Management and control of the Association rests with its Board of Directors. [M]
7. Officers and staff members of the Association shall be bonded. [M]
8. The Bylaws of the Association shall provide that at least one University employee in a leadership role, elected by the Association, shall serve as an ex-officio member of its Board of Directors. [M]

9. If otherwise permitted in accordance with applicable law and Board of Regents Policy, University officials, including members of the Board of Regents, may serve as regularly elected voting members of the Board of Directors of the Association, provided they do not constitute a majority. [M] [Include employees from #8 in the count]

10. If otherwise permitted in accordance with applicable law and Board of Regents Policy, and with the consent of the Responsible Official, an officer or employee of the USM or the University may serve as an officer or employee of the Association. [M]
11. The Association may not engage in any activity that conflicts with any federal or State laws, rules and regulations, applicable policies or the role and mission of the University or the USM, including those provisions of the Internal Revenue Code governing corporations exempt from taxation under Section 501 (c) (3). [M]
12. No substantial part of the activities of the Association shall be the carrying on of propaganda, or otherwise attempting to influence legislation. The Association shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. In particular, the Association may not make any contribution, whether in money or in kind, to any candidate for public office or purchase tickets to an event intended to raise money for use by a candidate for public office. [M]
13. The Association hereby releases the University, the USM and the State of Maryland and their respective officers and employees from liability for loss or damage to the Association's property or injury to the Association's employees, business invitees, licensees, and guests on University or USM property. [M]
14. All correspondence, solicitations, activities, and advertisements on behalf of the Association shall use the name of the Association and shall be clearly identified as an activity of the Association to ensure that the public is aware the activities undertaken by the Association are separate and distinct from the University or USM. Letterhead should carry the name of the Association and any trademarks, service marks, logos, seals or the name of the University or USM may only be used with specific approval from the University and in accordance with USM and University policies and procedures. [M]
15. All negotiations and transactions with third parties should be done by the Association in a manner that makes it clear that the Association is a separate and distinct legal entity and not part of the University, USM or the State of Maryland, and no obligation of the Association shall be an obligation of the University, USM or the State of Maryland. [M]
16. Financial activities of the Association shall be administered in accordance with prudent business practices. [M]
17. If the Association's revenues for the year are \$100,000 or more, the Association shall be audited by an independent certified public accountant who is not a director or

officer of the Association. If an audit is not required, the Association shall submit to the Responsible Official its compiled financial statement, including balance sheet and income statement. The Association shall prepare its financial statements in accordance with generally accepted accounting principles. Any audit should be a full scope review performed in accordance with generally accepted auditing

standards. As part of the audit, the auditor shall verify a summary annual report of transfers of funds to the University or the USM. A copy of the completed audit, with all attachments thereto, will be provided to the University's Vice President for Administration and Finance (or the equivalent) within 180 days of the end of the audited period. [M]

18. The Responsible Official may inspect the books and records of the Association at any time. [M]

19. In order to comply with 11 and 12 herein, the Association shall provide a separate audit of any funds held for the use of the University President or the USM Chancellor. [M]

20. At the request of the Responsible Official, the Association shall permit the internal auditors of the Board of Regents access to all books and records concerning funds held for the use of any officers or USM. [M]

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Agreement as of the date first written above.

The XYZ Alumni Association

The XYZ University

By: \_\_\_\_\_

By: \_\_\_\_\_

(Name and Title)

President



**Alumni Association Articles of Incorporation**

**Board of Regents Policy on Alumni Associations**

**Activities of the Alumni Association**

**Alumni Association  
Facilities, Personnel, and Equipment Provided by the Campus**

**I. Facilities, personnel and equipment to be used by Association**

A. Description of space utilized for each service provided:

Building Name	Square Footage	Space Description	Annual Valuation
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B. Personnel assigned (with % of employment):

Annual valuation (salary plus benefits)

C. Description of equipment provided:

Annual valuation

**II. Consideration for institutional facilities, personnel and equipment used by Association**



**Policies and Procedures for Internal Alumni Associations (Sample)**

The XYZ Alumni Association is recognized by the USM Board of Regents and by the University in accordance with the USM Board of Regents Policy on Alumni Associations.

The Alumni Association is a program of the university and as such is operated and controlled by the University.

The Alumni Association may have an Advisory Board and University officials or employees may participate on the Advisory Board.

The Alumni Association shall meet at least annually with University Officials to develop a written list of Alumni Association activities for the year.

Alumni Association activities shall comply with applicable policies of the University, the USM and federal, state and local laws.

308.0 IX – 4.00 – POLICY ON ALUMNI ASSOCIATIONS – REPORTING FORM –  
INCORPORATED ALUMNI ASSOCIATIONS

**VII. Accountability and Reporting Within 180 days of the close of the USM’s fiscal year, the following shall be submitted by each alumni association to its Responsible Official. All submissions shall be with respect to the previous fiscal year.**

**Incorporated Alumni Associations**

- A. Certificate of Good Standing (current within 60 days of submission)
- B. List of Board of Directors as of the end of the fiscal year
- C. Statement signed by the Responsible Official affirming that the alumni association has operated in accordance with the policies of the Board of Regents of the USM and with laws and regulations of the State of Maryland and the United States and in particular the Internal Revenue Code
- D. Audited Financial Statements, if annual revenues exceed \$100,000
- E. If revenues are less than \$100,000, financial statement prepared in accordance with generally accepted accounting standards
- F. Copy of operating agreement
- G. Report of Alumni Association Activities to include:
  - \_\_\_\_\_ Report of major activities of the alumni association (attach master events calendar, listing of programs and services offered, special projects)
  - \_\_\_\_\_ List of Alumni Board Members if applicable (attach current alumni Board of Governors listing)
  - \_\_\_\_\_ Copies of policies and procedures (Attach Bylaws, code of conduct, conflict of interest, if applicable)

Based on the attached report, the \_\_\_\_\_  
Name of Incorporated Alumni Association

Has operated in accordance with the policies of the Board of Regents of the USM and with the laws and regulations of the State of Maryland and the United States.

\_\_\_\_\_  
Signature of:  
Responsible Official/President of USM Institution

\_\_\_\_\_  
Date

Once signed, this report will be kept on file in the office governing/managing the internal alumni association of each USM institution.

**Board of Regents Policy on Alumni Associations Reporting Requirement for Internal Alumni Associations**

An Internal Alumni Association is required to establish, in cooperation with the Institution it serves (or, for an internal alumni association associated with the USM, the USM), written policies and procedures governing its operations.

Within 180 days of the close of the USM’s fiscal year, the following shall be submitted by each internal Alumni Association to the Responsible Official. The President of the Institution shall be the Responsible Official for an alumni association associated with their institution or a component thereof. All submissions shall be with respect to the previous fiscal year (7/1 – 6/30).

Checklist for submission:

- \_\_\_\_\_ Report of major activities of the alumni association (attach master events calendar, listing of programs and services offered, special projects)
- \_\_\_\_\_ List of Alumni Advisory Board Members if applicable (attach current alumni Board of Directors listing)
- \_\_\_\_\_ Copies of policies and procedures (Attach Bylaws if applicable, if not, attach operating procedures or guiding principles in addition to any relevant documents, i.e., Volunteer board position descriptions, code of conduct and/or Volunteer committee descriptions)

Based on the attached report, the \_\_\_\_\_  
Name of Internal Alumni Association

Has operated in accordance with the policies of the Board of Regents of the USM and with the laws and regulations of the State of Maryland and the United States.

\_\_\_\_\_  
Signature of:  
Responsible Official/President of USM Institution

\_\_\_\_\_  
Date

Once signed, this report will be kept on file in the office governing/managing the internal alumni association of each USM institution.



**BOARD OF REGENTS  
COMMITTEE ON AUDIT**  
DRAFT - Minutes from Open Session  
December 18, 2023

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Regent Pope called the meeting of the Committee on Audit of the University System of Maryland Board of Regents to order at 10:00 a.m. This meeting was conducted via teleconference.

Regents in attendance included: Ms. Pope (Chair), Mr. Atticks, Ms. Gooden, Mr. Hur, Mr. McMillen, Mr. Neuberger and Mr. Wood. Also present were: USM Staff – Chancellor Perman, Mr. Acton, Mr. Brown, Ms. Clark, Ms. Denson, Mr. Eismeier, Mr. Hayes, Ms. Herbst, Mr. Mosca and Ms. Wilkerson; Office of the Attorney General - Ms. Langrill; CliftonLarsonAllen LLP (USM’s Independent Auditor) – Ms. Bowman.

The following agenda items were discussed:

1. Information & Discussion – DRAFT USM Audited Financial Statements

USM’s Associate Vice Chancellor for Financial Affairs and Director of Financial Reporting/Comptroller presented USM’s DRAFT Financial Statements for the fiscal year ended June 30, 2023. The report included a ‘Financial Snapshot’, which consisted of the key balance sheet strength ratios used by the bond rating agencies and a comparison of each institution’s performance to the prior year’s results.

2. Information and Discussion – Update - FY 2023 Independent Audit of USM’s Financial Statements, CliftonLarsonAllen, LLC

CliftonLarsonAllen, LLP’s Engagement Partner provided an update of their independent audit of USM’s FY 2023 Financial Statements. It is expected that their audit will be completed in the coming weeks and anticipates an unmodified opinion.

3. Information – Update of USM Enterprise Risk and Crisis Management Activity

USM’s Associate Vice Chancellor for Information Technology/CIO, presented an update of USM institutions’ enterprise risk and crisis management activities.

4. Information – Completed Office of Legislative Audit Activity

USM’s Vice Chancellor for Accountability presented an update on audits recently completed by the Office of Legislative Audit.



5. Information & Discussion - Follow up of Action Items from Prior Meetings

The committee reviewed the status of action items from prior meetings.

6. Convene to Closed Session

Regent Pope read aloud and referenced the Open Meetings Act Subtitle 5, §3-305(b) which permits public bodies to close their meetings to the public in special circumstances.  
[Moved by Regent Neuberger, seconded by Regent Atticks; unanimously approved.]

The closed session convened at approximately 10:45 a.m.



**BOARD OF REGENTS  
COMMITTEE ON AUDIT**  
DRAFT - Minutes from Closed Session  
December 18, 2023

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Regent Pope read aloud and referenced the Open Meetings Act Subtitle 5, §3-305(b) which permits public bodies to close their meetings to the public in special circumstances. [Moved by Regent Neuberger, seconded by Regent Atticks; unanimously approved.] The closed session commenced at approximately 10:45 a.m. This meeting was conducted via teleconference.

Regents in attendance included: Ms. Pope (Chair), Mr. Atticks, Ms. Gooden, Mr. Hur, Mr. McMillen, Mr. Neuberger and Mr. Wood. Also present were: USM Staff – Chancellor Perman, Mr. Acton, Mr. Brown, Ms. Clark, Ms. Denson, Mr. Eismeier, Ms. Herbst, Mr. Mosca and Ms. Wilkerson; Office of the Attorney General - Ms. Bainbridge and Ms. Langrill; CliftonLarsonAllen LLP (USM’s Independent Auditor) – Ms. Bowman.

The following agenda items were discussed:

1. USM’s Associate Vice Chancellor for Information Technology/CIO provided an update of USM’s IT Security Environments. (§3-305(b)(15)).
2. Ms. Bainbridge provided an update of USM’s legal matters for OAG. (§3-305(b)(7)).
3. USM’s Vice Chancellor for Accountability presented an update of the Office of Legislative Audits’ activity currently in process. (§3-305(b)(13)).
4. USM’s Director of Internal Audit presented the Proposed Internal Audit Plan of Activity For Calendar Year 2024. Regent Neuberger made a motion to approve the proposed internal audit plan for calendar year 2024, seconded by Regent Atticks: unanimously approved. (§3-103(a)(1)(i)).
5. USM’s Director of Internal Audit provided an update of engagement additions, cancellations, and completions to the Office of Internal Audit’s Audit Plan of Activity for Calendar Year 2023. (§3-103(a)(1)(i)).
6. USM’s Director of Internal Audit provided a status update of reported criminal allegations received by the Office of Internal Audit. (§3-305(b)(12)).
7. The Committee members met separately with the Independent Auditors and the Vice Chancellor for Accountability. (§3-103(a)(1)(ii)).

The closed session adjourned at 11:35 a.m.



**BOARD OF REGENTS  
COMMITTEE ON AUDIT**  
DRAFT Meeting Minutes  
January 29, 2024

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Mr. Pope called the meeting of the Committee on Audit of the University System of Maryland Board of Regents to order at approximately 10:00 a.m. This meeting was conducted via videoconference.

Regents in attendance included: Mr. Pope (Chair), Ms. Gooden, Mr. Hur, Mr. Neuberger, and Mr. Wood. Also present were: USM Staff – Mr. Acton, Mr. Brown, Ms. Clark, Ms. Denson, Mr. Eismeier, Mr. Hayes (phone), Ms. Herbst, Mr. Mosca; Office of the Attorney General -- Ms. Langrill; CliftonLarsonAllen LLP (USM’s Independent Auditor) – Ms. Bowman.

The following agenda items were discussed:

1. Information & Discussion – USM FYE 6/30/2023 Audited Financial Statements

USM’s Associate Vice Chancellor for Financial Affairs and Director of Financial Reporting/Comptroller presented USM’s Audited Financial Statements for the year ended June 30, 2023. The report included a “Financial Snapshot”, which consisted of the key balance sheet strengths. USM’s Controller also discussed the Statement of Revenue and Expenses which consisted of funding still available from HEERF funds and the results of adding component units previously not included with financial reporting.

2. Information and Discussion – FYE 6/30/2023 Independent Audit of USM’s Financial Statements

CliftonLarsonAllen, LLP’s Engagement Partner presented the final results of their FY 2023 audit of USM’ financial statements. The results opined an unmodified opinion with an emphasis of matter. The independent auditor noted:

- A material weakness in internal controls was discovered regarding inclusion of Faculty Physicians Plan;
- No instances of fraud were discovered through audit procedures; and
- The auditor received full cooperation from management.

The open session closed at approximately 10:31 a.m.

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**TOPIC:** Academic Program Proposal:  
Salisbury University: Master of Arts (M.A.) in Public Communication

**COMMITTEE:** Education Policy and Student Life and Safety

**DATE OF COMMITTEE MEETING:** Tuesday, January 16, 2024

**SUMMARY:** The proposed Public Communication M.A. program is based on the premise that each student brings to the program a unique set of experiences that shape their individual identity and goals. Students will gain proficiency and insight in the digital persuasion skills necessary to design strategic campaigns, produce multimedia products, manage social networks, understand audience motivations, and shape public engagements and behaviors. Students will learn how to conduct media research and examine the legal issues that inform the industry, study organizational behavior, employ analytics to understand digital engagement, and glean audience insights into the various communication fields.

The public communication program requires students to complete 36 credit hours of coursework. Students must take four foundation core courses (12 hours). Students then complete 12 hours of analytical and applied interdisciplinary electives and 9 hours in their specialized area of interest. Finally, the students carry out a 3-hour capstone by completing a scholarly thesis, a community-engaged project, or an internship. Capstones also require completion of a comprehensive exam.

**ALTERNATIVE(S):** The Regents may not approve the program or may request further information.

**FISCAL IMPACT:** No additional funds are required. The program can be supported by the projected tuition and fee revenue.

**CHANCELLOR'S RECOMMENDATION:** That the Education Policy and Student Life and Safety Committee recommend that the Board of Regents approve the proposal from Salisbury University to offer an M.A. in Public Communication.

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COMMITTEE RECOMMENDATION: Approval

DATE: January 16, 2024

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BOARD ACTION:

DATE:

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SUBMITTED BY: Alison M. Wrynn 301-445-1992

awrynn@usmd.edu

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December 18, 2023

Dr. Jay A. Perman, Chancellor  
University System of Maryland  
3300 Metzert Rd.  
Adelphi, MD 20783

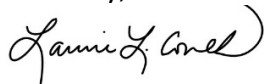
Dear Chancellor Perman:

On behalf of President Carolyn Lepre, the faculty, and the entire Salisbury University (SU) community, I am pleased to submit a request for approval for a new Master of Arts in Public Communication. The program encompasses three highly focused subject areas: athletic, health, and political communication. These three areas enable students to gain proficiency and insights in digital persuasion skills necessary to design strategic campaigns, produce multimedia products, manage social networks, understand audience motivations, and shape public engagements and behaviors.

The proposal, fully endorsed by Salisbury University, is attached for your review.

Thank you for your consideration.

Sincerely,



Laurie Couch, Ph.D.  
Provost and Senior Vice President of Academic Affairs

ecc: Dr. Candace Caraco, Associate Vice Chancellor for Academic Affairs, USM

**UNIVERSITY SYSTEM OF MARYLAND INSTITUTION PROPOSAL FOR**

- New Instructional Program
- Substantial Expansion/Major Modification
- Cooperative Degree Program
- Within Existing Resources, or
- Requiring New Resources

**Salisbury University**

Institution Submitting Proposal

**Master of Arts – Public Communication**

Title of Proposed Program

**Master of Arts**

Award to be Offered

60101

Proposed HEGIS Code

Department of Communication

Department in which program will be located

410-677-0111

Contact Phone Number



Signature of President or Designee

**Fall 2024**

Projected Implementation Date

09.0900

Proposed CIP Code

Dr. David Burns

Department Contact

dpburns@salisbury.edu

Contact E-Mail Address

12/15/23

Date

**Salisbury University**  
**Master of Arts – Public Communication Program Proposal**

**A. Centrality to Institutional Mission and Planning Priorities**

**1. Provide a description of the program, including each area of concentration (if applicable), and how it relates to the institution’s approved mission.**

Drawing upon the knowledge and experience of award-winning faculty and scholars, Salisbury University’s (SU’s) proposed **Public Communication M.A.** program will allow students to customize academic pathways to build understanding. The program is based on the premise that each student brings to the program a unique set of experiences that shape their individual identity and goals. Through a rigorous examination of the philosophical and theoretical foundations of communication theory and highly focused subject areas (e.g., athletic, health, corporate, or political communication), the program equips the student with the methodological and disciplinary skills to analyze, design, and implement innovative and diverse communication solutions to contemporary social challenges.

Students will gain proficiency and insight in the digital persuasion skills necessary to design strategic campaigns, produce multimedia products, manage social networks, understand audience motivations, and shape public engagements and behaviors. Students will learn how to conduct media research and examine the legal issues that inform the industry, study organizational behavior, employ analytics to understand digital engagement, and glean audience insights into the various communication fields. With the guidance of the graduate director, students will customize a program that reflects their career goals.

Through a combination of research- and industry-focused mentoring, real-life engagement, in-depth scholarly discussions and practical training, the proposed graduate program prepares the next generation of communication professionals and scholars to shape the post-pandemic twenty-first century world as both thoughtful scholars and innovative industry leaders.

This program neither duplicates nor harms another institution. In our state and around our region there is high demand for expertly trained public communication practitioners and researchers. The program’s unique features provide training in corporate, governmental, health care and athletic communication, which provides a perfect follow-on area of study for many of the state’s undergraduates aspiring to administrative positions in these industries. In addition, this program fills a gap in the current master’s program offerings at sister institutions in Maryland.

**2. Explain how the proposed program supports the institution’s strategic goals and provide evidence that affirms it is an institutional priority.**

The proposed M.A. in Public Communication closely aligns with SU’s mission. The program stresses community engagement via a diverse, student-centered learning environment that encourages a broad array of ideas and perspectives. Through affordable experiential learning, faculty mentors will train civically minded social scientists who will join the state’s workforce fulfilling the University’s commitment to serving “the local Eastern Shore community and the educational, economic, cultural, and social needs of our State and nation.” Further, the proposed program aligns with several of SU’s Strategic Plan objectives including: 1.1: Continue to support and develop our wide range of exceptional and challenging academic programs and experiences; 4.3: Enhance and expand local and regional partnerships and strategic alliances with private, public, and nonprofit organizations; and 4.4: Support community-based learning and community-engaged scholarship.

**3. Provide a brief narrative of how the proposed program will be adequately funded for at least the first five years of the program implementation.**

Salisbury University will provide the proposed program with adequate resources, facilities, and faculty in the same manner that it currently does for its existing academic programs in the Fulton School of Liberal Arts. Declines in some enrollments have created capacity for additional students and course delivery. Associated costs will be largely offset by existing tuition and course fees. Existing space (including those for specialized activities) will be utilized, with the capacity in the schedule for additional sections of courses. Should enrollment in the new program exceed expectations, additional faculty or other support may become necessary. Advising support will also be very important to the success of the program and will be provided by the program director and graduate faculty.

**4. Provide a description of the institution's commitment to:**

- a. Ongoing administrative, financial, and technical support of the proposed program:** The internal approval procedure for new programs at SU ensures the University's commitment to ongoing administrative, financial, and technical support of the proposed program. The Fulton School of Liberal Arts is well-established and includes graduate programs in Conflict Analysis & Dispute Resolution (CADR), English, and History as well as undergraduate majors in Art, Communication, CADR, English, Environmental Studies, French, History, Interdisciplinary Studies, International Studies, Music, Philosophy, Political Science, Psychology, Sociology, Spanish, and Theatre. There is an existing administrative structure in place to support this new program. The proposed program was vetted and approved by the Chair of the Department of Communication, the Fulton School Curriculum Committee, the Dean of the Fulton School, the Graduate Council, and the Provost, indicating their support of the new program offering.
- b. Continuation of the program for a period of time sufficient to allow enrolled students to complete the program:** SU is committed to support this program with sufficient time for enrolled students to complete the program. Our goal to establish this new graduate offering is driven by the strategic goals listed previously and to increase workforce-related offerings to our students. To accomplish these strategic goals and maintain educational quality in the Fulton School of Liberal Arts, support of this program and its students through graduation is essential.

**B. Critical and Compelling Regional or Statewide Need as Identified in the State Plan**

**1. Demonstrate demand and need for the program in terms of meeting present and future needs of the region and the State in general based on one or more of the following:**

- a) The need for the advancement and evolution of knowledge**
- b) Societal needs, including expanding educational opportunities and choices for minority and educationally disadvantaged students at institutions of higher education**
- c) The need to strengthen and expand the capacity of historically black institutions to provide high quality and unique educational programs**

The demand for public communication professionals in our region is immediate, growing, sustainable, and financially lucrative. The proposed graduate program will meet this need for trained, working professionals by providing the state's diverse cohort of students the academic foundations and real-world training needed to best fill these jobs; Eastern Shore graduates who can critically analyze data and present the information empirically and pragmatically to the public. To achieve this, our students need the critical knowledge base to comprehend, navigate, and professionally engage with today's communication demands in advanced, innovative, and insightful ways.



The proposed program also answers a student need for advanced communication training for current SU undergraduate students. The department is confident that many public communication-oriented undergraduates at SU who aspire to a post-graduate program would welcome the addition of an advanced degree in public communication. This interest extends to current communication students and students pursuing other undergraduate degrees at SU. To address this interest, the department will offer matriculated undergraduates an accelerated master's program, which allows students the opportunity to take up to three graduate courses during their undergraduate years to count toward both their undergraduate and graduate degree programs.

## **2. Provide evidence that the perceived need is consistent with the Maryland State Plan for Postsecondary Education**

The Communication Department is dedicated to actively recruiting, retaining, and serving Maryland's minority communities in accordance with [COMAR 13B.02.03.05](#). Specifically, the program addresses a statewide need to: (1) ensure expanded and equal educational opportunities for all Marylanders, (2) answer students' career trajectory demands by providing long-term graduate educational opportunities (see [Maryland State Plan for Postsecondary Education](#)) and (3) Expand educational opportunities and choices for minority and educationally disadvantaged students at institutions of higher education.

## **C. Quantifiable and Reliable Evidence and Documentation of Market Supply and Demand in the Region and State:**

- 1. Describe potential industry or industries, employment opportunities, and expected level of entry (ex: mid-level management) for graduates of the proposed program:** Public communication professionals include public relations practitioners in the athletic, health care, commercial, and public affairs/political arenas.
- 2. Present data and analysis projecting market demand and the availability of openings in a job market to be served by the new program:** According to the U.S. Bureau of Labor Statistics, employment of public communication professionals is projected to rise 11% from 2020-2030. [Projections](#) indicate a need for nearly 30,000 public communication professionals per year for at least the next decade - a rate faster than any other occupation. [Labor statistics](#) also show, geographically, the New York-Washington, DC corridor employs the largest number of public communication specialists in the country and with the highest annual mean income (topping out at over \$100,000 per year).
- 3. Discuss and provide evidence of market surveys that clearly provide quantifiable and reliable data on the educational and training needs and the anticipated number of vacancies expected over the next 5 years:** The Maryland Department of Labor's [Occupational Projections \(2020-2030\)](#) indicate ~9% increase in workforce demand for Media and Communications and Public Relations. As noted above, the demand for public communication professionals in our region is immediate, growing, sustainable, and financially lucrative.
- 4. Provide data showing the current and projected supply of prospective graduates:** It is anticipated that the proposed **Public Communication M.A.** degree proposed by SU would enroll ~10 students initially. Enrollment in the program is expected to increase gradually, adding 10, 14, and up to 16 students per year, to eventually reach a target of ~30 students by year five. This assumes a 90% program retention rate for fulltime students who are expected to graduate after two years (and 50% retention rate of part-time students). Similar programs at other institutions for which data was

publicly available have a range of enrollments from 15 students at similarly sized or smaller institutions to over 180 at large universities (e.g., University of Georgia).

#### **D. Reasonableness of Program Duplication**

##### **1. Identify similar programs in the State and/or same geographical area. Discuss similarities and differences between the proposed program and others in the same degree to be awarded.**

In Maryland, there are only three similar campus-based Master of Arts programs and none in SU's geographical region. Those institutions are Bowie State University, Towson University, and Notre Dame of Maryland. There are several online-only master's programs offered by Maryland schools: Stevenson University, University of Maryland Global Campus, and Loyola University. Two of those online-only programs offer Master of Science degrees - not Master of Arts. The third, Loyola University, offers a Master of Arts in Emerging Media, but that program focuses on the use of innovative media tools rather than mass media analysis and research.

As the Communication Department's Master of Arts in Public Communication will be a predominantly on-campus program, albeit offering various course delivery modalities, a comparison with the state's three campus-based programs is warranted.

Bowie State University is geographically the closest to SU. The school's Master of Arts in Organizational Communication is designed to train students to be organizational communication leaders in corporate, non-profit, and governmental organizations, or to pursue doctorate-level studies in human communication. Although this program is similar in aspirations to produce corporate and governmental leaders, it does not include training in health communication and athletic communication, two rapidly expanding and in-demand industries.

Notre Dame of Maryland University's Master of Arts in Contemporary Communication is described as providing students a diverse mix of experiences and skills in contemporary communication theory, creative communication strategies, and visual communication competencies. In comparison to the proposed program, Notre Dame focuses more on the creative elements of the industry and does not focus on community-engaged, practical experiences, the hallmark of SU's programs, including the proposed M.A. in Public Communication.

Towson University's master's program is the furthest away geographically from SU's M.A. in Public Communication. Towson's program focuses on researching, designing, implementing, and assessing communication strategies in organizational settings. Its graduate program follows more traditional research-based programs and lacks the applied research focus of the proposed M.A. in Public Communication.

It is important to note, the programs compared above are in the Washington-Baltimore geographical region. With these existing programs in relative proximity to one another, it appears SU's proposed M.A. in Public Communication, many miles from the nearest program, can successfully find its niche and serve the needs of many Marylanders.

##### **2. Provide justification for the proposed program.**

Employment of public communication professionals is one of the fastest growing professions in the country with projections to rise over 10% over the next decade. This equates to nearly 30,000 public communication professionals hired every year, boasting salaries that top out at over \$100,000 per year.

The demand for public communication professionals in our region is constant, growing, and financially lucrative. The Communication Department is excited to offer a program that meets the demand for public communication professionals with strong foundational skills and focused track instruction. The program allows both the flexibility to shift delivery modalities easily from in-person to hybrid courses and to support expanding interest areas (e.g., environmental communication). Additionally, the program will welcome and support degree-holders from other disciplines and working professionals who wish to extend their academic credentials.

**E. Relevance to High-demand Programs at Historically Black Institutions (HBIs):**

**1. Discuss the program’s potential impact on the implementation or maintenance of high-demand programs at HBI’s.**

The Communication Department’s proposed Public Communication program will not negatively impact Maryland’s HBI’s and will serve Maryland’s minority communities. For example, by offering a complementary post-graduate program for the state’s historically black institutions (HBIs), the program can address a stated statewide need to: (1) ensure expanded and equal educational opportunities for all Marylanders; (2) answer students’ career trajectory demands by providing long-term graduate educational opportunities as outlined in the latest [Maryland State Plan for Postsecondary Education](#); and (3) expand educational opportunities and choices for minority and educationally disadvantaged students at institutions of higher education as required by Maryland’s [COMAR 13B.02.03.05](#).

As examples, the M.A. in Public Communication dovetails nicely with undergraduate programs at both Morgan State University and the University of Maryland Eastern Shore. These programs include undergraduate programs of study that provide foundational training that complements the proposed M.A. in Public Communication.

**F. Relevance to the identity of Historically Black Institutions (HBIs):** As noted above, the proposed program is not anticipated to compete with similar programs at HBIs or negatively impact them in any way.

**G. Adequacy of Curriculum Design, Program Modality, and Related Learning Outcomes:** (as outlined in COMAR 13B.02.03.10)

**1. Describe how the proposed program was established, and also describe the faculty who will oversee the program.**

The proposed program’s origins stem from stated needs by industry professionals for highly trained public communication professionals and a faculty desire to address that need. The program’s structure is derived from successful programs around the nation. The focus on civic engagement and experiential learning reflects Salisbury University’s mission and the faculty’s expertise in applied learning. As mentioned earlier, the department’s award-winning faculty scholars will offer a combination of research-and industry-focused mentoring, real-life engagement, in-depth scholarly discussions, and practical training. The program will prepare the next generation of communication professionals and scholars to shape the post-pandemic twenty-first century world and produce thoughtful scholars and innovative industry leaders.

**2. Describe educational objectives and learning outcomes appropriate to the rigor, breadth, and (modality) of the program.**

The educational objectives and intended student learning outcomes of the program are to:

- Develop skills to analyze and evaluate research methods and their use in professional settings.

- Understand communication theories and ways to apply them in personal and professional contexts.
- Apply critical thinking skills from prior experiences, then learn to utilize, analyze, and contribute to leading research in the field.
- Produce scholarly, professional, and creative materials that showcase student knowledge in a specific area of communication.

Due to the community-engaged nature of the program, courses will be taught on a traditional 15-week semester. The program will initially be offered as traditional in-person classes. However, the program's foundational courses may later transition to an online delivery, except for the hands-on course Advanced Media Literacy (COMM 502) where access to university-supplied equipment is needed. Graduate courses taught in tandem with undergraduate courses will match modalities, but the graduate courses can later transition to, for example, hybrid courses.

**3. Explain how the institution will: a) provide assessment of student achievement of learning outcomes in the program; b) document student achievement of learning outcomes in the program**

- SU strives to build and maintain a solid assessment process of student learning at the course, program, and institutional levels. SU's University Analysis, Reporting and Assessment (UARA) provides official student data and facilitates the collection and presentation of data for Academic Program Reports (APR) on a seven-year cycle. These APRs formalize the assessment of student learning outcomes to drive programmatic decision-making. Within the Communication program, faculty connect learning outcomes and objectives to specific required courses. Thus, course-level outcomes and performance can be used to assess student achievement.
- At the end of each academic year, the program will assess the extent to which learning outcomes are achieved by each student in the program. Modifications to classes or other adjustments may be made in response to areas where learning outcomes are not consistently achieved.

**4. Provide a list of courses with title, semester credit hours and course descriptions, along with a description of program requirements.**

The proposed M.A. degree in Public Communication will allow students to focus their studies on a variety of communication topics including health, corporate, athletics, or public affairs. The multi-focus option allows students to specialize in one area of communication. Courses will be taught in various modalities and at times convenient for the working professional.

The Public Communication program will require students to complete 36 credit hours of coursework. Students must take four foundational core courses (12 hours). Students then complete 12 hours from analytical and applied interdisciplinary electives and 9 hours in their specialized area of interest. Finally, the student completes a 3-hour capstone by completing a scholarly thesis, a community-engaged independent study, or an internship. All require completion of a comprehensive exam. (See Appendix I for the degree checklist and Appendix II for course descriptions).

**5. Discuss how general education requirements will be met, if applicable:** Students will be undergraduate degree-holding scholars or, in the accelerated master's program, will have completed general education requirements completed.

6. **Identify any specialized accreditation or graduate certification Requirements for this program and its students:** There are no specialized accreditation or graduate certification requirements for this program's students.
7. **Contracting with another Institution:** The proposed program will not contract with another institution or non-collegiate organization.
8. **Provide assurance and any appropriate evidence that the proposed program will provide students with clear, complete, and timely information on the curriculum, course and degree requirements, nature of faculty/student interaction, assumptions about technology competence and skills, technical equipment requirements, learning management systems, availability of academic support services and financial aid resources, and costs and payment policies.**

Upon approval, the program curriculum, courses, degree requirements, Department of Communication and Fulton School of Liberal Arts webpages, and SU undergraduate academic catalog will be updated clearly, completely, and in a timely manner. Approval of the **Public Communication M.A.** program will be communicated in a timely manner to the appropriate offices on campus by the program director in collaboration with the Office of Graduate Studies. All publications, including marketing, catalog and website admissions pages are vetted by the Marketing and Communications Department at SU, which fact-checks all submissions.

9. **Provide assurance and any appropriate evidence that advertising, recruiting, and administration materials will clearly and accurately represent the proposed program and the services available.**

The program will be clearly and accurately represented in advertising, recruiting, and admissions materials.

**H. Adequacy of Articulation:** This is a graduate program.

**I. Adequacy of Faculty Resources (*COMAR 13B.02.03.11*) and Faculty List**

1. **Provide a brief narrative demonstrating the quality of program faculty. Include a summary list of faculty with appointment type, terminal degree title and field, academic title/rank, status (full-time, part-time, adjunct) and the course(s) each faculty will teach in the proposed program.**

SU's Communication Department's faculty consists of distinguished professors, award-winning educators, prolific researchers, and nationally and internationally recognized scholars. The depth and breadth of the faculty's expertise results in outstanding training for skilled practitioners to enter the field or follow-on doctoral students. Appendix III lists information about each faculty member.

2. **Demonstrate how the institution will provide the ongoing pedagogy training for faculty in evidenced-based best practices, including training in:**
  - a. **Pedagogy Meets Needs of Students:** SU's [Center for the Advancement of Faculty Excellence](#) (CAFÉ) supports faculty in the areas of teaching, research, professional development and personal wellness and the office of [Instructional Design & Delivery](#) (ID&D) provides professional development for effective pedagogical practices and instructional support for faculty engaged in teaching and learning of online, hybrid and traditional courses. Collaboratively, these offices provide various, ongoing webinars, workshops, faculty learning communities, and initiatives around andragogical and pedagogical best practices. These include:

- 1) CAFÉ provides support in the following areas: Teaching and Pedagogy; Research and Scholarship; Professional Development; and Personal Wellness.
- 2) The Office of Instructional Design and Delivery (ID&D) offers multiple avenues of training. In-person workshops are offered for Canvas and drop-in sessions are also offered regularly. Topics covered include Applying the Quality Matters Rubric; Using Open Educational Resources; and “Soaring with Online Learning” which is held during the summer and winter sessions.
- 3) ID&D also offers regular seminars and trainings throughout the year related to the use of a variety of technology tools and platforms to enhance teaching and learning including webinars in Student Engagement and Instructor Presence; Flipping the Classroom; Using Technology to Enhance the Classroom Experience; and the Fair Use Act.
- 4) ID&D also distributes a weekly newsletter which contains information regarding upcoming activities (teaching podcasts), deadlines, and resources.
- 5) The University’s Office of Academic Affairs sponsors an annual Faculty Development Day (fall) and Teaching and Learning Conference (spring).
- 6) Faculty in the Fulton School of Liberal Arts are encouraged to apply for professional development funds and compete for annual faculty development awards. Awarded funds can be used for a variety of professional development activities. Opportunities for professional development, such as supported conference attendance, are also offered regularly by the Fulton School.

**b. the learning management system:** Instructional Design & Delivery provides support for the campus learning management system (Canvas) and other instructional software (such as lecture capture, audience response system) through workshops, video tips, and how-to instructions.

**c. evidenced-based best practices for distance education, if distance education is offered:** The **M.A. in Public Communication** will not be fully offered via distance education given the community-engaged nature of the program. However, as appropriate, several courses may be developed as online or hybrid courses. All Communication faculty have completed SU’s SOARING program, a multi-week program to prepare faculty to design, develop and deliver courses in a fully online or hybrid environment through the campus course management system, Canvas.

**J. Adequacy of Library Resources:** The Patricia A. Guerrieri Academic Commons (GAC) was recently named among the top 10 academic libraries in the country and functions as an integral component of the University’s academic programs through an organized structure which embraces public and technical services. As a member of USMAI (University System of Maryland and Affiliated Institutions) consortium, the library is affiliated with the USM’s twelve campuses and seventeen libraries for the purpose of sharing library resources. The integrated, comprehensive library system, ALEPH makes it possible for our patrons to have 24/7 access to USMAI library collections and electronic resources.

SU Libraries have existing resources to comprehensively support the proposed degree program. In relation to journal and newspaper articles, SU has several relevant titles through electronic access via our online database subscriptions, including (but not limited to): Academic Search Complete; Business Source Premier; EconLit; JSTO; ProQuest Newspapers; Science Direct; and Web of Science. Regarding monographic titles, SU has a significant number of titles that would support this major and is frequently adding more. SU’s ability to share resources within the USM system will also greatly support our students in the rare occasion that we might not have the exact title in-house that they would want or need, and these students would generally gain access to that title within the same week they requested it. In sum, no new library resources are directly required to support the proposed M.A. in Public Communication.

**K. Adequacy of Physical Facilities, infrastructure, and equipment (COMAR 13B.02.03.13):** SU houses outstanding media facilities and its infrastructure already serves the demands of undergraduates and graduate students on campus and in classrooms around the globe. The Communication Department has access to SU’s state-of-the-art [Integrated Media Center](#) (IMC). The IMC has a high-definition production studio, a high-definition news studio, an audio recording studio, thirteen non-linear video editing suites, and nine audio editing suites. In addition, the department has created a multi-use news laboratory featuring an integrated, industry-standard news production management system, and an innovative public relations learning laboratory. SU also houses Delmarva Public Media with its three NPR-affiliated radio stations. These facilities are used by students studying, as examples, public relations, multimedia journalism, as well as political, athletic, and health communication disciplines. The University’s facilities can serve the proposed graduate program today and as enrollments increase.

While fully online instruction is initially not envisioned for this program, SU has both an institutional electronic mailing system and a learning management system, Canvas. All students and faculty are given an SU email to utilize for all university correspondence. All faculty are given training on the LMS through Instructional Design & Delivery (ID&D). In addition, the IT Help Desk provides technical support to students who need assistance navigating their courses within the LMS or accessing e-mail.

**L. Adequacy of Financial Resources with Documentation (COMAR 13B.02.03.14):**

**Resources and Expenditures**

TABLE 1: RESOURCES					
Resources Categories	Year 1 (FY25)	Year 2 (FY26)	Year 3 (FY27)	Year 4 (FY28)	Year 5 (FY29)
1. Reallocated Funds	0	0	0	0	0
2. Tuition/Fee Revenue (c+g below)	\$93,049	\$172,873	\$217,800	\$250,406	\$284,217
a. #F.T Students	8	15	17	19	21
b. Annual Tuition/Fee Rate	\$9,969	\$10,169	\$10,372	\$10,580	\$10,791
c. Annual Full Time Revenue (a x b)	\$79,756	\$152,533	\$176,328	\$201,014	\$226,617
d. # Part Time Students	2	3	6	7	8
e. Credit Hour Rate	\$554	\$565	\$576	\$588	\$600
f. Annual Credit Hours	12	12	12	12	12
g. Total Part Time Revenue (d x e x f)	\$13,293	\$20,340	\$41,472	\$49,392	\$57,600
3. Grants, Contracts, & Other	0	0	0	0	0

External Sources					
4. Other Sources	0	0	0	0	0
TOTAL (Add 1 - 4)	\$93,049	\$172,873	\$217,800	\$250,406	\$284,217

TABLE 2: EXPENDITURES					
Expenditure Categories	Year 1 (FY25)	Year 2 (FY26)	Year 3 (FY27)	Year 4 (FY28)	Year 5 (FY29)
1. Total Faculty Expenses (b + c below)	\$57,375	\$58,523	\$89,539	\$121,774	\$124,209
a. # FTE	0.50	0.50	0.75	1.00	1.00
b. Total Salary	\$85,000	\$86,700	\$88,434	\$90,203	\$92,007
c. Total Benefits	\$29,750	\$30,345	\$30,952	\$31,571	\$32,202
2. Total Administrative Staff Expenses (b + c below)	\$5,738	\$8,778	\$8,954	\$9,133	\$9,316
a. # FTE	0.05	0.08	0.08	0.08	0.08
b. Total Salary	\$85,000	\$86,700	\$88,434	\$90,203	\$92,007
c. Total Benefits	\$29,750	\$30,345	\$30,952	\$31,571	\$32,202
3. Total Support Staff Expenses (b + c below)	\$2,700	\$4,131	\$4,214	\$4,298	\$4,384
a. # FTE	0.05	0.08	0.08	0.08	0.08
b. Total Salary	\$40,000	\$40,800	\$41,616	\$42,448	\$43,297
c. Total Benefits	\$14,000	\$14,280	\$14,566	\$14,857	\$15,154
4. Equipment	0	0	0	0	0
5. Library	0	0	0	0	0
6. New or Renovated Space	0	0	0	0	0
7. Other Expenses	\$20,000	\$20,000	\$28,000	\$28,500	\$31,500
TOTAL (Add 1 - 7)	\$85,813	\$91,432	\$130,707	\$163,705	\$169,409

**Budget Assumptions:**

- 2% annual increase in tuition and fees



- 2% annual increase in S&B
- All Maryland residents
- 18 credits per year for FT students
- 12 credits per year for PT students

### **M. Adequacy of Provisions for Evaluation of Program**

SU and the programs within the Fulton School of Liberal Arts have a long tradition of assessment. At SU, University Analysis, Reporting and Assessment (UARA) provides official student data, including enrollment, retention, and graduation rates. UARA provides this data annually to each specific school or department. To track the measures for all academic programs and offerings, the Office of the Registrar assigns a unique code to all specified student population groups.

Course evaluations occur each semester through the student evaluation of instruction, which is an online, anonymous survey. This assessment evaluates faculty on teaching skills and dispositions. Faculty evaluations occur through annual faculty evaluations by the Department Chair, evaluations as part of the Promotion and Tenure Review Process, and the Post Tenure Review Process (every five years after tenure). Once a year, tenure-track faculty complete the annual faculty evaluation report which includes goals for the year, as well as achievements in the areas of teaching, scholarship, and service. In the Tenure & Promotion and Post-Tenure Review processes, faculty are assessed for their contributions in the areas of teaching, scholarship, and service.

Student learning outcomes are based on key assessments in major courses, which will include a comprehensive exam, writing-intensive assignments, practical exams (demonstration of proficiency in certain skills), and/or other assessments.

Each academic program undergoes a full review every seven years which includes an internal evaluation as well as a report by an external reviewer.

### **N. Consistency with the State’s Minority Student Achievement Goals:**

The Communication Department will actively recruit minority students. The public communication industry suffers from a lack of diversity among its ranks. The industry recognizes the problem and lists minority hiring, training, and retention as top priorities. A 2021 analysis by a coalition of public communication professionals, called the [New Diversity Action Alliance](#), found only 21% of public communication professionals are racially or ethnically diverse. A 2018 report by [The Harvard Business Review](#) recommends the industry prioritize “[fostering] relationships with colleges to build a pipeline of [minority] talent.”

The [2020 U.S. Census](#) indicates that Maryland is majority diverse. Statistics indicate 29.5% of Marylanders are Black or African American, 6.8% are Asian, and 6% are Hispanic. Considering a 2018 survey found over [70% of college students](#) study at an institution near their residence, Delmarva Peninsula counties account for the 2<sup>nd</sup> and 3<sup>rd</sup> highest concentrations of Hispanics and the 4<sup>th</sup>, 6<sup>th</sup> and 7<sup>th</sup> largest concentrations of Black and African Americans in the state. By actively recruiting among these minority populations, the Communication Department’s graduate program both satisfies a state-wide demand to focus on and train minorities and responds to a recognized industry demand for, and access to, a pipeline of well-trained minority public communication professionals.

The program will offer choices in delivery methods, including in-person, evening classes at SU's campus in Salisbury, and online courses. All these options ensure that the program is accessible to students who are balancing school with other life commitments, including work and caretaking demands.

**O. Relationship to Low Productivity Programs Identified by the Commission:** The proposed concentration is not related to an identified low productivity program.

**P. Adequacy of Distance Education Programs (as outlined in COMAR 13B.02.93.22):**

- 1. Provide affirmation and any appropriate evidence that the institution is eligible to provide distance education:** SU is approved to provide distance education courses by the Middle States Commission on Higher Education.
- 2. Provide assurance and any appropriate evidence that the institution complies with the C-RAC guidelines:** As an institution, SU is committed to ensuring that all online-related education offerings are designed and reviewed using the [Quality Matters rubric](#). Quality Matters (QM) is a nationally recognized peer-review process designed to foster on-going faculty-centered improvement of online education. Instructional Design & Delivery conducts the [Soaring with Online Learning program](#) to support best practices in distance education.

## Appendix I: M.A. in Public Communication checklist

**Brief Summary of the Proposed Program:** The public communication program requires students to complete 36 credit hours of coursework. Students must take four foundation core courses (12 hours). Students then complete 12 hours from analytical and applied interdisciplinary electives and 9 hours in their specialized area of interest. Finally, the student completes a 3-hour capstone by completing a scholarly thesis, a community-engaged project, or an internship. Capstones also require completion of a comprehensive exam.

### Core Courses – 12 hours

COMM 501 – Advanced Communication Theory  
COMM 503 – Advanced Communication Research  
COMM 502 – Advanced Media Literacy  
COMM 504 – Communication Law

### Interdisciplinary Electives - 12 hours (2 courses from each category)

#### Public Communication Electives (Analytical)

COMM 512 – Intercultural Communication  
COMM 542 – Advertising Campaigns  
COMM 545 – Digital Public Relations  
COMM 547 – International Public Relations  
COMM 548 – PR Cases and Strategies  
COMM 550 – Crisis Communication

#### Media Electives (Applied)

COMM 533 – Documentary Production  
COMM 536 – Mass Media Management  
COMM 537 – Mobile Journalism  
COMM 539 – Critical Issues in New Media  
COMM 554 – Advanced Audio Production  
COMM 565 – Digital Strategy

### Competency Areas - 9 hours

#### Public Affairs/Political Communication:

COMM 509 – Non-Profit Communication  
COMM 514 – Conference and Meeting Mgt.  
COMM 530 – Political Communication  
COMM 549 – Public Affairs Reporting

#### Health Communication:

COMM 549 – Public Affairs Reporting  
COMM 551 – Health Communication  
COMM 552 – Health Engagement & Advocacy  
COMM 553 – Health Behavior Change

#### Corporate Communication:

COMM 509 – Non-Profit Communication  
COMM 511 – Managerial Communication  
COMM 514 – Conference and Meeting Mgt.  
COMM 560 – Organizational Communication

#### Athletic Communication:

COMM 511 – Managerial Communication  
COMM 532 – Sports Communication  
COMM 534 – Sports Reporting  
COMM 566 – Specialized Reporting

### Capstone – 3 hours

COMM 592: Independent Study OR COMM 595: Internship OR COMM 597: Thesis  
(A Comprehensive and/or Oral Exam is required for each Capstone option)

## **Appendix II: List of courses, titles, credit hours, and course descriptions:**

**COMM 501 – Advanced Communication Theory** (3 Hours Credit) - Selected philosophies and theories of human communication, encompassing structures, forms, and contexts of communication, which include cultural contexts, assumptive biases and world views of theories and theorists.

**Prerequisite:** Graduate Status

**COMM 502 – Advanced Media Literacy** (3 Hours Credit) - Advanced study of the theoretical and practical underpinnings for students to produce original aural and visual content to communicate a purposeful message to a mass audience. Produce a variety of media projects. **Prerequisite:** Graduate Status

**COMM 503 – Advanced Communication Research** (3 Hours Credit) - Advanced study of communication research methodologies. The application of communication theory and research methods in a real-world setting. **Prerequisite:** Graduate Status

**COMM 504 – Mass Communication Law** (3 Hours Credit) - Consideration of the legal and regulatory context of mass communication. Topics include constitutional, first amendment and statutory issues and the study of regulatory agencies and processes. **Prerequisite:** Graduate Status

**COMM 509 – Non-Profit Communication** (3 Hours Credit) - Provides an overview of issues in nonprofit organizational communication and the opportunity to become nonprofit certified through Nonprofit Leadership Alliance. Topics include strategic communication, volunteer recruitment and management, philanthropic fundraising, diversity and inclusion in the nonprofit sector, and corporate/nonprofit partnerships. **Prerequisite:** Graduate Status

**COMM 510 – Managerial Communication** (3 Hours Credit) - Study of the role of the manager as a communicator at various organizational levels. Students study various communication strategies available to managers. Topics include information processing; presenting, receiving, and gathering information; goal setting; decision making and change. **Prerequisite:** Graduate Status

**COMM 512 – Intercultural Communication** (3 Hours Credit) - Study of correctable communication problems caused by cultural differences. Analysis of problems from communication and cultural perspectives. Emphasis on the application of ways to avoid and correct such problems.

**Prerequisite:** Graduate Status

**COMM 514 – Conference and Meeting Management** (3 Hours Credit) - Studies the basic principles and procedures for the effective management of small- and large-scale conferences and meetings in a variety of contexts, including education, sales and marketing, professional associations, and government. Apply the knowledge gained through readings and lecture to actual and simulated conferences. Become involved in the actual planning and management of a conference. **Prerequisite:** Graduate Status

**COMM 530 – Political Communication** (3 Hours Credit) - Studies the role of media and rhetoric in political campaigns and the political process. **Prerequisite:** Graduate Status

**COMM 532 – Sports Communication** (3 Hours Credit) - An introduction and overview of the field of sport communication; topics may include models of sport communication, print and electronic media, sport advertising, public relations, media relations, and employment opportunities. Critically assess the communication efforts of sport organizations as well as construct communications in the field of sport. **Prerequisite:** Graduate Status

**COMM 533 – Documentary Production** (3 Hours Credit) - Investigates documentary styles and techniques while emphasizing the documentary production process. Students develop a documentary

project by following documentary components (proposal, treatment, rushes, etc.), culminating in a completed 24-30-minute documentary. **Prerequisite:** Graduate Status

**COMM 534 – Sports Reporting** (3 Hours Credit) - Attain practical, real-world experience by producing programs in the "sports news" genre for SU's campus and community access channels. All on-camera and behind-the-scene crew positions are filled by students. **Prerequisite:** Graduate Status

**COMM 536 – Mass Media Management** (3 Hours Credit) - Study of problems facing today's managers in an ever-changing media landscape. Topics include economics, ownership, leadership, conflict management, programming, advertising, community relations, and government rules and regulations. **Prerequisite:** Graduate Status

**COMM 537 – Mobile Journalism** (3 Hours Credit) - Theory and practice of the production of print, broadcast and online journalism using mobile communication devices. **Prerequisite:** Graduate Status

**COMM 539 – Critical Issues in New Media** (3 Hours Credit) - Critical study of the transformation of the mass media and cultural landscape in relation to digital media and information technologies. Examines the consequences of the convergence of media platforms and technologies for individuals, society, politics, culture, and the media industries. **Prerequisite:** Graduate Status

**COMM 542 – Advertising Campaigns** (3 Hours Credit) - Focuses on the study and practice of planning and creating advertisements and advertising techniques such as campaign planning, copy writing and media placement. Explores the aesthetic dimensions of advertising expression and cultural dimensions of reading and interpreting advertisements. Overview of how the advertising industry operates, what ad people do, and the effects of advertising on society. **Prerequisite:** Graduate Status

**COMM 545 – Digital Public Relations** (3 Hours Credit) - The study and practice of strategic communication principles guiding social media strategy planning, integration, monitoring, and measurement over a range of platforms and its systematic application. **Prerequisite:** Graduate Status

**COMM 547 – International Public Relations** (3 Hours Credit) - Study of strategic communication principles and theoretical frameworks guiding research, design, implementation, and evaluation of international public relations efforts by corporations, institutions, and nongovernmental organizations. **Prerequisite:** Graduate Status

**COMM 548 – PR Cases and Strategies** (3 Hours Credit) - Examines public relations cases while developing strategies and scenarios for response. **Prerequisite:** Graduate Status

**COMM 549 – Public Affairs Reporting** (3 Hours Credit) - Examines media coverage of public agencies and social issues while emphasizing civic journalism. **Prerequisite:** Graduate Status

**COMM 550 – Crisis Communication** (3 Hours Credit) - Study of theories and methods of risk and crisis management. **Prerequisite:** Graduate Status

**COMM 551 – Health Communication** (3 Hours Credit) - Integrates health communication theory and practice to understand the intersections of culture and medicine and to explore the fundamental role of communication in a range of health care contexts. **Prerequisite:** Graduate Status

**COMM 552 – Health Engagement and Advocacy** (3 Hours Credit) – This course equips students to address social and economic determinants of health through a culture of action for capacity-building in vulnerable populations to advocate for their own well-being. Students will gain actionable and applied experience in strategic health communication and cultivate deeper insights into achieving health equity. **Prerequisite:** Graduate Status

**COMM 553 – Health Behavior Change** (3 Hours Credit) - Provides the knowledge to understand health behavior change theories and communicate health-related information to target audiences. Engages

various perspectives to cultivate experience in developing health communication messages and engaging behavior change for health promotion, disease prevention and cultivating well-being. **Prerequisite:** Graduate Status.

**COMM 554 – Advanced Audio Production** (3 Hours Credit) - An intensive course that advances audio knowledge and production abilities in creative sound recording/mixing/ processing/editing and sound design. Emphasizes audio for media, applied media aesthetics, sound design, and creative and artistic approaches to various types of sophisticated audio production including music recording, radio production and audio for other media (video, film, new media). **Prerequisite:** Graduate Status

**COMM 560 – Applied Organizational Communication** (3 Hours Credit) - Examines the process of communication from the perspective of the whole organization and studies various structures in business, education, the arts, etc. to analyze and improve communication. **Prerequisite:** Graduate Status

**COMM 565 – Digital Strategy** (3 Hours Credit) - Provides the knowledge of leveraging digital media to craft messages that help achieve organizational and individual goals and objectives, and cultivate productive relationships with target audiences through systematic and informed use of digital strategy principles. **Prerequisite:** Graduate Status

**COMM 566 – Specialized Reporting** (3 Hours Credit) - Provides an opportunity to focus reportorial and production skills on a specialized topic. Specialized topics could include, but are not limited to, sports, community, business, or international issues. Student work produced will be offered to media organizations around Maryland for use in professional broadcast news programs or news websites. **Prerequisite:** Graduate Status

**COMM 592 – Independent Study** (1-3 hour(s) Credit)

Student selects a topic for investigation with the advice of an instructor prior to registration. Student submits a proposal including a letter of intent, an outline of the proposed study and an abstract of the intended topic area. Prior familiarity and work with the topic are recommended. Students opting for COMM 592 as an elective requirement must take a minimum of three credits. **Prerequisite:** Graduate Status and permission of project chair and Graduate Director

**COMM 595 - Internship** (1-3 hour(s) Credit)

Provides practical experience in the application of theoretical concepts in areas including media production, multimedia journalism, organizational communication, public relations, etc. Only a total of three hours may be counted toward the program. Students opting for COMM 595 must also take a comprehensive exam. **Prerequisites:** Graduate status and permission of Internship Director and Graduate Director

**COMM 597 – Independent Research** (1-3 hour(s) Credit)

Intensive study of selected communication topics under faculty supervision, which culminates in substantial original scholarship. **Prerequisite:** Graduate status and permission of thesis chair and Graduate Director

**Appendix III: Communication Department Faculty, Appointment type, Terminal degree, Title, Field, Academic title/rank, Status (full-time, part-time, adjunct) and Course(s) faculty will teach in the proposed program.**

Vinita Agarwal, Tenured, Ph.D., PR/Health Comm, Professor, FT: COMM 545, COMM 547, COMM 551, COMM 552, COMM 553, COMM 565, COMM 592, COMM 597

Joshua Bolton, Tenure Track, Ph.D., PR/Corporate/Political Comm, Assistant Prof., FT: COMM 501, COMM 530, COMM 548, COMM 550, COMM 592, COMM 599

Carolina Bown, Tenure Track, Ph.D., Corporate/Nonprofit/Organizational Comm, Assistant Prof. FT: COMM 509, COMM 512, COMM 560, COMM 592, COMM 595, COMM 597

David Burns, Tenured, Ph.D., Multimedia Journalism/Sports Comm, Professor, FT: COMM 532, COMM 534, COMM 566, COMM 592, COMM 597

James Burton, Tenured, Ph.D., Media Studies, Associate Prof., FT: COMM 502, COMM 504, COMM 536, COMM 539, COMM 592, COMM 597

Jennifer Cox, Tenured, Ph.D., Multimedia Journalism, Associate Prof., FT: COMM 537, COMM 539, COMM 549, COMM 565, COMM 592, COMM 597

Chrys Egan, Tenured, Ph.D., Corporate/Organizational Comm, Professor, FT: COMM 501, COMM 514, COMM 530, COMM 560, COMM 592, COMM 597

Aaron Gurlly, Tenured, Ph.D., Media Production/Audio Production, Associate Prof., FT: COMM 502, COMM 533, COMM 554, COMM 566, COMM 592, COMM 597

Eun-Jeong Han, Tenured, Ph.D., Organizational/Intercultural Comm, Associate Prof. FT: COMM 501, COMM 503, COMM 512, COMM 560, COMM 599

Nathan Hartman, Tenure Track, MFA, Media Production/Audio Production, Assistant Prof., FT: COMM 502, COMM 554, COMM 592, COMM 597

Michael, Moeder, Tenured, Ph.D., Media Studies, Assistant Professor, FT: COMM 502, COMM 504, COMM 539, COMM 592, COMM 597

Meredith Morgoch, Tenure Track, Ph.D., PR/Strategic Communication, Assistant Prof., FT: COMM 501, COMM 503, COMM 514, COMM 565, COMM 592, COMM 597

Andrew Sharma, Tenured, Ph.D., Media Production/Documentary, Professor, FT: COMM 533, COMM 542, COMM 554, COMM 592, COMM 597

Casey Stratton, Tenure Track, Ph.D., PR/Strategic Communication, Assistant Prof., FT: COMM 501, COMM 511, COMM 560, COMM 592, COMM 597

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**TOPIC:** Salisbury University Proposal for a Graduate School

**COMMITTEE:** Education Policy and Student Life and Safety

**DATE OF COMMITTEE MEETING:** Tuesday, January 16, 2024

**SUMMARY:** Salisbury University proposes to transition its existing Office of Graduate Studies and Research to a Graduate School and a separate Office of Research and Sponsored Programs. This proposal is the result of ten years of exploration and study. The goals of the change are to facilitate branding of graduate programs, improve consistency in administrative and assessment processes, and provide more support for graduate students, as well as external stakeholders. The change would be consistent with what peer institutions have done.

Because the creation of schools or colleges generally entails additional administrative structures and related costs, the Regents must approve such actions as per USM III-7.05 Policy on the Creation/Development by University System of Maryland (USM) Institutions of Schools or Colleges. The policy requires institutions to submit to the Board of Regents a proposal that addresses five elements, which are aligned with the numbered sections of the attached proposal. In this case, the transition of the existing administrative unit to a graduate school will incur one-time, relatively modest re-branding costs that can be absorbed internally. The current Office of Graduate Studies and Research already has a dean and two support staff. Growth may in time incur additional costs, but these are expected and will be part of overall planning.

It should be noted that at this time, there is no name attached to the proposed graduate school that would fall under USM VI-4.00 Policy on the Naming of Facilities and Programs. Also, the university shall submit an update in two years consistent with USM III-7.05.

**ALTERNATIVE(S):** The Regents may not approve the proposal or may request further information.

**FISCAL IMPACT:** No additional funds are required.

**CHANCELLOR'S RECOMMENDATION:** That the Education Policy and Student Life and Safety Committee recommend that the Board of Regents approve the proposal from Salisbury University to create a graduate school.

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COMMITTEE RECOMMENDATION: Approval

DATE: January 16, 2024

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BOARD ACTION:

DATE:

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SUBMITTED BY: Alison M. Wrynn 301-445-1992

awrynn@usmd.edu

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# Proposal to Create a Graduate School at Salisbury University

Submitted the University System of Maryland Board of Regents  
November 2023

## Introduction

Salisbury University (SU) proposes to transition its Office of Graduate Studies and Research to a **Graduate School** and a separate Office of Research and Sponsored Programs. This transition would not require the creation of new academic programs, but rather, would elevate existing administrative functions and allow for “branding” of enhanced graduate program development. There was support for the creation of a Graduate School in late 2019, but that was understandably derailed by the pandemic. However, during President Carolyn Ringer Lepre's State of the University address in Spring 2023, she urged our campus to "revisit the proposal for establishing a new school for graduate studies."

Additional support for a centralized graduate school model is stated by the Council of Graduate Schools in its publication, *The Organization and Administration of Graduate Education-A Guide for University Leaders*, “Universities also need to carefully consider other benefits offered by a central graduate school, which if run well, can improve the institution’s reputation, enhance its programs and visibility, and increase its enrollments”.

The bylaws of the Board of Regents for the University System of Maryland (Section III-7.05: *Policy on the Creation/Development by University System of Maryland Institutions of Schools or Colleges*) require the proposing institution submit a narrative addressing the following areas for creation of a new school or college:

1. Decision-making process involved
2. Rationale for creation of the new school
3. Mission statement for proposed school
4. Proposed administrative structure and resources needed
5. Faculty resources in place.

Each of these requirements is addressed below including proposed outcomes within the rational section.

### **1. Decision-making process involved**

Over the course of several years, the process leading to this updated proposal has been open and deliberative. The idea originated with the development of SU’s 2014-2019 Strategic Plan by the Graduate Council faculty, and was presented at open forums, to Faculty Senate, and to the Executive Staff. *Appendix I* provides a detailed account of actions since 2013.

### **2. Rationale for creation of a Graduate School**

Salisbury University is recognized for excellence as a regional comprehensive university. An important component of our excellence is graduate education. By creating a Graduate School, Salisbury University will achieve the following **outcomes**:

**A Graduate School will help bolster our efforts to grow graduate enrollment.** The growth in graduate enrollment is part of a key strategic initiative for SU and adds a much-needed additional revenue growth option. Creation of a Graduate School will help facilitate this growth by branding graduate education as an essential component of our regional comprehensive university mission. This will improve our ability to develop and improve comprehensive marketing strategies for our graduate programs. Graduate enrollment growth was highlighted by President Lepre as part of her State of the University address in

Spring of 2023. The President challenged our campus to grow back to 8,500 students, “with a target of graduate students making up 12% of the University’s student population by 2028”.

**A Graduate School will align Salisbury University with our peers and enhance rankings.** It is important for Salisbury University to maintain and bolster reputational excellence. External perception of Salisbury University as a high-quality academic institution is enhanced by creating a Graduate School, which helps our rankings.

Additionally, forming a Graduate School will align SU with many of our peer institutions, aspirational peers, and other University System of Maryland schools. *Appendix II* provides information from 20 of these institutions. Currently, 13 of these institutions have either a school or college dedicated to graduate programs.

**A Graduate School will bolster graduate program presence and identity while providing a greater sense of belonging to graduate students.** As a regional comprehensive university, SU is known for excellence in undergraduate education. Additionally, SU offers several professional programs and traditional graduate educational opportunities. Our undergraduate students find their “home” in majors, organizations, or other affinity groups, and benefit from built-in support systems. While the Graduate Student Council is an effective advocacy group for graduate students at SU, there can be loss of identity for graduate students. Outside of their specific programs, where do graduate students belong? The Graduate School will give them an immediate place to find a sense of belonging. From there, additional support systems and partners can be forged to reinforce these efforts and align with the needs of this distinct community of learners.

While the academic home for each graduate program should continue to be located within corresponding academic departments, schools, and college, adding a specific administrative identity for graduate education further enhances excellence for SU graduate programs and provides a definitive sense of connection and recognition.

**A Graduate School will elevate accountability and equitable standards for graduate education.** The Graduate School will provide a more institution-wide, interdisciplinary perspective to graduate education at SU, leading to a stronger culture supporting graduate research and scholarship. By establishing a strong framework and support system for the leaders and staff working in graduate programs, the Graduate School will lead the development of additional quality controls and good practices. The Graduate School will provide consistency throughout graduate program application, admissions, and administrative processes while helping to ensure consistent and effective program assessment and management. Assessment and continuously improved outcomes are paramount for successful graduate programs. Strong, deliberative and effective graduate program assessment will be led by the Graduate School in partnership with the home academic departments and schools/college.

**A Graduate School will strengthen our ability to address workforce needs.** The addition of the Graduate School will allow SU to more intentionally help meet the workforce needs of our region and state by introducing specialized training programs, fostering strategic industry partnerships, promoting research and innovation initiatives, providing alternative credentials, enhancing career services, and supporting entrepreneurship initiatives within graduate education. This comprehensive approach ensures that SU graduates are not only academically prepared but also equipped with the practical skills and industry connections necessary to thrive in the evolving regional job market.

**A Graduate School will present new opportunities.** Creation of the Graduate School will demonstrate commitment to external stakeholders and present additional friend-raising and fundraising opportunities. The Graduate School expands on the already respected SU brand and provides an additional avenue for donors to contribute to SU. Additionally, the potential for growing doctoral education and advancing our Carnegie Classification status will be reinforced by having a Graduate

School. As a recognized separate administrative unit, the Graduate School will establish an external advisory board that can help grow fundraising opportunities and support strategic planning efforts.

### **3. Proposed mission statement for the graduate school**

The Graduate School provides administrative oversight and leadership for high-quality graduate programs that prepare and advance students for productive careers as professionals. SU's graduate programs offer U.S. and international holders of bachelor's and master's degrees opportunities for exceptional advanced professional and personal enrichment. The graduate curriculum is designed to assist students in attaining greater mastery of their fields of specialization, improving skills in pursuing independent study, and increasing professional knowledge and ability through the study of new findings in areas of special interest. The Graduate School will be the administrative home of the graduate faculty who devote mentoring and teaching excellence to graduate students.

### **4. Proposed administrative structure and necessary resources**

A Dean of the Graduate School and Research and two support staff are currently in place within the Office of Graduate Studies at SU. There is a strong partnership with Undergraduate Admissions, including collaboration on our newly acquired CRM/application tools in Slate. To begin the Graduate School, additional support from Graduate Assistants and realigned staff job duties may be necessary. As the Graduate School grows, additional staff support may be required to further focus and elevate graduate student enrollment management, graduate student records management, and graduate support services under the leadership of the Graduate School.

Reasonable budget realignments are necessary for successfully creating a Graduate School. Currently, approximately \$50K is spent annually on marketing and recruiting by the Office of Graduate Studies. An additional \$25K annually can be redirected internally for graduate marketing and recruiting. There is a strong partnership with the Marketing and Communications office already in place, providing specific resources for graduate marketing. A strong Graduate School model will help solidify the opportunities to market more effectively.

While re-branding (website, printed materials, banners, etc.) for the Graduate School would require an estimated additional \$20-25K, these are viewed as one-time expenses that can be absorbed internally as well.

### **5. Faculty Resources**

As this proposal does not create or change the academic home of any programs, the faculty resources are currently in place to meet expected student demand. Currently, there are 300+ members of the Graduate Faculty at SU. Many of these faculty are in departments and schools that currently have graduate programs. However, as some graduate programs (especially Doctoral programs) mature and demand grows, the graduate program portfolio also will evolve. As it does, faculty numbers may need to grow, and additional future needs will be addressed accordingly.

## **APPENDIX I: Timeline of the decision-making process**

### *Fall 2013 Semester – Initial Development*

As part of the development of Salisbury University's 2014-2019 Strategic Plan, there were numerous discussions about exploring the creation of a School of Graduate Studies. This idea was included in the plan.

### *Fall 2016 – Graduate Council Actively Engages*

The SU Graduate Council (GC) began discussions to actively consider creation of a School of Graduate Studies and a sub-committee was appointed to conduct a thorough review of options and SWOT analyses.

### *Spring 2017 – Graduate Council Sub-Committee Completes Analysis and Report*

At the April Graduate Council meeting, GC votes to send forward the report to Faculty Senate.

### *Spring 2017 – Faculty Senate Approves Further Exploration and Proposal Development*

Faculty Senate votes to move forward with development of full proposal to be submitted to Faculty Senate for future consideration.

### *Fall 2017 – Proposal Developed*

A proposal was drafted by the Chair of the Graduate Council, Dean of Graduate Studies and Research, and the Associate Provost for further consideration by the campus.

### *Fall 2017-Spring 2018 – Campus Discussion*

The proposal was submitted to the Faculty Senate and a campus-wide open forum was held to fully discuss the creation of a School of Graduate Studies. There was wide-spread support for the school. However, with the pending change in Presidency, the process was put on hold.

### *Spring/Fall 2019 – Process RE-initiated - Graduate Council and Faculty Senate*

The proposal was updated and supported unanimously by the Graduate Council. On March 26, 2019 the Faculty Senate passed the following motion:

*Although the Senate is not ready to endorse a Graduate School at this time, we are sympathetic to the needs of graduate programs within the university and are requesting that the administration investigate alternatives for meeting those needs.*

*That the Faculty Senate acknowledge receipt of the Graduate Council's report concerning the feasibility of creating a Graduate School at Salisbury University.*

*Further, the Faculty Senate encourages the SU administration to explore ways to provide support for the identified needs for graduate programs including, but not limited to, marketing, recruitment, admissions, registration, and increased enrollment in current and future graduate programs.*

At a minimum, there was a consensus that Graduate Programs at Salisbury University needed enhanced support.

### *Spring 2020 – Pandemic put a hold on all consideration for creating the Graduate School.*

### *Spring 2023 - Salisbury University State of the University Address*

Salisbury University President, Dr. Carolyn Lepre encourages campus to reconsider creation of a Graduate School during her State of the University address.

*Summer 2023 – Graduate Council and Faculty Senate Discussions*

The incoming Chair of the Graduate Council, Dr. Doug DeWitt met with Faculty Senate leadership to discuss bringing an updated proposal forward. There was agreement to proceed.

*September 2023 – Graduate Council Re-visits Proposal*

The current updated version of the proposal to create a Graduate School at Salisbury University is discussed at Graduate Council (with Provost and Senior Vice President for Academic Affairs, Dr. Laurie Couch, present). There is a unanimous approval and decision to move the proposal forward to Faculty Senate.

*October 2023 – Faculty Senate Consideration of Motion*

During the October 10, 2023 Faculty Senate meeting, a motion to approve and move forward the proposal to create a Graduate School at Salisbury University was presented to the Faculty Senate by the Graduate Council's Faculty Senate representative. Following discussion, the Faculty Senate voted to approve and forward the proposal for creation of a Graduate School at Salisbury University.

*November 2023 – Provost approval*

On November 6, 2023 the Provost approved the proposal to create a Graduate School.

## Appendix II: Graduate Administrative Structure Summary

### USM INSTITUTIONS

Bowie State University <a href="http://www.bowiestate.edu">www.bowiestate.edu</a>	Graduate School	Dean	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Research</li> <li>• Fellowships</li> </ul>	<ul style="list-style-type: none"> <li>• 19 Master's Degrees</li> <li>• 3 Doctoral Degrees</li> <li>• 17 Graduate Certificates</li> </ul>
Coppin State University <a href="http://www.coppin.edu">www.coppin.edu</a>	School of Graduate Studies	Dean	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Research</li> <li>• Policies</li> <li>• Grad Assistants</li> </ul>	<ul style="list-style-type: none"> <li>• 13 Master's Programs</li> <li>• 1 Doctoral Program</li> <li>• 8 Graduate Certificates</li> </ul>
Frostburg State University <a href="http://www.frostburg.edu">www.frostburg.edu</a>	Office of Graduate Services	No Dean	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Graduate Assistants</li> </ul>	<ul style="list-style-type: none"> <li>• 16 Master's Programs</li> <li>• 1 Doctoral Program</li> </ul>
Towson University <a href="http://www.towson.edu">www.towson.edu</a>	Office of Graduate Studies	Dean	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Registration</li> <li>• Graduate Assistants</li> </ul>	<ul style="list-style-type: none"> <li>• 48 Master's Programs</li> <li>• 7 Doctoral Programs</li> <li>• 3 Certificates of Advanced Study</li> <li>• 36 Post-Bac Certificates</li> </ul>
University of Maryland Baltimore County <a href="https://umbc.edu/">https://umbc.edu/</a>	The Graduate School at UMBC	Vice Provost and Dean	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Registration</li> <li>• Technology</li> <li>• Marketing</li> </ul>	<ul style="list-style-type: none"> <li>• 42 Master's Programs</li> <li>• 24 Doctoral</li> <li>• 27 Graduate Certificates</li> </ul>
University of Maryland Eastern Shore <a href="http://www.umes.edu">www.umes.edu</a>	School of Graduate Studies	Dean	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Policies</li> <li>• Graduate Assistants</li> <li>• Research</li> </ul>	<ul style="list-style-type: none"> <li>• 21 Master's Programs</li> <li>• 9 Doctoral Programs</li> <li>• 2 Graduate Certificates</li> </ul>

### PEER INSTITUTIONS

Campus	Graduate Divisions	Lead Officer	Duties	Graduate Programs
Buffalo State College, SUNY <a href="http://www.buffalostate.edu">www.buffalostate.edu</a>	Graduate School	Dean of Graduate School	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Recruitment</li> <li>• Grad Assistantships</li> </ul>	<ul style="list-style-type: none"> <li>• 45 Master's Programs</li> <li>• 11 Post-Bac Certificates</li> </ul>
Framingham State University <a href="http://www.framingham.edu">www.framingham.edu</a>	Office of Graduate Studies	Dean of Graduate Studies	<ul style="list-style-type: none"> <li>• Graduate Employment</li> </ul>	<ul style="list-style-type: none"> <li>• 31 Master's Programs</li> <li>• 1 Post-Bac Certificate</li> <li>• 12 Graduate Certificates</li> </ul>

Radford University <a href="http://www.radford.edu">www.radford.edu</a>	College of Graduate Studies and Research	Dean of College of Graduate Studies and Research	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Enrollment</li> <li>• Grad Assistantships</li> <li>• Education Support</li> </ul>	<ul style="list-style-type: none"> <li>• 22 Master's Programs</li> <li>• 15 Certificates</li> <li>• 6 Doctoral Programs</li> </ul>
Rowan University <a href="http://www.rowan.edu">www.rowan.edu</a>	Global Learning and Partnerships (formerly Graduate School)	Vice President	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Enrollment Counselor</li> <li>• Education Support</li> </ul>	<ul style="list-style-type: none"> <li>• 63 Master's Programs</li> <li>• 15 Doctoral Programs</li> <li>• 2 Post-Bac Certificates</li> <li>• 59 Certificates of Graduate Study</li> <li>• 14 Certificates of Advanced Graduate Study</li> </ul>
	Graduate School of Biomedical Sciences	Senior Associate Dean	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Enrollment Counselor</li> <li>• Education Support</li> </ul>	<ul style="list-style-type: none"> <li>• 5 Master's Programs</li> <li>• 2 Doctoral Programs</li> </ul>
University of North Carolina, Wilmington <a href="http://www.uncw.edu">www.uncw.edu</a>	Graduate School	Associate Provost or Research and Dean, Graduate School	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Technology Support</li> <li>• Budget</li> </ul>	<ul style="list-style-type: none"> <li>• 47 Master's Programs</li> <li>• 6 Doctoral Programs</li> </ul>
SUNY Oswego <a href="http://www.oswego.edu">www.oswego.edu</a>	Division of Graduate Studies	Dean of Graduate Studies	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Marketing</li> <li>• Recruitment</li> <li>• Enrollment</li> </ul>	<ul style="list-style-type: none"> <li>• 31 Master's Programs</li> <li>• 12 Post-Bac Certificates</li> <li>• 7 Grad Certs</li> </ul>
The College at Brockport, SUNY <a href="http://www.brockport.edu">www.brockport.edu</a>	Graduate School	Dean of The Graduate School	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Program Aide</li> <li>• Clemency</li> <li>• Recruitment</li> <li>• Systems Analyst</li> </ul>	<ul style="list-style-type: none"> <li>• 40 Master's Programs</li> <li>• 5 Certificates of Advanced Study</li> <li>• 8 Advanced Certificates</li> <li>• 4 Graduate Certificates</li> </ul>
Western Carolina University <a href="http://www.wcu.edu">www.wcu.edu</a>	Graduate School	Dean of Graduate School and Research	<ul style="list-style-type: none"> <li>• Enrollment</li> <li>• Student Services</li> <li>• Technology Support</li> </ul>	<ul style="list-style-type: none"> <li>• 27 Master's Programs</li> <li>• 6 Doctoral Programs</li> <li>• 7 Post-Bac Certificates</li> <li>• 3 Post Master's Certificates</li> </ul>
West Chester University of Pennsylvania <a href="http://www.wcupa.edu">www.wcupa.edu</a>	Graduate Studies	Dean of Graduate Studies	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Recruitment</li> <li>• Records</li> <li>• Registration</li> <li>• Graduate Assistants</li> <li>• Program Coordinators</li> </ul>	<ul style="list-style-type: none"> <li>• 73 Master's Programs</li> <li>• 7 Doctoral Programs</li> <li>• 47 Graduate Certificates</li> <li>• 1 Letter of Completion</li> <li>• 5 Post Bac Certs</li> </ul>

William Paterson University of New Jersey <a href="http://www.wpunj.edu">www.wpunj.edu</a>	Graduate Studies	Director	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Graduate Assistants</li> </ul>	<ul style="list-style-type: none"> <li>• 65 Master's Programs</li> <li>• 4 Doctoral Programs</li> <li>• 17 Endorsements</li> </ul>
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**ASPIRATIONAL PEER INSTITUTIONS**

Appalachian State University <a href="http://www.appstate.edu">www.appstate.edu</a>	School of Graduate Studies	Dean	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Recruiting</li> <li>• Student Services</li> <li>• Online Planning</li> <li>• Graduate Assistants</li> <li>• Professional Development</li> </ul>	<ul style="list-style-type: none"> <li>• 60 Master's Programs</li> <li>• 2 Doctoral Programs</li> <li>• 36 Certificates</li> </ul>
College of New Jersey <a href="http://www.tcnj.edu">www.tcnj.edu</a>	Graduate Studies	Director	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Continuing Education</li> <li>• Graduate Assistants</li> <li>• Professional Development</li> </ul>	<ul style="list-style-type: none"> <li>• 25 Master's Programs</li> <li>• 4 Post Master's Certificate</li> </ul>
Old Dominion University <a href="http://www.odu.edu">www.odu.edu</a>	Graduate School	Dean	<ul style="list-style-type: none"> <li>• Graduate Assistants</li> <li>• Graduate Life</li> </ul>	<ul style="list-style-type: none"> <li>• 73 Master's Programs</li> <li>• 47 Doctoral Programs</li> <li>• 3 Specialist Programs</li> </ul>
University of Northern Iowa <a href="http://www.uni.edu">www.uni.edu</a>	Graduate College	Dean	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Graduate Assistants</li> <li>• Graduate Life</li> </ul>	<ul style="list-style-type: none"> <li>• 53 Master's Programs</li> <li>• 11 Doctoral Programs</li> <li>• 51 Certificates</li> </ul>





### III – 7.05 – POLICY ON THE CREATION/DEVELOPMENT BY UNIVERSITY SYSTEM OF MARYLAND INSTITUTIONS OF SCHOOLS OR COLLEGES

(Approved by the Board of Regents, February 10, 2006)

Among the responsibilities of the Board of Regents articulated in the governance legislation that created the University System of Maryland is the following statement:

12-104 (C) The Board of Regents (1) is responsible for the management of the University System of Maryland and has all the powers, rights, and privileges that go with that responsibility, including the power to conduct or maintain any institutions, schools, or departments in the University at the locations the Board determines;

While the Board of Regents has delegated to the institutions authority for the creation of academic departments or the changing of department or college names, the creation of new schools or colleges within an institution, usually involves the creation of additional administrative structures, increased staffing requirements, and increased infrastructure costs, and may suggest a change in mission emphasis.

Therefore, in order for the Board to fulfill its responsibilities under the law, it is the policy of the University System of Maryland that any institution proposing the creation of a new school or college, regardless of whether such an action involves the development of new academic programs, shall submit a proposal to the Chancellor for consideration by the Board. This requirement for Board review and approval shall apply even if the creation of the new school or college is accomplished through the reallocation of existing resources and the realignment of existing academic departments.

The proposal should include the following elements.

- Rationale/need for creation of the new school or college;
- Decision-making process involved, role played by

various stakeholders;

- Mission statement for proposed school or college, and description of how the new entity relates to the approved mission of the institution;
- Description of proposed administrative structure, including current and eventual departments, staffing, organization chart; and
- Faculty resources now in place.

Approximately two years after initial Board approval, the institution shall provide to the Chancellor for submission to the Board a status report on the new school or college. That report shall include the following elements.

- Strategic plan for the school or college;
- Planned changes to faculty resources (five year projections);
- Five-year budget projections (revenue and expenditure detail);
- Program development and modification plans, if any; and;
- Enrollment projections for programs within the new school or college, if applicable.

It is understood that the approval by the Board of Regents of a new school or college in no way implies approval of new academic degree programs. Additions to the program inventory that will be housed in the new school or college must be made through the regular new program approval process.

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1 The terms "college" and "school" are used interchangeably to designate an administrative or operational unit of the university, generally comprising departments in related disciplines, which carries out teaching, research, and scholarship functions. A school or college normally is headed by a senior administrative official who holds the title of "dean."

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**TOPIC:** Civic Education and Community Engagement

**COMMITTEE:** Education Policy and Student Life and Safety

**DATE OF COMMITTEE MEETING:** Tuesday, January 16, 2024

**SUMMARY:** In May 2018, the Board of Regents received the [final report of the USM Workgroup on Civic Education and Civic Engagement](#) and accepted the recommendations of that workgroup. The recommendations included:

- Establish a USM Civic Learning and Democratic Engagement Workgroup as an ongoing USM workgroup with responsibility for defining goals, developing, and analyzing System-wide progress toward those goals.
  - Foster an ethos of civic engagement and participation across all parts of all institutions and through the educational culture.
  - Expand opportunities for civic learning and engagement throughout coursework and through community leadership programs.
- Encourage Carnegie Community Engagement classification for all institutions in USM.
- Encourage Voting by using the National Study of Learning Voting and Engagement (NSLVE data) to document and assess progress toward higher voter participation from each institution.

Since then, USM has pursued all five of those recommendations. This report summarizes this year's progress in the following areas:

- Civic Education and Community Engagement Council
- USM Student Civic Leaders Committee
- National Study of Learning Voting and Engagement
- Langenberg Legacy Fellowship Program
- Civic Education and Civic Engagement Symposium
- Civic Education and Civic Engagement Institutional Grants

The committee will also discuss ideas surrounding civic education-related courses and course requirements.

**ALTERNATIVE(S):** Information Only

**FISCAL IMPACT:** Information Only

**CHANCELLOR'S RECOMMENDATION:** Information Only

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COMMITTEE ACTION: Information Only

DATE: January 16, 2024

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BOARD ACTION:

DATE:

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SUBMITTED BY: Alison Wrynn

301-445-1992

awrynn@usmd.edu

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Meeting of the Education Policy and Student Life Committee of the USM Board of Regents  
January 16, 2024

Cover Sheet and Report Civic Education and Civic Engagement

### **Cover Sheet**

Background: In May 2018, the Board of Regents received the [final report of the USM Workgroup on Civic Education and Civic Engagement](#) and accepted the recommendations of that workgroup. The recommendations included:

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- Langenberg Legacy Fellowship Program
- USM Student Civic Leaders Committee
- National Study of Learning Voting and Engagement

Civic Education and Civic Engagement  
Education Policy and Student Life  
January 16, 2024

The most significant development this year has been the establishment of a new USM Council, the **Civic Education and Community Engagement Council (CECE)**, which will assume responsibility for sustaining the civic learning and democracy engagement work that is endorsed in the USM Strategic Plan, *Vision 2030*. With the establishment of this new Council, USM now has a leadership group that can help prioritize, elevate, assess, and report on the civic education and engagement elements of *Vision 2030*. The [council's charge](#) is attached to this report.

On November 3, 2023, USM hosted our third **Civic Education and Civic Engagement Symposium** at Towson University. U.S. Senator Ben Cardin was the keynote speaker, and Secretary Paul Monteiro, Maryland Department of Service and Civic Innovation, inspired an audience of over 200 participants from every USM institution to think about the broadest responsibilities of public higher education: educating for democracy. The [Civic Education and Civic Engagement Symposium](#) summary and agenda are attached to this report.

The **Carnegie Foundation's Elective Classification for Community Engagement** is a way for Colleges and Universities in the US to gain recognition for institutionalizing community engagement. Campuses must apply for the classification, which is offered every 2 years. This year USM offered one-time incentives (up to \$10,000) to every university working toward that goal. The request for [proposals](#) issued to the universities is included in this report.

In addition to the financial incentives to support Carnegie Community Engagement Classification, USM also offered universities one-time seed funding (\$19,000) to initiate or continue to work on **integrating civic learning and democracy engagement across the curriculum**. The [request for proposals](#) issued to the universities is included in this report.

We are now in the second year of the **Langenberg Legacy Fellowship Program** (academic year 2023–2024). This year's fellows conceived and implemented a variety of community engagement and civic education projects that have the potential to change lives. These extraordinary students came to their projects before Governor Moore's election, anticipating his transformative vision for public and community service. A list of this year's [Langenberg Legacy Fellows](#) is attached to this report, and we plan to celebrate them with an event this spring.

USM also convenes the **USM Student Civic Leaders Committee (SCLC)**, co-chaired this year by Musa Jafri (UMBC) and Rachel Michalski (FSU). Every USM university has student representatives on this committee, the President of the USMSC and the two Student Regents serving as ex-officio members. This year, the committee contributed to the planning of the system-wide Symposium, and the co-chairs participated in the student panel, moderated by Regent Michelle Gourdine. The SCLC is gearing up to support voter registration, get-out-the-vote activities, and recruiting student poll workers for the upcoming 2024 elections.

All USM institutions participate in the **National Study of Learning Voting and Engagement (NSLVE)** and USM receives a quadrennial report on the percentages of students on every

campus who registers to vote and votes, and the analysis includes a breakdown of demographics so all universities can see their strengths, and where there is room for improvement. When the results of the 2024 election become available, we will share the results with the Board of Regents. A [description of NSLVE](#) is attached to this report.

Finally, USM is taking two additional key steps in preparation for the 2024 presidential election. First, USM is in the process of refreshing and updating its “**USM Votes!**” **website**. This site previously served as an excellent, system-wide resource in advance of the 2020 presidential election. Furthermore, in December 2023, USM, in conjunction with partners at University of Maryland, College Park, applied for the federal **Help America Vote College Program (HAVCP)** grant, which is made available by the U.S. Election Assistance Commission. If received, the benefits of HAVCP would be distributed System-wide and assist all USM universities in recruiting, training, and putting poll workers into action at polling places across the state.

## **Civic Education and Community Engagement Council Charge**

The University System of Maryland wishes to establish a standing Council to advance civic education, democracy engagement, community engagement, and service-learning across the system. This standing Council would be responsible for leading and consolidating USM's commitment to implementing the Regents' recommendations in the Regent's Task Force on [Civic Education and Democratic Engagement](#) (2018), and the Action Plan developed at the AACU Institute for Engaged and Integrative Learning (2023). Since the USM Strategic Plan, *Vision 2030*, prioritizes civic learning and democracy engagement this Council will be responsible for annual reports on progress to the Board of Regents.

The CECE Council will support and promote the work of individual institutions' progress toward the Regents recommendations:

1. Foster an ethos of civic engagement and participation across all parts of all institutions and throughout the educational culture of USM.
2. Identify civic literacy as an expectation for all students.
3. Support and share best practices and explore how institutions can collaborate across the System.
4. Support institutions to develop and implement their Civic Education and Community Engagement implementation plans, which would set forth institution specific goals to strengthen institutional commitment to civic learning and community engagement, including current and future resources as needed.
5. Support institutions to apply for and maintain their Carnegie designation.

### **Membership**

- Each USM institution will identify up to two representatives to serve staggered two-year renewable terms on the USM CECE Council (at least one senior level member).
- The CECE Council will identify co-chairs who will serve rotating and staggered two-year terms.
- The Council will include student representatives from the Student Civic Leaders Committee and the USMSC.
- The Council will be staffed by USM senior staff (Associate Vice Chancellor), who will be responsible for scheduling regular meetings, developing agendas in collaboration with co-chairs, and keeping meeting notes, with necessary follow-up.

## **Civic Education and Civic Engagement Symposium**

On Friday, November 3, 2023, the University System of Maryland Office held its 2023 Symposium on Civic Education and Civic Engagement at Towson University. The event featured remarks from Towson President Mark Ginsberg, in his first week in office; Chancellor Perman; Secretary of Maryland's Department of Service and Civic Innovation, Paul Monteiro; and Michele W. Johnson, Director of the Maryland 250 Commission; an interview between Towson Vice President for Student Affairs Vernon Hurte and Senator Ben Cardin, senior senator for Maryland; and a moderated panel interview of five USM students, conducted by Regent Michelle Gourdine. The students were Vainavi Gambhir (UMCP), Musa Jafri (UMBC), Jakeya Johnson (BSU), Jayden Johnstone (TU), and Rachael Michalski (FSU).

There were approximately 150 attendees at the Symposium, including 15 students. Each institution was requested to assemble a team to attend the Symposium, including a student representative and campus leaders who oversee and conduct civic engagement-related work on campus.

The program centered on workshop-style sessions co-led by content area experts and members of our USM community. The workshops topics were Carnegie Classification for Community Engagement, Election and Voter Engagement, Integrating Civic Learning across the Curriculum, and Service Learning as a High-Impact Practice. The workshops were intended to be relevant and use-oriented for campus activities, specifically to support applications for seed grants and to help prepare for the upcoming presidential and other elections in 2024.

In October 2023, the USM Office issued a request for proposals to System institutions to apply for one-time grant funds to support applications for Carnegie Classification (Carnegie Classification Incentive Grants) and to support integrating civic education and civic engagement throughout the curriculum (Civic Integration Seed Grants).

The Planning Committee responsible for organizing and planning the Symposium included faculty and staff from several USM institutions and USM Office staff. Representing USM institutions: Paul Brown (Director of Civic Innovation Center, University of Maryland, College Park); Latisha Cooper (Director of Student Engagement, Accessibility, and Learning, Frostburg State University); Roger Hartley (Dean of College of Public Affairs, University of Baltimore); Nicole Marano (Vice President for Student Success and Chief Student Affairs Officer, University of Baltimore); Jared Moffett (Director of Experiential Learning, Bowie State University); Patrick O'Brien (Director of Civic Engagement, Frostburg State University); Alexander "Sandy" Pope (Associate Professor of Education and Director of the Institute for Public Affairs and Civic Engagement, Salisbury University); and Lena Morreale Scott (Director of Civic Education and Engagement Initiative, University of Maryland, College Park). From the USM office: Chair Nancy Shapiro (Associate Vice Chancellor for Education and Outreach); Dewayne Morgan (Senior Director for Education, Outreach, and Pipeline Development); Karen Feagin (P-20 Research and Proposal Coordinator); Nancy O'Neill (Acting Director of the Kirwan Center for Academic Innovation); and Joel Miller (P-20 Graduate Assistant).



USM Symposium on Civic Education and Civic Engagement  
November 3, 2023 | Towson University

PROGRAM

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8:30 a.m. – 9:15 a.m. **Breakfast, Registration, and Poster Session**

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**Welcome and Opening Remarks | 302DE**  
*Nancy Shapiro*, Associate Vice Chancellor for Education and Outreach  
Special Assistant to the Chancellor for P–20 Education  
*President Mark Ginsberg*, Towson University  
9:15 a.m. – 10:30 a.m. *Chancellor Jay Perman*, University System of Maryland  
*Lt. Governor Aruna Miller*, Lieutenant Governor of Maryland

**Keynote**

*Senator Ben Cardin*, Senior United States Senator for Maryland

- *Vernon J. Hurte*, Vice President for Student Affairs, Towson University, Interviewer
- 

10:30 a.m. – 10:45 a.m. **Transition and Coffee Break**

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**Carnegie Classification for Community Engagement | 302C**

- *Cammie Jones*, Director, Carnegie Elective Classification for Community Engagement, American Council on Education
- *Sandy Pope*, Associate Professor, Education, & Director, Institute for Public Affairs and Civic Engagement (PACE), Salisbury University

**Election & Voter Engagement | 323AB**

- 10:45 a.m. – 11:35 a.m.
- *Adam Gismondi*, Director of the National Study of Learning, Voting, and Engagement (NSLVE), Jonathan M. Tisch College of Civic Life, Tufts University
  - *Paul Brown*, Director, Civic Innovation Center, University of Maryland, College Park
  - *Patrick O'Brien*, Director, Civic Engagement, Frostburg State University
- Concurrent Sessions*

*Part I*

**Integrating Civic Learning Across the Curriculum | 302A**

- *Karen Olmstead*, Provost Emerita, Salisbury University
- *Roger Hartley*, Dean, College of Public Affairs, University of Baltimore

**Service Learning as a High-Impact Practice | 302B**

- *Carol Schneider*, Senior Advisor, Civic Learning and Democracy Engagement Coalition (CLDE) and President Emerita, American Association of Colleges and Universities (AAC&U)
  - *Jared Moffett*, Director of Experiential Learning, Bowie State University
  - *Nicole Marano*, Vice President of Student Success & Chief Student Affairs Officer, University of Baltimore
- 

11:35 a.m. – 12:25 p.m. **Lunchtime and Plenary | 302DE**  
*Secretary Paul Monteiro*, Department of Service and Civic Innovation

- Introduction by *Lena Morreale Scott*, Director, Civic Education & Engagement Initiative, University of Maryland, College Park
- 

12:25 p.m. – 12:35 p.m. **Transition**

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## USM Symposium on Civic Education and Civic Engagement

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12:35 p.m. – 1:20 p.m. **Institutions – Team Time | Select Rooms**

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1:20 p.m. – 1:30 p.m. **Transition**

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### **Student Panel | 302DE**

1:30 p.m. – 2:20 p.m. **Facilitated by Michelle Gourdine**, Secretary, University System of Maryland Board of Regents, and Senior Vice President and Chief Medical Officer, CVS Caremark, with participants: **Jakeya Johnson** (BSU), **Rachael Michalski** (FSU), **Jayden Johnstone** (TU), **Musa Jafri** (UMBC), **Vainavi Gambhir** (UMCP)

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2:20 p.m. – 2:30 p.m. **Break and Transition** (*snacks and light refreshments provided*)

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### **Carnegie Classification for Community Engagement | 302C**

- **Cammie Jones**, Director, Carnegie Elective Classification for Community Engagement, American Council on Education
- **Sandy Pope**, Associate Professor, Education, & Director, Institute for Public Affairs and Civic Engagement (PACE), Salisbury University

### **Election & Voter Engagement | 323AB**

- 2:30 p.m. – 3:20 p.m.
- **Adam Gismondi**, Director of the National Study of Learning, Voting, and Engagement (NSLVE), Jonathan M. Tisch College of Civic Life, Tufts University
  - **Paul Brown**, Director, Civic Innovation Center, University of Maryland, College Park
  - **Patrick O'Brien**, Director, Civic Engagement, Frostburg State University
- Concurrent Sessions*

#### *Part II*

### **Integrating Civic Learning Across the Curriculum | 302A**

- **Karen Olmstead**, Provost Emerita, Salisbury University
- **Roger Hartley**, Dean, College of Public Affairs, University of Baltimore

### **Service Learning as a High-Impact Practice | 302B**

- **Carol Schneider**, Senior Advisor, Civic Learning and Democracy Engagement Coalition (CLDE) and President Emerita, American Association of Colleges and Universities (AAC&U)
  - **Jared Moffett**, Director of Experiential Learning, Bowie State University
  - **Nicole Marano**, Vice President of Student Success & Chief Student Affairs Officer, University of Baltimore
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3:20 p.m. – 3:30 p.m. **Transition**

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### **Wrap up/Closing Plenary | 302DE**

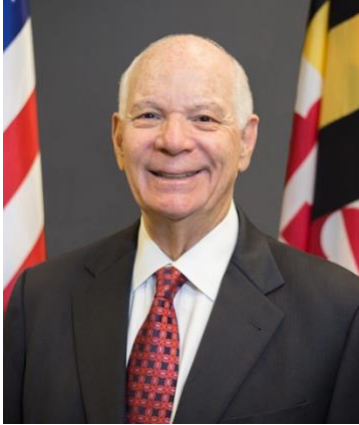
3:30 p.m. – 3:45 p.m. **Michele W. Johnson**, Director, Maryland 250 Commission

**Alison Wrynn**, Senior Vice Chancellor for Academic and Student Affairs

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## USM Symposium on Civic Education and Civic Engagement

### FEATURED SPEAKERS



#### **Senator Ben Cardin, Senior United States Senator for Maryland**

A third-generation Marylander, Ben Cardin has been a national leader on health care, retirement security, the environment, and fiscal issues while representing the people of Maryland in the U.S. Senate, and before that in the House of Representatives. He has worked across party lines to further U.S. national security and to ensure that good governance, transparency, and respect for human rights are integrated into American foreign policy.

First elected to the Senate in 2006, Senator Cardin currently serves as Chair of the Senate Foreign Relations Committee, where he has worked across party lines to further U.S. national security and to ensure that good governance, transparency, and respect for human rights are integrated into American foreign policy.

Senator Cardin is a leading advocate for the Chesapeake Bay, which is the economic, historical, and cultural heart of Maryland. Nationally, he is a champion of protecting our clean air and clean water. He has introduced legislation to restore the health of America's great water bodies and is the leading proponent of investing in improvements to America's aging water infrastructure system while preparing it for the impacts of climate change. His commitment to reduce pollution and protect our environment fuels his work to broaden investments in safe public transit, as well as walking and bike trails.

Serving as a member of the Senate Judiciary Committee during his first four years in the Senate, Senator Cardin also developed a reputation for defending civil rights at home and has sought to find a balance between protection of civil liberties and national security. He is the lead sponsor of legislation to prohibit racial and religious profiling by all levels of law enforcement, restore voting rights for former felons, and remove the deadline for ratification of the Equal Rights Amendment. He has been a proud cosponsor of the Respect for Marriage Act and the Employment Non-Discrimination Act. From 1987-2006, Senator Cardin represented Maryland's Third Congressional District in the U.S. House of Representatives and served for 17 years on the Ways & Means Committee. He was a member of the Maryland House of Delegates from 1967-1986. During his time as Speaker, 1979-1986, he reformed Maryland's property tax system, the school financing formula, and the ethical standards for elected officials.



#### **Lieutenant Governor, Aruna Miller, Lieutenant Governor of Maryland**

Aruna Miller is the 10<sup>th</sup> Lieutenant Governor of the state of Maryland. She is the second woman to serve as Lieutenant Governor and the first woman of color and immigrant elected to statewide office in Maryland. As a civil and transportation engineer in Montgomery County's Department of Transportation, Miller worked to improve the safety of the public and alleviate traffic by creating equitable access to transportation. As a member of the Maryland House of Delegates, she worked with her constituents to create legislation to invest in STEM education, streamline the regulatory process for small businesses, and was a champion for working families, survivors of domestic abuse, and the environment. The Lieutenant Governor also chairs Maryland's first Council on Interfaith Outreach, which convenes faith leaders from across religions and across the state of Maryland to bridge divides, increase religious tolerance, end hate, and better serve all communities. For over 30 years, she has lived in Montgomery County with her husband David, where they raised three daughters.



#### **Secretary Paul Monteiro, Department of Service and Civic Innovation**

Paul Monteiro is the son of immigrants and a proud product of the Prince George's County Public Schools.

In April 2023, Governor Wes Moore nominated Paul as the state's first Secretary of Service & Civic Innovation, and he was successfully confirmed by the Maryland Senate. In December 2021, President Joe Biden nominated Paul as the Director of the Department of Justice Community Relations Service (CRS), and the United States Senate confirmed his appointment on April 28, 2022. In this role, Paul oversaw CRS's work supporting communities roiled by tensions based on race, religion, sexual orientation, and other jurisdictional conflicts or as they recovered from bias incidents and/or hate crimes. He previously served as Acting Director from December 2015 to January 2017. From 2017 - 2022, Paul worked at Howard University as

## USM Symposium on Civic Education and Civic Engagement

Chief of Staff to President Wayne Frederick and as assistant vice president of external affairs. In 2014, President Barack Obama appointed Paul as national director of AmeriCorps Volunteers in Service to America (VISTA), the federal anti-poverty program established in 1965 as the domestic counterpart to the Peace Corps. After working on Senator Barack Obama's 2008 presidential campaign as the deputy director for religious affairs, Paul joined the White House staff from 2009 – 2013 as an associate director in the Office of Public Engagement. In that role, he worked on President Obama's Responsible Fatherhood and Healthy Families Initiative, the My Brother's Keeper mentorship program for young men, and as a liaison to religious and secular belief communities as well as ethnic groups, including Arab American and Afghan American groups. Paul previously served as an at-large member of the Prince George's County (Maryland) Public Schools Board of Education from 2018-2022. He holds a B.A. in history from the University of Maryland and a J.D. from the Howard University School of Law.



### **Vernon J. Hurte, Vice President for Student Affairs, Towson University**

Dr. Vernon J. Hurte joined Towson University in 2020 as Vice President of Student Affairs. Prior to arriving at TU, he held leadership roles at Iowa State University and The College of William & Mary. In addition to his professional practice, he has consulted with several institutions on topics such as student success strategies and staff engagement. A leader in the field of student affairs, Dr. Hurte recently served on the National Association of Student Personnel Administrators (NASPA) Future of Student Affairs Task Force. Currently, he serves on the Governing Board of the Baltimore Collegetown Network and the Maryland Business Roundtable for Education (MBRT) Board of Directors.



### **Dr. Michelle Gourdine, Senior Vice President, CVS Health and Chief Medical Officer, CVS Caremark**

Michelle Gourdine is the Senior Vice President of CVS Health and Chief Medical Officer for CVS Caremark. In this role, she upholds the clinical integrity of CVS Caremark – ensuring the quality and safety of their services and that their work is based on the continuous evaluation of scientific evidence. Michelle's career in medicine and public health leadership span more than 30 years. Before joining CVS Health in December 2022, she was Senior Vice President, Population Health and Primary Care, and interim Chief Medical Officer at the University of Maryland Medical System. In this role, she worked across the University of Maryland Medical System's 12 hospitals to lead the transformation of health care delivery, with a focus on quality, efficiency, and equity. A graduate of the Johns Hopkins School of Medicine, she completed residency in the Department of Pediatrics at the Johns Hopkins Hospital and practiced community-based pediatrics.



### **Michele W. Johnson, Director of Maryland 250 Commission**

Michele Johnson joined Maryland state government in April 2023 after serving in senior leadership roles in small non-profits and as a solo national consultant and advocate. She was lead advocate for a successful first-in-the-nation bill in Maryland, and later helped other states pass similar legislation. Michele believes in community service, and has served as Chair of Congressman Elijah Cummings Youth Program, national policy committee member at the National Scholarship Providers Association and National College Attainment Network, member of a county Board of Zoning Appeals, and political candidate. She graduated from the University of Maryland and the University of Virginia, and lives in Talbot County.

**USM Symposium on Civic Education and Civic Engagement  
November 3, 2023 | Towson University**

***The University System of Maryland would like to thank the workshop planning committee for their contributions in framing the program structure and content.***

**PLANNING COMMITTEE**

<b>Nancy Shapiro (Chair)</b> , Associate Vice Chancellor for Education and Outreach and Special Assistant to the Chancellor for P–20 Education, University System of Maryland
<b>Paul Brown</b> , Director, Civic Innovation Center, University of Maryland, College Park
<b>Latisha Cooper</b> , Director of Student Engagement, Accessibility, and Learning, Frostburg State University
<b>Karen Feagin</b> , Research and Proposal Coordinator, P–20 Office, University System of Maryland
<b>Roger Hartley</b> , Dean, College of Public Affairs, University of Baltimore
<b>Vernon Hurte</b> , Vice President for Student Affairs, Towson University
<b>Nicole Marano</b> , Vice President of Student Success & Chief Student Affairs Officer, University of Baltimore
<b>Jared Moffett</b> , Director of Experiential Learning, Bowie State University
<b>Dewayne Morgan</b> , Senior Director for Education, Outreach, and Pipeline Development, University System of Maryland
<b>Patrick O’Brien</b> , Director, Civic Engagement, Frostburg State University
<b>Karen Olmstead</b> , Provost Emerita, Salisbury University
<b>Nancy O’Neill</b> , Acting Director, Kirwan Center for Academic Innovation, University System of Maryland
<b>Alexander “Sandy” Pope</b> , Associate Professor, Education, & Director, Institute for Public Affairs and Civic Engagement (PACE), Salisbury University
<b>Lena Morreale Scott</b> , Director, Civic Education & Engagement Initiative, University of Maryland, College Park
<i>The Planning Committee would like to extend a special thanks to Towson University for generously hosting this event.</i>
<i>The Planning Committee also wishes to thank edBridge Partners, LLC, for their help with this event.</i>

## **Request for Proposals: Carnegie Classification**

### **USM Carnegie Classification for Community Engagement Incentive Grant Program**

*The deadline for proposals is November 17, 2023. Grantees will be notified by December 1, 2023.*

The USM Civic Engagement Senior Leadership Task Force is seeking proposals from system institutions to support efforts to apply for the Carnegie Classification for Community Engagement designation or to maintain the designation, for institutions that have already obtained the designation. Aligned with the USM strategic plan, [Vision 2030 \(usmd.edu/vision2030\)](#), one goal of the Task Force was for all USM universities to receive Carnegie designation. We encourage all USM universities to strive to meet the 2026 application deadline.

If you have questions, please reach out to us at [cece@usmd.edu](mailto:cece@usmd.edu).

Grant applications should be submitted by ONE individual per institution. Only USM institutions are eligible for grant funds. Applications may be found at <https://www.surveymonkey.com/r/usm-grant-carnegie>.

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## **Request for Proposals: Civic Education Seed Grants**

### **USM Grant Program to Support Integrating Civic Learning Into the Curriculum**

*The deadline for proposals is November 17, 2023. Grantees will be notified by December 1, 2023.*

The USM Civic Engagement Senior Leadership Task Force is seeking proposals up to \$20,000 from system institutions to support efforts to integrate civic learning into the curriculum as part of the curricular or co-curricular student experience. Each institution may submit only one application. The proposal should be submitted by the Provost or Vice President for Student Affairs, and the final report should be submitted to Senior Vice Chancellor Alison Wrynn (awrynn@usmd.edu) no later than June 30, 2025, and copied to the university President.

#### **GRANT CATEGORIES:**

Institutions may consider the following categories for their proposed projects:

- Support to Develop High-Impact Practice Teaching of Civic-Integrated Education
- Support for Student Learning of Civic-Integrated Education
- Support for Engagement Infrastructure/Support of Civic Integration

If you have questions, please reach out to us at [cece@usmd.edu](mailto:cece@usmd.edu).

Grant applications should be submitted by ONE individual per institution. Only USM institutions are eligible for grant funds. Applications may be found at <https://www.surveymonkey.com/r/usm-grant-civic-learning>.

## List of Langenberg Fellows

### Year 2 (AY 2023–2024) Cohort: Fellows, Sponsors, and Projects

IHE	Fellow	Sponsor	Project
BSU	Jakeya Johnson	Deborah Bailey	“From Law to Life on Campus: Implementation of the Reproductive Health Services Plans Act at Bowie State University”: The Project will result in the development and implementation of a comprehensive plan for reproductive health services at Bowie State University. In the case that specific services cannot be provided on campus, the project will include a plan result in a plan for where students can be referred for these services.
CSU	Jawaad Williams	Stephan Moore	“Speaker Series on Pre-K Educational Inequalities”: This project will address the systematic inequalities that start when black and brown children get disproportionately less included in Pre-K educational opportunities and the effects that last even into higher education. The project envisions executing two panels, one in Fall and one in Spring, to allow extended conversation on the topics. The panels will include representatives from K-12 systems including superintendents, principals or other administrators, as well as potential College Presidents, including public and private.
FSU	Jamie Roberts	Patrick O’Brien	“Outreach to Develop Engaged Citizens”: In pursuit of increasing civic engagement at Frostburg State University, I would like to propose initiating a series of workshops to teach the students of this campus how to be a more engaged citizen of the community. I intend to cover a variety of aspects within the realm of civic engagement. Each of these workshops would be around 1-2 hours long and will consist of two parts. First, I would like to bring professors, alumni, and other knowledgeable people to speak on the matter. Second, I would like for the students to complete an activity. Workshops would include: news literacy; voter registration; community volunteerism; and climate change.
SU	Victoria Lessig	Sandy Pope	“Getting Started with Civic Engagement”: My goal for the project is to help students feel more comfortable talking about political issues while increasing their awareness of ways they can get involved with different civic engagement groups. I will be working with PACE (Institute for Public Affairs and Civic



			Engagement) to complete this goal. PACE will be running a yearlong program called "Global Issues, Local Solutions" where they bring in experts from different disciplines to talk about local issues in the context of the UN's Sustainability Goals. I will be holding follow-up discussions for students to come ask questions about the topic and find ways to get involved. Different community groups will come and talk about what they do and how the students can help.
TU	Caroline Creeden	Jenn Figg	“The Old Family”: My project, The Old Family, will consist of a series of artworks that mimic historical artifacts that challenge the notion of women and children’s innocence in race-based discrimination and oppression within American Antebellum culture. Each quilt, garment, and textile print includes historical imagery and illustrations that highlight the role of white women as active participants in the abuse of power instead of bystanders.
UB	Loren Nelson	Dawnsha Mushonga	“Pathways for Success for Young and Single Moms”: This project seeks to bring awareness to the struggles that young and single moms face when pursuing their career and educational goals and provide tangible solutions to addressing those challenges. This event will streamline the ‘UBALT Experience’ into a fresh initiative centered around “Pathways for Success for Young and Single Moms,” that focuses on tackling barriers often faced by this population. This collaborative event will engage UBALT students, staff, stakeholders, and community members by providing volunteer opportunities, donated goods and services, career, educational and personal resources from community sponsors and representatives from various programs at UBALT.
UMB	Alexis Vetack	Shailvi Gupta	“Career Day for Refugee Students”: The project is a career day with refugee middle and high school students from our local community. The potential participants will be the refugee students I serve through the local organization Soccer Without Borders (SWB). The intended goal is that our refugee students leave with a greater understanding of career fields they can pursue and what is required to succeed in each path.
UMBC	Meghna Chandrasekaran	Beatriz Gutierrez-Malagon	“iLead”: I propose to organize and manage a year-long cohort-based leadership development program for undergraduate students, called iLead. iLead will be

			based on The Social Change Model, which encompasses seven components (the “7 C’s”) of an approach to leadership that is ethical, inclusive, and community-minded. Participants in iLead will learn how individual, group, and society/community values can support effective social change.
UMCP	Jaden Mikoulinskii	Michael Nixon	“Addressing Inequities in Pathways to College for Students in Prince George’s County and Beyond”: My project will focus on pathways into the University of Maryland System and partner community colleges. My project will include information for First Generation students (partnering with First Generation College Bound), Transfer Students, Students with Disabilities (partnering with TerpsEXCEED), and namely, students from varying socioeconomic and racial backgrounds. Via informational panel and seminar for students and families about college pathways, scholarships, and other resources.
UMES	Jared Session	Kadeem Turnbull	“Ex-Offender Reentry Program”: The project that I am proposing would help support ex-offenders reenter society and counter recidivism, at least on a local level. I would collaborate with local businesses and organizations to set up a job fair where employers, vocational/ trade schools, and local community colleges and universities can make their presence known to those attempting to integrate into society. Currently, I am working for a non-profit organization called Positive Reinforcements, which works to aid inmates with reentry into society after their release from prison.

## National Study of Learning, Voting and Engagement (NSLVE)

The National Study of Learning, Voting, and Engagement (NSLVE), housed at the Tufts Tish College Institute for Democracy & Higher Education offers colleges and universities an opportunity to learn their student registration and voting rates. Since 2018, every one of the USM institutions participates in the NSLVE study of voting, and as a result, USM receives a combined report on the registration and voting results after each national election.

In December 2020, all USM institutions received their individual campus reports, and USM received the overview report with several key findings:

- Registration Rate: The average registration rate across 11 USM schools in 2020 was 82%.
- Number Voted: In 2020, 89,688 students voted. This resulted in a student level voting rate of 60%. This is an increase from the student level voting rate of 53% in 2016, when 79,818 students voted. These rates are calculated adding together all the voters across USM schools and dividing by all voting eligible students across USM. For comparison, in 2020, the national level student rate was 66%.
- Yield Rate: This calculates the rate at which registered students are engaged to vote. Focusing on this rate could help institutions innovate better to engage students beyond just the act of voter registration and help students carry that motivation to the ballot box. In 2020, the USM yield rate was 80%, up from 71% in 2016. In 2020, a total of 21,949 students registered but did not vote. Most importantly, this USM yield rate was the same as the 2020 national level yield rate of 80%.

We continue to participate in NSLVE, and will receive a report after the 2024 elections this year.

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**TOPIC:** Academic and Student Affairs Updates from Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare

**COMMITTEE:** Education Policy and Student Life and Safety

**DATE OF COMMITTEE MEETING:** Tuesday, January 16, 2024

**SUMMARY:** BOR Bylaws and the charge, roles, and responsibilities for the Committee on Education Policy and Student Life and Safety recognize this committee's ability to consider student-athlete related health, wellness, and academic matters brought to it by the Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare.

Today, Dr. Zakiya Lee, Associate Vice Chancellor for Student Affairs, and Mr. Chad Muntz, Associate Vice Chancellor for Decision Support, will provide student-athlete-related academic, health, and wellness updates from the 2023 meetings of the Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare.

**ALTERNATIVE(S):** Information Only

**FISCAL IMPACT:** Information Only

**CHANCELLOR'S RECOMMENDATION:** Information Only

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COMMITTEE ACTION: Information Only

DATE: January 16, 2024

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BOARD ACTION:

DATE:

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SUBMITTED BY: Alison Wrynn  
Ellen Herbst

301-445-1992  
301-445-1923

awrynn@usmd.edu  
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UNIVERSITY SYSTEM  
*of* MARYLAND

Board of Regents  
Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare

March 13, 2023

Zoom Details to be Provided to Committee

Public Listen-Only Access: 301-715-8592; Conference ID: 943 6403 4922;  
Password: 060357

Call to Order

Chairman Gonella

1. Mental Wellness and Mental Health in the Intercollegiate Athletics Community – a presentation by Dr. James Borchers, President and CEO of the U.S. Council for Athletes’ Health (Information)
2. Mid-year Athletic Director Updates – Rotating – UMBC, SU, TU (Information)  
  
Brian Barrio, University of Maryland, Baltimore County  
Gerard DiBartolo, Salisbury University  
Steve Eigenbrot, Towson University
3. Financial Condition and Results of Intercollegiate Athletic Programs (Information)

**TOPIC:** Mental Wellness and Mental Health in the Intercollegiate Athletics Community

**COMMITTEE:** Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare

**DATE OF COMMITTEE MEETING:** March 13, 2023

**SUMMARY:** Dr. James Borchers, President and CEO of the U.S. Council for Athlete's Health, as well as the Chief Medical Officer for the Big Ten Conference, physician and Director for the Division of Sports Medicine at the Wexner Medical Center and a Professor of Clinical Family Medicine and Sports Medicine at the OSU College of Medicine, along with Robert Sweeney, Vice President for client and partner services with a focus on collegiate programs for U.S. Council for Athlete's Health, will provide a presentation on Mental Wellness and Mental Health in the Intercollegiate Athletics Community.

Dr. Borchers previously spent 18 years as team physician for the Ohio State Athletics Department, including seven as the head physician and eighteen working with the football program. Mr. Sweeney has more than 20 years of experience in athletics healthcare after serving as an athletic trainer and expert director for sports medicine before taking on his current role.

**ALTERNATIVE(S):** This item is presented for information purposes.

**FISCAL IMPACT:** This item is presented for information purposes.

**CHANCELLOR'S RECOMMENDATION:** This item is presented for information purposes.

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COMMITTEE RECOMMENDATION:

DATE: MARCH 13, 2023

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BOARD ACTION:

DATE:

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SUBMITTED BY: Ellen Herbst (301) 445-1923

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UNIVERSITY SYSTEM  
of MARYLAND

Board of Regents  
Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare

June 12, 2023

Zoom Details to be Provided to Committee

Public Listen-Only Access: 301-715-8592; Conference ID: 943 8534 5994;  
Password: 105518

Call to Order

Chairman Gonella

1. *Managing APR Issues in a Changing Environment - A Presentation by Dr. Sue Sherburne and Mr. Brady Rourke, University of Maryland, College Park (Information)*
2. Amendments to BOR V-2.10 University System of Maryland Policy on Intercollegiate Athletics (Action)
3. Mid-year Athletic Director Updates – Rotating – UMES, BSU (Information)  
  
Tara Owens, University of Maryland Eastern Shore  
Clyde Doughty, Bowie State University
4. *Title IX Intercollegiate Athletics Status (Information)*
5. *Summary of Student-Athlete Admission, Graduation, and Academic Progress (Information)*

**TOPIC:** *Managing APR Issues in a Changing Environment* – A Presentation by Dr. Sue Sherburne and Mr. Brady Rourke, University of Maryland, College Park (Information)

**COMMITTEE:** Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare

**DATE OF COMMITTEE MEETING:** June 12, 2023

**SUMMARY:** Dr. Sue Sherburne was named Senior Woman Administrator in October 2018. In her role, she provides leadership in the areas of student-athlete and staff development, manages Title IX, diversity, and inclusion initiatives, serves as primary liaison to the University's Office of Civil Rights and Sexual Misconduct, and is responsible for annually reviewing the Equity in Athletics Disclosure Act Report and the Gender Equity Plan. She also serves as the Senior Associate Athletic Director for Academics and Student Development and as the athletics department representative on the University's Sexual Assault Prevention Committee, Hazing Prevention Steering Committee, and Alcohol Coalition.

Brady Rourke joined the Maryland Athletics Department as Associate Athletic Director for Academic Services and Director of the Gossett Student Athlete Center for Academic and Personal Excellence in September 2019. In his role, he leads student-athlete academic services for 550 student-athletes representing 20 athletic teams. In addition, he is also a member of the Office of Undergraduate Studies Administrative Council.

**ALTERNATIVE(S):** This item is presented for information purposes.

**FISCAL IMPACT:** This item is presented for information purposes.

**CHANCELLOR'S RECOMMENDATION:** This item is presented for information purposes.

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COMMITTEE RECOMMENDATION:

DATE: JUNE 12, 2023

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BOARD ACTION:

DATE:

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SUBMITTED BY: Ellen Herbst (301) 445-1923

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SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**TOPIC:** Title IX Intercollegiate Athletics Status (Information)

**COMMITTEE:** Committee on Intercollegiate Athletics and Student-athlete Health and Welfare

**DATE OF COMMITTEE MEETING:** June 12, 2023

**SUMMARY:** Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs receiving Federal financial assistance. Athletics are considered an integral part of an institution's education program and are therefore covered by this law. Failure to comply with the requirements of Title IX could result in administrative action revoking an institution's ability to receive federal funding, including student financial aid. Highlights of requirements for Title IX compliance follow.

Additionally, institutions with an intercollegiate athletics program are annually required to provide information to the Department of Education's Equity in Athletics Data Analysis website. Institutions' EADA reports for reporting year 2021-2022 follow. Summaries of Title IX participation compliance and Title IX sexual harassment training, processes, and procedures will be discussed.

**ALTERNATIVE(S):** This item is presented for information purposes.

**FISCAL IMPACT:** This item is presented for information purposes.

**CHANCELLOR'S RECOMMENDATION:** This item is presented for information purposes.

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COMMITTEE RECOMMENDATION:

DATE: JUNE 12, 2023

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BOARD ACTION:

DATE:

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SUBMITTED BY: Ellen Herbst (301) 445-1923

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## Athletics and Title IX

### Equity in Athletics Disclosure Act and Participation Compliance

The Equity in Athletics Disclosure Act (EADA) requires co-educational institutions of postsecondary education that participate in a Title IV (federal student financial assistance) program, and have an intercollegiate athletic program, to prepare an annual report to the Department of Education's Office of Civil Rights (OCR) on athletic participation, staffing, and revenues and expenses, by men's and women's teams. The Department uses this information in preparing its required report to Congress on gender equity in intercollegiate athletics. The data offered in the institutions' reports help assess Title IX compliance. Institutional data are in meeting materials and can be accessed at <https://ope.ed.gov/athletics/#/>.

There are three basic parts of Title IX as it applies to participation in athletics. An institution must meet all of the following requirements in order to be in compliance with Title IX:

1. Participation – Women and men shall be provided equitable opportunities to participate in sports. Title IX does not require institutions to offer identical sports but an equal opportunity to play;
2. Scholarships – Women and men student-athletes shall receive athletics scholarship dollars proportional to their participation; and
3. Other Benefits – Men and women student-athletes should be treated equally in provisions including, but not limited to: (a) equipment and supplies; (b) scheduling of games and practice times; (c) travel and daily allowance/per diem; (d) access to tutoring; (e) coaching, (f) locker rooms, practice, and competitive facilities; (g) medical and training facilities and services; (h) housing and dining facilities and services; (i) publicity and promotions; (j) support services; and (k) recruitment of student-athletes.

Additionally, a three-part test provides schools three different ways to comply. Schools only need to meet one of the three tests, and schools may change which test it meets from one year to the next:

1. Ensuring proportionality by providing intercollegiate or interscholastic participation opportunities for women and men at rates that are proportionate to their respective rates of enrollment; or
2. Continued program expansion for the underrepresented sex; or
3. Fully accommodate the underrepresented sex by offering every team for which there is sufficient interest and ability for a viable team, and sufficient competition in the geographic areas of competition.

Ultimately, Title IX compliance is assessed through a total program comparison. A university's entire men's program is compared to the entire women's program. Men and women can participate in different sports according to their specific interests and abilities. It is permissible to have broad variations in the type and number of sports opportunities offered by gender, but the aforementioned standards help ensure the equal access and treatment required under Title IX.

### Sex-Based Harassment

Title IX also requires schools to take steps to prevent and remedy two forms of sex-based harassment: sexual harassment (including sexual violence) and gender-based harassment. Sexual harassment is unwelcome conduct of a sexual nature. Gender-based harassment is unwelcome conduct based on a student's sex - harassing conduct based on a student's failure to conform to sex stereotypes. Sex-based harassment creates a hostile environment if the conduct is sufficiently serious that it denies or limits a student's ability to participate in or benefit from the school's program. Federal regulations and, subsequently, USM and institutions' policies mandate the timing and steps institutions must take to investigate complaints and how to proceed if an investigation reveals that the harassment created a hostile environment. In short, institutions must take prompt and effective steps to end the harassment, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects. Today's presentation will include summary information from the institutions.

#### Resources:

- <https://www2.ed.gov/about/offices/list/ocr/docs/investigations/open-investigations/index.html>
- <http://titleixspecialists.com/wp-content/uploads/2013/09/Q-A-Three-Part-Test.pdf>
- <https://www2.ed.gov/about/offices/list/ocr/frontpage/pro-students/issues/sex-issue01.html>

SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**TOPIC:** Summary of student-athlete admission, graduation, and academic progress (Information)

**COMMITTEE:** Committee on Intercollegiate Athletics and Student-athlete Health and Welfare

**DATE OF COMMITTEE MEETING:** June 12, 2023

**SUMMARY:** Board of Regents Policy V-2.10 Policy on Intercollegiate Athletics details the Board of Regents' values and expectations of institutions that operate intercollegiate athletics programs. One of the basic principles articulated is:

*Student athletes are first and foremost students, and it is the expectation of the Board of Regents that their academic performance and progress will be comparable to that of non-athletes.*

A considerable volume of detailed information on the academic progress, admission profiles and graduation rates for student-athletes is reviewed by System Office staff.

To ensure that publicly-presented information does not jeopardize Federal student privacy requirements, staff have summarized the information for ease of use by the Regents and the attached report details the results of the review.

**ALTERNATIVE(S):** This item is presented for information purposes.

**FISCAL IMPACT:** This item is presented for information purposes.

**CHANCELLOR'S RECOMMENDATION:** This item is presented for information purposes.

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COMMITTEE RECOMMENDATION:

DATE: JUNE 12, 2023

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BOARD ACTION:

DATE:

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SUBMITTED BY: Ellen Herbst 301-445-1923 and Alison Wrynn 301-445-1992

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# FY 2023 Academic Summary Report

## Board of Regents' Committee on Intercollegiate Athletics

June 12, 2023

***“Student athletes are first and foremost students, and it is the expectation of the Board of Regents that their academic performance and progress will be comparable to that of non-athletes.”***

This report summarizes the student-athlete academic performance and progress compared to the non-athlete student peers for the University System of Maryland (USM) institutions with NCAA Intercollegiate Athletics programs. The following summary includes the synthesis for the academic measures requested by the Chancellor in Policy (V-2.10 – USM Policy on Intercollegiate Athletics) and includes comparisons of the preparedness of incoming student-athletes, their ongoing academic success, and their graduation rates. Finally, a summary of the Academic Progress Rates (APR) is included to ensure that minimum NCAA standards are being met at each institution.

### ***Summary of Academic Preparedness by Institution:***

Institutions reported the high school GPA and SAT (Standardized Tests) scores for student-athletes and the institutional first-time, full-time fall cohort of new students. It should be noted that admission policies have transitioned to test-optional at most institutions, so any SAT averages reported were a subset of the entire population. However, with few exceptions, USM institutions reported similar academic preparedness for student-athletes when compared to their peers (See Table 1).

The exceptions to the Board Policy requiring similar academic preparedness were few. UMCP (University of Maryland College Park) men student-athletes have lower high school GPA (3.57 vs 4.46) and SAT scores (1189 vs 1440) than their peers. UMCP women student-athletes have lower high school GPA (4.06 vs 4.49) and SAT scores (1271 vs 1394) than their peers.

**Table 1: Academic Preparation of Fall 2022 New First-time Full-Time Students**

Regular Admit Students	Men				Women			
	All		Student-Athletes		All		Student-Athletes	
	HS GPA	SAT	HS GPA	SAT	HS GPA	SAT	HS GPA	SAT
Bowie State University	2.81	967	2.97	N/A	2.96	896	3.43	N/A
Coppin State University	2.89	1220	3.16	N/A	3.03	960	3.37	N/A
Frostburg State University	3.33	N/A	3.30	N/A	3.60	N/A	3.79	N/A
Salisbury University	3.58	1259	3.62	1282	3.76	1244	4.03	1251
Towson University	3.77	1139	3.85	1110	3.90	1113	3.74	1225
University of Maryland Baltimore County	3.91	1281	3.72	1216	4.02	1262	3.84	1227
University of Maryland College Park	4.46	1440	3.57	1189	4.49	1394	4.06	1271
University of Maryland Eastern Shore	2.93	974	3.15	N/A	3.05	920	3.21	N/A

Special Admit Students	Men				Women			
	All		Student-Athletes		All		Student-Athletes	
	HS GPA	SAT	HS GPA	SAT	HS GPA	SAT	HS GPA	SAT
Towson University	2.61	N/A	2.29	N/A	2.95	N/A	None	None
University of Maryland Baltimore County	3.45	960	3.45	960	3.45	N/A	None	None
University of Maryland College Park	2.65	810	2.65	810	2.70	N/A	2.70	N/A

Note: Institutions with N/A for SAT scores are test-optional schools that do not report an average number. All Special Admits at UMCP and Men Special Admits at UMBC are student-athletes.

### Summary of Mid-Year Academic Performance

Following the fall semester, institutions reported the mid-year academic performance of all full-time undergraduate students. The average cumulative GPA, average fall credit hours attempted, average fall credit hours earned, percentage of students with cumulative GPA below 2.00, percentage of students earning fewer than 12.0 credits, and the percentage of students earning fewer than 6.0 credits were reported by the institutions.

Continuous academic achievement and progress towards degree attainment are essential for students to graduate, graduate on time, and remain academically eligible to compete in athletics. Student-athletes with a GPA below 2.00 jeopardize eligibility and retention, and student-athletes earning fewer credit hours may require student-athletes to complete more credits in the spring semester or register for summer courses to make sufficient progress toward degree completion.

With few exceptions, the trend for student-athletes is to have the same or higher cumulative GPA, have higher credit hour completion averages, have a lower percentage of students with cumulative GPA averages below 2.00, and a lower percentage of students completing fewer than 12.0 or 6.0 credit hours (See Table 2).

With only two exceptions, the data support the claim that the majority of student-athletes are succeeding at rates similar to, if not higher than, their peers. Student-athletes at UMCP are not performing at the same rates as their peers. When comparing across institutions, the UMCP peer GPA averages and credit hour completion were the highest in the USM, but the UMCP student-athlete average cumulative GPA and average fall credit hour completion were among the lower averages for student-athletes. Additionally, Salisbury University student-athletes had a higher percentage of students earning fewer than 12.0 credits (13% vs 7.5%) than their peers.

**Table 2: Mid-Year Academic Performance of Full-time Undergraduates After Fall 2022**

	All Full-time Undergraduates					
	Average Cumulative GPA	% of Students Under 2.0 GPA	Average Fall Credit Hours Attempted	Average Fall Credit Hours Completed	% below 6	% below
					Credit	12 Credit
					Hours Complete in Fall Term	Hours Complete in Fall Term
Bowie State University	2.73	24.8%	14.9	11.8	10.2%	27.3%
Coppin State University	2.21	37.7%	15.9	10.2	22.3%	34.9%
Frostburg State University	2.95	11.0%	14.9	12.9	7.0%	18.7%
Salisbury University	2.98	9.2%	14.9	13.4	3.1%	7.5%
Towson University	2.96	10.1%	14.6	12.8	6.1%	18.9%
University of Maryland Baltimore County	3.09	8.6%	14.6	13.0	5.4%	18.8%
University of Maryland College Park	3.37	2.4%	14.4	14.0	1.3%	9.3%
University of Maryland Eastern Shore	2.64	21.6%	14.9	12.4	10.6%	29.3%

	Student-Athletes					
	Average Cumulative GPA	% of Students Under 2.0 GPA	Average Fall Credit Hours Attempted	Average Fall Credit Hours Completed	% below 6	% below
					Credit	12 Credit
					Hours Complete in Fall Term	Hours Complete in Fall Term
Bowie State University	2.74	11.2%	15.0	11.9	8.9%	27.9%
Coppin State University	3.16	1.3%	15.6	14.7	0.7%	8.6%
Frostburg State University	3.21	7.1%	14.8	14.0	2.6%	9.4%
Salisbury University	3.15	6.3%	14.7	13.7	2.4%	13.0%
Towson University	3.22	5.1%	14.9	13.8	3.4%	9.0%
University of Maryland Baltimore County	3.29	2.0%	15.1	14.4	0.9%	6.9%
University of Maryland College Park	3.03	5.4%	13.8	13.0	1.9%	14.5%
University of Maryland Eastern Shore	3.32	2.6%	15.4	14.8	0.0%	10.3%

## Summary of Academic Student Success

Graduation rates for first-time, full-time new undergraduates are measured across a 6-year timeframe. The USM institutions reported the regular admit graduation rates and percentage of undergraduates who left in good standing for the Fall 2016 first-time, full-time cohort and the subset of student-athletes within this cohort. Institutions provided these data for women and men as well as for regular admits and special admits (See Table 3).

There were a few general trends for the graduation rate data and the percentage of students who left in good standing. First, except for Towson, women graduated at higher rates than men, and this was true for both peer averages and student-athlete averages. Second, most student-athletes graduated at higher rates than non-athlete peers. The only exceptions were student-athletes at UMCP, men student-athletes at Frostburg State University (FSU), and women student-athletes at Towson.

The exceptions to the Board policy requiring similar academic achievement were few. First, the men student-athletes at UMCP graduated at lower rates than their peers (63.8% vs 87.5%), and the men student-athletes at FSU graduated at lower rates than their peers (34.9% vs 41.8%). The women student-athletes at UMCP also graduated at lower rates than their peers (75.3% vs 92.9%), and the women student-athletes at Towson graduated at lower rates than their peers (69.0% vs 73.4%). Although a small group, the special admits at Towson graduated at lower rates than their peers. At UMBC, only the special admit women student-athletes graduated at lower rates.

The NCAA GSR (Graduation Success Rates) and ASR (Academic Success Rates) reports data comparable to the graduation rate and left in good standing data discussed. Athletic departments will often point to this measure as a better indicator of student success. The GSR and ASR are reports that publish modified rates for student-athletes by including both the percentage of students who graduated and the percentage who left/transferred in good standing. This rate is higher than the federal graduation rate which does not include students who dropped out or transferred in good standing. Looking back to Table 3, if one combined both the graduation rates and students who left in good standing, the number will be inflated for the entire student body as well as the student-athletes. While the student-athlete graduation rates may be lower, the combined rate is often higher than the student body peer graduation rates because of the high percentage of student-athletes who leave in good standing.

**Table 3: Graduation Rates and Percentage of Students Left in Good Standing for Fall 2016 New First-time Full-Time Students**

Regular Admit Students Fall 2016	Men				Women			
	All		Student-Athletes		All		Student-Athletes	
	%	%	%	%	%	%	%	%
	Graduated in 6 YEARS OR LESS	% Left in Good Standing	Graduated in 6 YEARS OR LESS	% Left in Good Standing	Graduated in 6 YEARS OR LESS	% Left in Good Standing	Graduated in 6 YEARS OR LESS	% Left in Good Standing
Bowie State University	33.1%	34.9%	44.4%	22.2%	44.8%	36.6%	55.0%	25.0%
Coppin State University	18.8%	2.1%	47.8%	39.1%	25.4%	4.9%	47.1%	35.3%
Frostburg State University	41.8%	35.4%	34.9%	23.9%	56.1%	28.0%	69.6%	16.1%
Salisbury University	63.9%	22.2%	68.4%	27.8%	71.8%	20.1%	92.3%	7.7%
Towson University	63.4%	22.3%	92.0%	8.0%	73.4%	21.5%	69.0%	31.0%
University of Maryland Baltimore County	66.6%	19.0%	67.6%	18.9%	75.3%	18.2%	92.9%	7.1%
University of Maryland College Park	87.5%	9.4%	63.8%	34.0%	91.2%	7.6%	76.0%	22.0%
University of Maryland Eastern Shore	29.9%	38.0%	59.3%	7.4%	42.2%	35.4%	66.7%	33.3%

Special Admit Students Fall 2016	Men				Women			
	All		Student-Athletes		All		Student-Athletes	
	%	%	%	%	%	%	%	%
	Graduated in 6 YEARS OR LESS	% Left in Good Standing	Graduated in 6 YEARS OR LESS	% Left in Good Standing	Graduated in 6 YEARS OR LESS	% Left in Good Standing	Graduated in 6 YEARS OR LESS	% Left in Good Standing
Towson University	71.4%	28.6%	45.5%	36.4%	62.5%	25.0%	57.1%	28.6%
University of Maryland Baltimore County	31.3%	62.5%	33.3%	60.0%	63.6%	18.2%	55.6%	22.2%
University of Maryland College Park	33.3%	66.7%	33.3%	66.7%	60.0%	40.0%	60.0%	40.0%

**NCAA APR**

The NCAA publishes an annual report to monitor academic eligibility and retention. High APR scores mean the sport is permitted to operate without penalties and is eligible for post-season competition. The APR scores are only based on scholarship athletes whereas the USM data previously discussed include all student-athletes. Per Policy (V-2.20 – USM Policy on Academic Achievement in Intercollegiate Athletics) all institutions met the multiyear APR benchmark of 930 except for Coppin State University (CSU) Men’s Basketball, University of Maryland Eastern Shore (UMES) Men’s Golf, and UMES Women’s Golf.



# Academic Success Rate Report

2012 - 2015 Cohorts: Bowie State University

Men's Sports			Women's Sports		
Sport	ASR	Fed Rate	Sport	ASR	Fed Rate
Baseball	-	-	Basketball	60	43
Basketball	69	63	Bowling	57	38
CC/Track	59	53	CC/Track	70	58
Fencing	-	-	Crew/Rowing	-	-
Football	52	55	Fencing	-	-
Golf	-	-	Field Hockey	-	-
Gymnastics	-	-	Golf	-	-
Ice Hockey	-	-	Gymnastics	-	-
Lacrosse	-	-	W. Ice Hockey	-	-
Mixed Rifle	-	-	Lacrosse	-	-
Skiing	-	-	Skiing	-	-
Soccer	-	-	Soccer	-	-
Swimming	-	-	Softball	92	75
Tennis	-	-	Swimming	-	-
Volleyball	-	-	Tennis	25	33
Water Polo	-	-	Volleyball	64	67
Wrestling	-	-	Water Polo	-	-
Men's Non-NCAA Sponsor. Sports	-	-	Women's Non-NCAA Sponsor. Sports	-	-

# Graduation Success Rate Report

2012 - 2015 Cohorts: Coppin State University

Men's Sports			Women's Sports		
Sport	GSR	Fed Rate	Sport	GSR	Fed Rate
Baseball	86	47	Basketball	100	78
Basketball	88	43	Bowling	100	100
CC/Track	81	40	CC/Track	83	71
Fencing	-	-	Crew/Rowing	-	-
Football	-	-	Fencing	-	-
Golf	-	-	Field Hockey	-	-
Gymnastics	-	-	Golf	-	-
Ice Hockey	-	-	Gymnastics	-	-
Lacrosse	-	-	W. Ice Hockey	-	-
Mixed Rifle	-	-	Lacrosse	-	-
Skiing	-	-	Skiing	-	-
Soccer	-	-	Soccer	-	-
Swimming	-	-	Softball	93	47
Tennis	100	100	Swimming	-	-
Volleyball	-	-	Tennis	75	75
Water Polo	-	-	Volleyball	100	46
Wrestling	-	-	Water Polo	-	-
Men's Non-NCAA Sponsor. Sports	-	-	Women's Non-NCAA Sponsor. Sports	-	-

# Academic Success Rate Report

2012 - 2015 Cohorts: Frostburg State University

Men's Sports			Women's Sports		
Sport	ASR	Fed Rate	Sport	ASR	Fed Rate
Baseball	57	38	Basketball	63	80
Basketball	75	58	Bowling	-	-
CC/Track	73	60	CC/Track	69	69
Fencing	-	-	Crew/Rowing	-	-
Football	52	50	Fencing	-	-
Golf	-	-	Field Hockey	85	100
Gymnastics	-	-	Golf	-	-
Ice Hockey	-	-	Gymnastics	-	-
Lacrosse	87	50	W. Ice Hockey	-	-
Mixed Rifle	-	-	Lacrosse	100	80
Skiing	-	-	Skiing	-	-
Soccer	63	29	Soccer	100	80
Swimming	50	54	Softball	82	75
Tennis	89	100	Swimming	65	20
Volleyball	-	-	Tennis	100	33
Water Polo	-	-	Volleyball	100	88
Wrestling	-	-	Water Polo	-	-
Men's Non-NCAA Sponsor. Sports	-	-	Women's Non-NCAA Sponsor. Sports	-	-

# Graduation Success Rate Report

2012 - 2015 Cohorts: Towson University

Men's Sports			Women's Sports		
Sport	GSR	Fed Rate	Sport	GSR	Fed Rate
Baseball	89	71	Basketball	83	47
Basketball	86	67	Bowling	-	-
CC/Track	-	-	CC/Track	93	86
Fencing	-	-	Crew/Rowing	-	-
Football	85	67	Fencing	-	-
Golf	100	75	Field Hockey	100	56
Gymnastics	-	-	Golf	100	75
Ice Hockey	-	-	Gymnastics	92	73
Lacrosse	90	72	W. Ice Hockey	-	-
Mixed Rifle	-	-	Lacrosse	100	82
Skiing	-	-	Skiing	-	-
Soccer	-	67	Soccer	96	80
Swimming	89	77	Softball	95	77
Tennis	-	-	Swimming	94	63
Volleyball	-	-	Tennis	100	78
Water Polo	-	-	Volleyball	77	55
Wrestling	-	-	Water Polo	-	-
Men's Non-NCAA Sponsor. Sports	-	-	Women's Non-NCAA Sponsor. Sports	-	-

# Graduation Success Rate Report

2012 - 2015 Cohorts: University of Maryland, Baltimore County

Men's Sports			Women's Sports		
Sport	GSR	Fed Rate	Sport	GSR	Fed Rate
Baseball	82	55	Basketball	93	44
Basketball	64	38	Bowling	-	-
CC/Track	78	76	CC/Track	92	85
Fencing	-	-	Crew/Rowing	-	-
Football	-	-	Fencing	-	-
Golf	-	-	Field Hockey	-	-
Gymnastics	-	-	Golf	-	-
Ice Hockey	-	-	Gymnastics	-	-
Lacrosse	79	52	W. Ice Hockey	-	-
Mixed Rifle	-	-	Lacrosse	93	67
Skiing	-	-	Skiing	-	-
Soccer	79	63	Soccer	88	57
Swimming	80	61	Softball	95	83
Tennis	-	67	Swimming	100	85
Volleyball	-	-	Tennis	-	50
Water Polo	-	-	Volleyball	73	67
Wrestling	-	-	Water Polo	-	-
Men's Non-NCAA Sponsor. Sports	-	-	Women's Non-NCAA Sponsor. Sports	-	-

# Graduation Success Rate Report

2012 - 2015 Cohorts: University of Maryland, College Park

Men's Sports			Women's Sports		
Sport	GSR	Fed Rate	Sport	GSR	Fed Rate
Baseball	73	35	Basketball	100	83
Basketball	90	50	Bowling	-	-
CC/Track	94	100	CC/Track	100	89
Fencing	-	-	Crew/Rowing	-	-
Football	78	68	Fencing	-	-
Golf	67	67	Field Hockey	94	83
Gymnastics	-	-	Golf	100	100
Ice Hockey	-	-	Gymnastics	92	79
Lacrosse	84	67	W. Ice Hockey	-	-
Mixed Rifle	-	-	Lacrosse	94	94
Skiing	-	-	Skiing	-	-
Soccer	86	50	Soccer	94	68
Swimming	-	-	Softball	100	100
Tennis	-	-	Swimming	-	-
Volleyball	-	-	Tennis	100	86
Water Polo	-	-	Volleyball	89	64
Wrestling	76	61	Water Polo	-	-
Men's Non-NCAA Sponsor. Sports	-	-	Women's Non-NCAA Sponsor. Sports	-	-

# Graduation Success Rate Report

2012 - 2015 Cohorts: University of Maryland Eastern Shore

Men's Sports			Women's Sports		
Sport	GSR	Fed Rate	Sport	GSR	Fed Rate
Baseball	70	31	Basketball	100	88
Basketball	50	38	Bowling	100	44
CC/Track	56	25	CC/Track	75	46
Fencing	-	-	Crew/Rowing	-	-
Football	-	-	Fencing	-	-
Golf	67	-	Field Hockey	-	-
Gymnastics	-	-	Golf	-	-
Ice Hockey	-	-	Gymnastics	-	-
Lacrosse	-	-	W. Ice Hockey	-	-
Mixed Rifle	-	-	Lacrosse	-	-
Skiing	-	-	Skiing	-	-
Soccer	-	-	Soccer	-	-
Swimming	-	-	Softball	77	75
Tennis	-	0	Swimming	-	-
Volleyball	-	-	Tennis	-	100
Water Polo	-	-	Volleyball	89	33
Wrestling	-	-	Water Polo	-	-
Men's Non-NCAA Sponsor. Sports	-	-	Women's Non-NCAA Sponsor. Sports	-	-

# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: Coppin State University

Date of Report: 04/25/2023

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2018-19, 2019 -20, 2020-21 and 2021-22 academic years.

[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, data cells containing three or fewer student-athletes have been suppressed and are indicated by an \* symbol. The information in this report does not reflect any changes to data made after this date.]

The following chart represents by-sport APR averages for noted subgroups. National aggregates are based on all squads that have certified their academic data as final.

Sport (N)	Multiyear APR	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
<b>By Sport - Men's</b>										
Baseball (300)	983	984	60th-70th	30th-40th	977	975	982	979	975	977
Men's Basketball (357)	893 <sup>5 3</sup>	980	1st-10th	1st-10th	967	964	972	970	965	965
Men's Cross Country (319)	964	964	10th-20th	10th-20th	983	980	988	985	980	985
Men's Tennis (236)	1,000	1,000	90th-100th	80th-90th	986	986	988	986	986	987
Men's Track (292)	949	935	10th-20th	1st-10th	974	969	984	975	969	979
<b>By Sport - Women's</b>										
Women's Basketball (355)	957	952	1st-10th	1st-10th	982	980	987	985	980	983
Women's Bowling (34)	989	1,000	40th-50th	50th-60th	982	986	975	996	980	977

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>3</sup> Denotes that team is not subject to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

<sup>4</sup> Denotes that team is not subject to ineligibility for postseason competition due to the team's demonstrated academic improvement.

<sup>5</sup> The team's Level One penalty has been waived.

<sup>6</sup> The team's Level Two penalty has been waived.

<sup>8</sup> The team is subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>9</sup> The team's Postseason ineligibility has been waived.

<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.



# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: Coppin State University

Date of Report: 04/25/2023

Sport (N)	Multiyear APR	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Women's Cross Country (354)	1,000	1,000	90th-100th	80th-90th	989	988	992	991	987	991
Softball (300)	969	937	1st-10th	10th-20th	988	987	990	990	986	988
Women's Tennis (306)	1,000	1,000	90th-100th	80th-90th	991	991	992	992	989	994
Women's Volleyball (339)	989	1,000	20th-30th	50th-60th	990	989	992	992	987	991
Women's Track (345)	971	1,000	10th-20th	20th-30th	984	981	989	986	981	984
<b>By Sport - Co-Ed</b>										

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>3</sup> Denotes that team is not subject to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

<sup>4</sup> Denotes that team is not subject to ineligibility for postseason competition due to the team's demonstrated academic improvement.

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<sup>8</sup> The team is subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>9</sup> The team's Postseason ineligibility has been waived.

<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.

# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: Towson University

Date of Report: 04/25/2023

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2018-19, 2019 -20, 2020-21 and 2021-22 academic years.

*[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, data cells containing three or fewer student-athletes have been suppressed and are indicated by an \* symbol. The information in this report does not reflect any changes to data made after this date.]*

The following chart represents by-sport APR averages for noted subgroups. National aggregates are based on all squads that have certified their academic data as final.

Sport (N)	Multiyear APR	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
<b>By Sport - Men's</b>										
Baseball (300)	996	984	90th-100th	70th-80th	977	975	982	979	975	977
Men's Basketball (357)	954	957	20th-30th	1st-10th	967	964	972	970	965	965
Football (257)	950	927	20th-30th	1st-10th	962	960	971	968	958	NA
Men's Golf (297)	1,000	1,000	90th-100th	80th-90th	988	988	990	990	988	987
Men's Lacrosse (73)	979	962	10th-20th	30th-40th	987	988	986	991	986	986
Men's Swimming and Diving (134)	969	957	10th-20th	10th-20th	985	983	987	986	986	983
<b>By Sport - Women's</b>										
Women's Basketball (355)	953	925	1st-10th	1st-10th	982	980	987	985	980	983
Women's Cross Country (354)	990	962	40th-50th	50th-60th	989	988	992	991	987	991
Field Hockey (79)	991	1,000	30th-40th	50th-60th	991	991	992	991	993	989

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>3</sup> Denotes that team is not subject to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

<sup>4</sup> Denotes that team is not subject to ineligibility for postseason competition due to the team's demonstrated academic improvement.

<sup>5</sup> The team's Level One penalty has been waived.

<sup>6</sup> The team's Level Two penalty has been waived.

<sup>8</sup> The team is subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>9</sup> The team's Postseason ineligibility has been waived.

<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.

# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: Towson University

Date of Report: 04/25/2023

Sport (N)	Multiyear APR	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Women's Golf (267)	1,000	1,000	90th-100th	80th-90th	993	993	992	995	991	992
Women's Gymnastics (61)	1,000	1,000	90th-100th	80th-90th	994	995	986	995	992	978
Women's Lacrosse (118)	1,000	1,000	90th-100th	80th-90th	994	993	995	995	995	994
Softball (300)	1,000	1,000	90th-100th	80th-90th	988	987	990	990	986	988
Women's Soccer (341)	990	979	30th-40th	50th-60th	989	988	993	990	988	990
Women's Swimming and Diving (196)	998	1,000	70th-80th	70th-80th	992	991	993	992	994	990
Women's Tennis (306)	1,000	1,000	90th-100th	80th-90th	991	991	992	992	989	994
Women's Volleyball (339)	979	980	10th-20th	30th-40th	990	989	992	992	987	991
Women's Track (345)	990	970	60th-70th	50th-60th	984	981	989	986	981	984
<b>By Sport - Co-Ed</b>										

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

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<sup>9</sup> The team's Postseason ineligibility has been waived.

<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.

# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: University of Maryland, Baltimore County

Date of Report: 04/25/2023

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2018-19, 2019 -20, 2020-21 and 2021-22 academic years.

[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, data cells containing three or fewer student-athletes have been suppressed and are indicated by an \* symbol. The information in this report does not reflect any changes to data made after this date.]

The following chart represents by-sport APR averages for noted subgroups. National aggregates are based on all squads that have certified their academic data as final.

Sport (N)	Multiyear APR	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
<b>By Sport - Men's</b>										
Baseball (300)	966	970	20th-30th	10th-20th	977	975	982	979	975	977
Men's Basketball (357)	969	977	40th-50th	10th-20th	967	964	972	970	965	965
Men's Cross Country (319)	967	1,000	10th-20th	10th-20th	983	980	988	985	980	985
Men's Lacrosse (73)	975	962	10th-20th	20th-30th	987	988	986	991	986	986
Men's Swimming and Diving (134)	984	965	40th-50th	40th-50th	985	983	987	986	986	983
Men's Soccer (207)	964	1,000	10th-20th	10th-20th	979	977	981	981	979	978
Men's Track (292)	964	975	20th-30th	10th-20th	974	969	984	975	969	979
<b>By Sport - Women's</b>										
Women's Basketball (355)	980	1,000	30th-40th	30th-40th	982	980	987	985	980	983

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

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<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.

# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: University of Maryland, Baltimore County

Date of Report: 04/25/2023

Sport (N)	Multiyear APR	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Women's Cross Country (354)	995	977	50th-60th	70th-80th	989	988	992	991	987	991
Women's Lacrosse (118)	1,000	1,000	90th-100th	80th-90th	994	993	995	995	995	994
Softball (300)	987	1,000	30th-40th	40th-50th	988	987	990	990	986	988
Women's Soccer (341)	997	1,000	70th-80th	70th-80th	989	988	993	990	988	990
Women's Volleyball (339)	989	977	30th-40th	50th-60th	990	989	992	992	987	991
Women's Track (345)	1,000	990	90th-100th	80th-90th	984	981	989	986	981	984
Women's Swimming and Diving (196)	996	1,000	60th-70th	70th-80th	992	991	993	992	994	990
<b>By Sport - Co-Ed</b>										

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

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<sup>8</sup> The team is subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>9</sup> The team's Postseason ineligibility has been waived.

<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.

# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: University of Maryland, College Park

Date of Report: 04/25/2023

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2018-19, 2019 -20, 2020-21 and 2021-22 academic years.

[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, data cells containing three or fewer student-athletes have been suppressed and are indicated by an \* symbol. The information in this report does not reflect any changes to data made after this date.]

The following chart represents by-sport APR averages for noted subgroups. National aggregates are based on all squads that have certified their academic data as final.

Sport (N)	Multiyear APR	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
<b>By Sport - Men's</b>										
Men's Lacrosse (73)	994	1,000	70th-80th	60th-70th	987	988	986	991	986	986
Baseball (300)	963	959	10th-20th	10th-20th	977	975	982	979	975	977
Men's Basketball (357)	940	886	10th-20th	1st-10th	967	964	972	970	965	965
Football (257)	948	938	20th-30th	1st-10th	962	960	971	968	958	NA
Men's Golf (297)	993	1,000	50th-60th	60th-70th	988	988	990	990	988	987
Men's Soccer (207)	961	964	10th-20th	10th-20th	979	977	981	981	979	978
Men's Wrestling (78)	971	988	30th-40th	10th-20th	975	975	976	979	974	968
Men's Track (292)	926	913	1st-10th	1st-10th	974	969	984	975	969	979
<b>By Sport - Women's</b>										
Women's Soccer (341)	987	976	20th-30th	40th-50th	989	988	993	990	988	990
Women's Basketball (355)	994	975	70th-80th	60th-70th	982	980	987	985	980	983

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>3</sup> Denotes that team is not subject to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

<sup>4</sup> Denotes that team is not subject to ineligibility for postseason competition due to the team's demonstrated academic improvement.

<sup>5</sup> The team's Level One penalty has been waived.

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<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.

# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: University of Maryland, College Park

Date of Report: 04/25/2023

Sport (N)	Multiyear APR	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Women's Cross Country (354)	1,000	1,000	90th-100th	80th-90th	989	988	992	991	987	991
Field Hockey (79)	994	1,000	50th-60th	60th-70th	991	991	992	991	993	989
Women's Golf (267)	1,000	1,000	90th-100th	80th-90th	993	993	992	995	991	992
Women's Gymnastics (61)	990	1,000	20th-30th	50th-60th	994	995	986	995	992	978
Women's Lacrosse (118)	998	1,000	70th-80th	70th-80th	994	993	995	995	995	994
Softball (300)	994	1,000	60th-70th	60th-70th	988	987	990	990	986	988
Women's Tennis (306)	978	1,000	10th-20th	20th-30th	991	991	992	992	989	994
Women's Volleyball (339)	984	977	20th-30th	40th-50th	990	989	992	992	987	991
Women's Track (345)	991	1,000	60th-70th	60th-70th	984	981	989	986	981	984
<b>By Sport - Co-Ed</b>										

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

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<sup>9</sup> The team's Postseason ineligibility has been waived.

<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.

# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: University of Maryland Eastern Shore

Date of Report: 04/25/2023

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2018-19, 2019 -20, 2020-21 and 2021-22 academic years.

[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, data cells containing three or fewer student-athletes have been suppressed and are indicated by an \* symbol. The information in this report does not reflect any changes to data made after this date.]

The following chart represents by-sport APR averages for noted subgroups. National aggregates are based on all squads that have certified their academic data as final.

Sport (N)	Multiyear APR	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
<b>By Sport - Men's</b>										
Men's Basketball (357)	930	978	1st-10th	1st-10th	967	964	972	970	965	965
Men's Cross Country (319)	955	969	1st-10th	1st-10th	983	980	988	985	980	985
Men's Golf (297)	878 <sup>5 3</sup>	925	1st-10th	1st-10th	988	988	990	990	988	987
Baseball (300)	953	976	1st-10th	1st-10th	977	975	982	979	975	977
Men's Track (292)	961	988	20th-30th	10th-20th	974	969	984	975	969	979
<b>By Sport - Women's</b>										
Women's Basketball (355)	982	963	30th-40th	30th-40th	982	980	987	985	980	983
Women's Cross Country (354)	968	903	1st-10th	10th-20th	989	988	992	991	987	991
Women's Golf (267)	911	783	1st-10th	1st-10th	993	993	992	995	991	992

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>3</sup> Denotes that team is not subject to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

<sup>4</sup> Denotes that team is not subject to ineligibility for postseason competition due to the team's demonstrated academic improvement.

<sup>5</sup> The team's Level One penalty has been waived.

<sup>6</sup> The team's Level Two penalty has been waived.

<sup>8</sup> The team is subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>9</sup> The team's Postseason ineligibility has been waived.

<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.



# NCAA Division I 2021 - 2022 Academic Progress Rate Institutional Report

Institution: University of Maryland Eastern Shore

Date of Report: 04/25/2023

Sport (N)	Multiyear APR	2021-2022 APR	Percentile Rank within Sport	Percentile Rank within All Sports	All Division I	Public Institutions	Private Institutions	Football Bowl Subdivision	Football Championship Subdivision	Division I (Non-Football)
Softball (300)	978	958	10th-20th	20th-30th	988	987	990	990	986	988
Women's Bowling (34)	991	1,000	50th-60th	50th-60th	982	986	975	996	980	977
Women's Track (345)	969	947	10th-20th	10th-20th	984	981	989	986	981	984
Women's Volleyball (339)	978	932	10th-20th	20th-30th	990	989	992	992	987	991
<b>By Sport - Co-Ed</b>										

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>3</sup> Denotes that team is not subject to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

<sup>4</sup> Denotes that team is not subject to ineligibility for postseason competition due to the team's demonstrated academic improvement.

<sup>5</sup> The team's Level One penalty has been waived.

<sup>6</sup> The team's Level Two penalty has been waived.

<sup>8</sup> The team is subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>9</sup> The team's Postseason ineligibility has been waived.

<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.

# 2022 - 2023 NCAA Division I Academic Performance Program Summary of Penalties

Institution: University of Maryland Eastern Shore

Date of Report: 05/17/2023

## Access to Postseason Competition for the 2024 - 2025 Academic Year

The following teams at your institution are ineligible for postseason competition. The information contained in this summary is subject to change based on the outcome of any APR adjustments and/or waivers of penalties.

Men's Golf
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## Summary of Penalties for the 2024 - 2025 Academic Year

This report provides a summary of the teams identified at your institution that are subject to Level One, Level Two or Level Three penalties. The penalty structure has a cumulative effect that continues to apply each year as a team progresses through the structure. Each year a team fails to meet the APP requirements, another level of penalties will be added. The information contained in this summary is subject to change based on the outcome of any APR adjustments and/or waivers of penalties.

Sport	Multiyear A PR	Penalty Level	Penalty - Level One	Penalty - Level Two
Men's Golf	872	Level Two	In-season: Limited to 5 days and 16 hours of countable activity per week.	Out-of-season: Limited to 4 hours of countable activity per week. 10% reduction in contests and length of season.

<sup>1</sup> Specific information on the playing and practice season penalty may be located in the AP General Summary document located on the Reports tab within the AP data collection portal.

<sup>2</sup> The team is also subject to a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.

<sup>3</sup> Denotes that team is not subject to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

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<sup>9</sup> The team's Postseason ineligibility has been waived.

<sup>10</sup> The institution's penalty waiver request is pending.

<sup>11</sup> Denotes that team's APR data is under review.



UNIVERSITY SYSTEM  
*of* MARYLAND

Board of Regents  
Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare

November 3, 2023

Zoom Details to be Provided to Committee

Public Listen-Only Access 301-715-8592; Conference ID: 923 2412 0377;  
Password: 755122

AGENDA FOR PUBLIC SESSION

Call to Order

Chairman Gonella

1. Review of the Committee Charge, Role, and Responsibilities (Action)
2. Mid-year Athletic Director Updates – Rotating – FSU, CSU, UMCP (Information)

Troy Dell, Frostburg State University  
Derek Carter, Coppin State University  
Damon Evans, University of Maryland, College Park

3. Annual Report on Institution and BOR Policy Changes Impacting Student-athletes - Jordan McNair Safe and Fair Play Act Report (Information)

**TOPIC:** The Jordan McNair Safe and Fair Play Act Report (Information)

**COMMITTEE:** Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare

**DATE OF COMMITTEE MEETING:** November 3, 2023

**SUMMARY:** The Jordan McNair Safe and Fair Play Act, adopted in the spring of 2021, established an annual requirement for the University System of Maryland to report on student athletes, including any policy changes related to the health and safety of student athletes at each institution.

In August 2023, System institutions with Intercollegiate Athletics were asked for an inventory of every policy and procedure that related to student-athlete safety, health, and wellness. Institutions were also asked to provide a link to or attachment of the policies/procedures and asked to note when the policies were established and if changes had been made since August 2022.

All institutions complied with this request. The information collected was compiled into a report that was submitted to the General Assembly by the October 1, 2023 deadline.

Dr. Zakiya Lee, Assistant Vice Chancellor and Chief of Staff for Academic and Student Affairs, will provide a summary of the report, which demonstrates the depth and breadth of campus policies related to the health and safety of student athletes.

**ALTERNATIVE(S):** This item is presented for information purposes.

**FISCAL IMPACT:** This item is presented for information purposes.

**CHANCELLOR'S RECOMMENDATION:** This item is presented for information purposes.

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COMMITTEE RECOMMENDATION:

DATE:

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BOARD ACTION:

DATE:

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SUBMITTED BY: Ellen Herbst 301-445-1923 and Alison Wyrnn 301-445-1992

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October 23, 2023

The Honorable Bill Ferguson  
President  
Senate of Maryland  
State House, H-107  
Annapolis Maryland 21401

The Honorable Adrienne A. Jones  
Speaker  
Maryland House of Delegates  
State House, H-101  
Annapolis Maryland 21401

Re: Report Required by §2-1257 of the State Government Article (Jordan McNair Safe and Fair Play Act)

Dear President Ferguson and Speaker Jones:

On behalf of the Board of Regents Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare, I offer the University System of Maryland's report to comply with the Jordan McNair Safe and Fair Play Act, which states, "The University System of Maryland Intercollegiate Athletics Workgroup shall submit a report to the General Assembly, in accordance with §2-1257 of the State Government Article, on student athletes in the University System of Maryland, including any student athlete policy changes at each institution related to the health and safety of student athletes."

Please contact me at [zlee@usmd.edu](mailto:zlee@usmd.edu) or 301-445-1991 if you have any questions.

Sincerely,



Zakiya S. Lee  
Assistant Vice Chancellor and Chief of Staff  
Academic and Student Affairs

CC: Sarah Albert, Department of Legislative Services (5 copies); Geoff Gonella, USM Board of Regents Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare; Jay Perman, USM Chancellor; Ellen Herbst, USM Administration and Finance; Alison Wrynn, USM Academic and Student Affairs; Patrick Hogan, USM Government Relations; Carolyn Skolnik, USM Human Resources

# The Jordan McNair Safe and Fair Play Act

University System of Maryland

Final  
October 2023



The University System of Maryland’s Board of Regents Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare submits the following report as mandated by The Jordan McNair Safe and Fair Play Act, which states, “The University System of Maryland Intercollegiate Athletics Workgroup shall submit a report to the General Assembly, in accordance with §2-1257 of the State Government Article, on student athletes in the University System of Maryland, including any student athlete policy changes at each institution related to the health and safety of student athletes.”

**University System of Maryland and Oversight of Intercollegiate Athletics**

The University System of Maryland (USM) has collaborated with and gathered information and data on the intercollegiate athletics programs at its institutions for many years with a policy on athletics oversight first adopted in 1990 and then further refined in 1991. In 2013, the Board of Regents established the Workgroup on Intercollegiate Athletics to formalize processes, procedures, and the oversight of the athletics programs. The Workgroup diligently worked reviewing and assessing the academics, health and wellness, Title IX compliance, and financial status of athletics programs. Institutional information was reviewed by and presented to the Workgroup and also reported up to the standing committees on Education Policy and Student Life and Finance, as appropriate. In 2020, the Board of Regents approved the dissolution of the aforementioned workgroup and the establishment of a more formal, robust, long-standing, public-facing entity – the Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare. In April 2021, the charge of that committee (included as an appendix to this report) was approved and incorporated into the Bylaws of the USM Board of Regents. This charge was last reviewed and approved in November 2022.

The Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare is charged with performing all necessary oversight of compliance with Board of Regents policy expectations, considering issues associated with intercollegiate athletics and student-athlete health and welfare concerns, and determining the need for further or amended Board of Regents policy requirements. This includes, but is not limited to: (1) reviewing presidential performance in managing institutional intercollegiate athletics, (2) monitoring developments in intercollegiate athletics nationally, (3) requesting information from the institutions on the health and welfare of athletes and academic support protocols provided to student-athletes; Title IX compliance and complaints; and institutions’ student-athletes academic progress and graduation success; and (4) analyzing financial status, commitments, and obligations. The Committee meets as needed but no fewer than three times each fiscal year.

Topics covered during the FY 2023 meetings of the Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare include:

November 14, 2022

1. Review of the Committee Charge, Role, and Responsibilities
2. Mid-year Athletic Director Updates – Rotating – FSU, CSU, UMCP
  - the lines of reporting within the institution and responsibility for athletics
  - the institution’s current challenges
  - institution efforts to facilitate student-athletes’ use of name, image, or likeness
  - the impact of the Alston case on the institution’s athletic department
3. Annual Report on Institution and BOR Policy Changes Impacting Student-athletes -Jordan McNair Safe and Fair Play Act Report

March 13, 2023

1. Mental Wellness and Mental Health in the Intercollegiate Athletics Community – a presentation by Dr. James Borchers, President and CEO of the U.S. Council for Athletes’ Health
2. Mid-year Athletic Director Updates – Rotating – UMBC, SU, TU
  - the lines of reporting within the institution and responsibility for athletics
  - the institution’s current challenges
  - institution efforts to facilitate student-athletes’ use of name, image, or likeness
  - the impact of the Alston case on the institution’s athletic department
3. Financial Condition and Results of Intercollegiate Athletic Programs

June 12, 2023

1. Managing APR Issues in a Changing Environment - A Presentation by Dr. Sue Sherburne and Mr. Brady Rourke, University of Maryland, College Park
2. Amendments to BOR V-2.10 University System of Maryland Policy on Intercollegiate Athletics
3. Mid-year Athletic Director Updates – Rotating – BSU and UMES
  - the lines of reporting within the institution and responsibility for athletics
  - the institution’s current challenges
  - institution efforts to facilitate student-athletes’ use of name, image, or likeness
  - the impact of the Alston case on the institution’s athletic department
4. Title IX Intercollegiate Athletics Status
5. Summary of Student-Athlete Admission, Graduation, and Academic Progress



**Regents serving on the committee in FY 2024 are:**

Geoff Gonella (*chair*)

Tom McMillen

Hugh Breslin

Michelle Gourdine

Josiah Parker

Doug Peters

Linda Gooden (*ex officio*)

**University System of Maryland Board of Regents Policies on Intercollegiate Athletics**

Following are the intercollegiate athletics-specific policies maintained by the University System of Maryland Board of Regents:

**V-2.00 – Policy on Student Athletics (approved in January 1990)** – This policy establishes that the responsibility for adopting rules for the administration of intercollegiate athletics is delegated to the President of each institution, subject to Board policies and to applicable Federal and State law and any governing athletic association’s rules.

**V-2.10 – Policy on Intercollegiate Athletics (approved in April 1991; most recently amended in June 2023)** – This policy establishes the general philosophy of and expectations surrounding ICA as well as describing institutions’ reporting and accountability requirements (including compliance with the Jordan McNair Act); academic, fiscal, and compliance responsibilities; ongoing reporting obligations; and the distribution and use of sensitive information. This policy also mandates that institutions with intercollegiate athletics program, “have in place procedures, internal and external, which provide careful and thorough scrutiny of the sports program and deliver required information to the president and, as appropriate, to the Chancellor and the Board of Regents.”

During the June 12, 2023 meeting of the Board’s Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare, the committee voted to amend Policy V-2.10. The policy continues to require that institutions operate intercollegiate athletics programs in a fiscally responsible manner. The policy’s goal is for these programs to be operated on a self-supporting basis as set forth in guidelines provided by the Chancellor. However, the policy amendments will provide institutions with flexibility to achieve this goal over time, if necessary. The policy permits institutions to use revenues or resources other than those generated by the intercollegiate athletics program to support the program, if certain procedures are followed: (1) for use of other revenues of up to \$1 million in a year, the president’s approval must be documented and the Chancellor notified; (2) for amounts of \$1 million up to \$5 million in one year, the Chancellor’s review and approval is required. Institutions that cannot cover their expenses through program revenues and other approved sources of revenue shall develop, adopt and report to the Chancellor’s Office an operating plan to improve intercollegiate athletics program financial results. Finally, the policy amendments also provide that institutions may choose not to require intercollegiate athletics programs to make up internal accounting budget shortfalls. In such cases, the president must notify the Chancellor and, if the amount exceeds \$5 million in one year, the Chancellor will notify the Board of Regents.

**V-2.20 – Policy on Academic Achievement in Intercollegiate Athletics (approved October 2014)** – This policy establishes the importance of successful academic achievement for student athletes and associated reporting requirements.

All Board of Regents ICA-related policies and the work of the former workgroup and current standing committee are based on the philosophy that student-athletes are, first and foremost students, and it is the expectation of the Board of Regents that student-athletes’ academic performance and progress will be comparable to that of non-athletes. Management of the athletics programs, with focus on financial expectations as well as academic and health and wellness goals and expectations, are among those elements to be considered in the annual evaluations of presidential performance.

The July 2021 transition of the Workgroup on Intercollegiate Athletics to the Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare and the June 2023 amendments to the Policy on Intercollegiate Athletics (V-2.10) are the most substantive, system-wide changes that have taken place in years. All policies undergo regular examination by the committee and/or USM staff. Changes will be reported in USM’s subsequent submission(s) of the Jordan McNair Safe and Fair Play Act Report.

**University System of Maryland’s Institutions’ and the System Office’s Compliance with the McNair Act Reporting Mandates**

The McNair Act states, “The University System of Maryland Intercollegiate Athletics Workgroup shall submit a report to the General Assembly, in accordance with §2-1257 of the State Government Article, on student athletes in the University System of Maryland, including any student athlete policy changes at each institution related to the health and safety of student athletes.”

To satisfy this requirement, the staff to the Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare asked the institutions with NCAA intercollegiate athletics to submit a report detailing their policies and procedures related to the safety, health, and wellness of student-athletes. The staff also requested links or hard copies of each policy or procedure, the date it was established, the date of last review, and a brief description of changes and motivating factors since August 2022. The reporting requirement from the General Assembly only asked for *policy* changes, but the Committee expanded the request to include procedures/guidelines, as much of the infrastructure designed to address student-athlete health and wellness is contained in procedures or protocols that are not always official policies.

Eight University System of Maryland institutions have intercollegiate athletics.

- Bowie State University – Division II
- Coppin State University – Division I
- Frostburg State University – Division II
- Salisbury University – Division III
- Towson University – Division I
- University of Maryland, Baltimore County – Division I
- University of Maryland, College Park – Division I
- University of Maryland Eastern Shore – Division I

Following is a chart of the policies and procedures related to the safety, health, and wellness of student-athletes for each USM institution with intercollegiate athletics and the University System of Maryland Board of Regents.

Bowie State University			
Policy or Procedure Name	Policy or Procedure Established	Date of Last Review	Brief Description of Changes and Motivating Factors since August 2022 or Indicate “No Changes”
Yearly Medical Requirements for Athletic Participation	2018	2023	No Changes
Non-Athletic Related Injuries	2018	2023	No Changes
Medical Referrals	2018	2023	No Changes
Dietary Supplements	2018	2023	No Changes
Blood-Borne Pathogens	2018	2023	No Changes
Eating Disorders	2018	2023	No Changes
Methicillin-Resistant Staphylococcus Aureus	2018	2023	No Changes
Concussion Management Policy	2018	2023	No Changes
Lightning Policy	2018	2023	No Changes
Indoor Heat Policy	2018	2023	No Changes
Cold Weather Policy	2018	2023	No Changes
Heat Index Policy	2018	2023	No Changes
Prevention of Heat Illness	2018	2023	No Changes
Pregnancy Policy	2018	2023	No Changes
Mental Health Policy	2018	2023	No Changes
Sickle Cell Trait/Disease Policy	2018	2023	No Changes
AED Policy	2018	2023	No Changes
Rhabdomyolysis Policy	2021	2023	No Changes
Asthma Policy	2021	2023	No Changes
Coverage Guidelines	2018	2023	No Changes
Emergency Care and Coverage	2018	2023	No Changes
COVID Policy	2020	2023	The COVID 19 policy has changed based on current CDC recommendations and university requirements. COVID-19 vaccination and boosters are no longer a requirement. Weekly testing is no longer a requirement for athletes and staff. Positive results and isolation protocol are based on CDC recommendations.
Reporting Student Concerns Regarding Athletic Programs and Activities	2019	2023	No Changes

Coppin State University			
Policy or Procedure Name	Policy or Procedure Established	Date of Last Review	Brief Description of Changes and Motivating Factors since August 2022 or Indicate “No Changes”
Athletic Training Room Rules, Guidelines, & Procedures	2020	7/2023	No Changes
Concussion Safety Protocol	2015	7/2023	No Changes
Sickle Cell Trait Testing Policy and Procedure	2010	7/2023	No Changes
Reporting Student Concerns Regarding Athletic Programs and Activities	2019	7/2023	No Changes
Necessary Medical Requirements and Information for Student-Athletes before CSU Athletic Scheduled Activity (COVID-19)	2021	7/2023	No Changes
Sports Medicine Emergency Action Plan – Heat Illness	November 2021	7/2023	No Changes
Adapted Medical Triage and Algorithms – Asthma	October 2021	7/2023	No Changes
Return to Play from Rhabdomyolysis	October 2021	7/2023	No Changes
Frostburg State University			
Policy or Procedure Name	Policy or Procedure Established	Date of Last Review	Brief Description of Changes and Motivating Factors since August 2022 or Indicate “No Changes”
Student-Athlete Ethical Behavior	June 2019	Aug. 2023	No Changes
FSU Student-Athlete Code of Conduct	June 2019	Aug. 2023	No Changes
Student-Athlete Advisory Committee Structure	June 2019	Aug. 2023	No Changes
Student-Athlete Media Policy	June 2019	Aug. 2023	No Changes
Athletic Training Clinic General Rules	June 2019	Aug. 2023	No Changes
Injury Clearance Chain of Command	June 2019	Aug. 2023	No Changes
Communication Regarding Clearance to Participate After an Injury/Illness	June 2019	Aug. 2023	No Changes
Student-Athlete Medical Information	June 2019	Aug. 2023	No Changes
Student-Athlete Insurance	June 2019	Aug. 2023	No Changes
Medical Testing and Clearance	June 2019	Aug. 2023	No Changes
Treatment Procedures – Infectious Diseases	June 2019	Aug. 2023	No Changes
Treatment Procedures – Concussion	June 2019	Aug. 2023	Adopted recommendation that came from the International Conference on Concussions. Updated SCAT 5 to SCAT 6 assessment. Update Appendix M to reflect changes

Frostburg State University (con't)			
Treatment Procedures – Sickle Cell	June 2019	Aug. 2023	Moved from hard copy sign-off to Adobe. Appendix G Athletic Training Manual
Treatment Procedures – Mental Health & Illness	June 2019	Aug. 2023	Updated language and defined treatment procedures. See Appendix Q.
Treatment Procedures – Nutrition and Eating Disorder/Disordered Eating Policies	June 2019	Aug. 2023	No Changes
Treatment Procedures – Student-Athlete Pregnancy	June 2019	Aug. 2023	No Changes
Inclement Weather – Heat Exposure	June 2019	Aug. 2023	Change from Weather Bug to Perry Weather
Inclement Weather – Cold Exposure	June 2019	Aug. 2023	Change from Weather Bug to Perry Weather
Inclement Weather – Air Quality	June 2019	Aug. 2023	Change from Weather Bug to Perry Weather
Inclement Weather – Lightning	June 2019	Aug. 2023	Change from Weather Bug to Perry Weather
Initial Grant-In-Aid for New Students	June 2019	Aug. 2023	No Changes
Non-Renewal/Reduction of Athletic Scholarships	June 2019	Aug. 2023	No Changes
Procedures for Appealing Reduction/Cancellation/Non-Renewal	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Student Handbook Defined	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Academics	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Frostburg State University Missed Class Policy	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Policy on Transgender Participation in Athletics	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Harassment Policies and Grievance Reporting	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Harassment Policies and Grievance Reporting – Sexual Harassment	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Harassment Policies and Grievance Reporting – Hazing	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Harassment Policies and Grievance Reporting – Unethical, Improper, Illegal Behavior	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Governance	June 2019	Aug. 2023	No Changes

Frostburg State University (con't)			
Student-Athlete Development & Well Being – Departmental Evaluation and Exit Survey/Interview	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Community Engagement	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Athletic Awards Banquet	June 2019	Aug. 2023	No Changes
Student-Athlete Development & Well Being – Wellness Policies and Resources	June 2019	Aug. 2023	No Changes
Department of Athletics Grievance Reporting – Reporting Student Concerns Regarding Athletic Programs and Activities	2019	Aug. 2023	No Changes
Treatment Procedures – Rhabdomyolysis	2021	Aug. 2023	Added Return to Play for Rhabdomyolysis. Appendix H
Treatment Procedures – Asthma	2021	Aug. 2023	No Changes
Treatment Procedures – Return to Play – Heat Illness	2021	Aug. 2023	No Changes
Treatment Procedures – Return to Play – Sickle Cell Trait	2021	Aug. 2023	No Changes
Treatment Procedures – Return to Play – Concussion	2021	Aug. 2023	No Changes
Treatment Procedures – Return to Play – Skin Infection	2021	Aug. 2023	No Changes
Treatment Procedures – Return to Play – Asthma	2021	Aug. 2023	No Changes
Treatment Procedures – Return to Play – Dental Injuries	2021	Aug. 2023	No Changes
Treatment Procedures – Return to Play – Seizure	2021	Aug. 2023	No Changes
Facility EAP – Wrestling Room	2021	Aug. 2023	Added Wrestling Room
Salisbury University			
Policy or Procedure Name	Policy or Procedure Established	Date of Last Review	Brief Description of Changes and Motivating Factors since August 2022 or Indicate “No Changes”
Reporting Student-Athlete Concerns about Athletic Programs and Activities (State-Mandated)	2019	2023	No Changes
Concussion Management	2012 – updated annually	2023	No Changes
Heat Related Procedures	2018 – updated and reviewed annually	2023	No Changes

Salisbury University (con't)			
Emergency Action Plan	2012 – updated annually	2023	No Changes
Guidance – Sickle Cell Trait Test Verification	2010 – updated annually	2023	Some Changes
Asthma – Screening and Treatment Plans	2021 – annual review	2023	No Changes
Exertional Rhabdomyolysis Management Plan	2021 – annual review	2023	No Changes
Towson University			
Policy or Procedure Name	Policy or Procedure Established	Date of Last Review	Brief Description of Changes and Motivating Factors since August 2022 or Indicate “No Changes”
05-03.00 Reporting Student-Athlete Concerns about Athletic Programs and Activities	2020	2023	No Changes
Student Athlete Handbook – Procedures for Reporting Student-Athlete Concerns about Athletic Programs and Activities	2020	2023	No Changes
Student-Athlete Handbook – Drug Testing Procedures	2018	2023	No Changes
Student-Athlete Handbook – Patient Privacy, Chaperones and Informed Consent	2018	2023	No Changes
Student-Athlete Handbook – Sports Medicine	2019	2023	No Changes
Student-Athlete Handbook – Strength & Conditioning	2018	2023	No Changes
Towson Sports Medicine Procedure Manual	2011	2023	No Changes
Conditioning Best Practices	2019	2023	No Changes
Mental Health Best Practices	2018	2023	Addition of Behavioral Health Coordinator
Towson Strength & Conditioning Operations Manual	January 2020	2023	No Changes
Inclement Weather Procedure	2015	2023	No Changes
Sport Program Evaluations, Surveys and Exit Interviews	2013	2023	Change in Procedure re: Financial Health
University of Maryland, Baltimore County			
Policy or Procedure Name	Policy or Procedure Established	Date of Last Review	Brief Description of Changes and Motivating Factors since August 2022 or Indicate “No Changes”
UMBC Student Concerns About Athletic Programs and Activities Interim Policy # V-2.00.01	Oct. 1, 2019	7/28/23	No Changes

University of Maryland, Baltimore County (con't)			
UMBC Hazing Policy #V-8.00.01	June 12, 2018	7/28/23	No Changes
UMBC Policy on Sexual Misconduct, Sexual Harassment and Gender Discrimination # VI-1.60.01	August 14, 2020	7/28/23	No Changes
UMBC Substance Abuse Policy # III-5.00.04	May 31, 2018	7/28/23	No Changes
UMBC Interim Policy on Student Social Media Privacy # V-1.20.01	February 28, 2017	7/28/23	No Changes
UMBC Smoking Policy # VI-8.10.01	March 1, 2016	7/28/23	No Changes
UMBC Athletics Collapse/Cardiac Arrest Emergency Action Plan	June 20, 2019	7/28/23	No Changes
UMBC Athletics Critical Incident Internal Communication Protocol	August 1, 2021	7/28/23	No Changes
UMBC Athletics Clinical Management Guideline: Sickle Cell Trait Crisis Management	July 2018	7/28/23	No Changes
UMBC Athletics Asthma Management Guideline	June 2019	7/28/23	No Changes
UMBC Athletics Body Composition Assessment Policy and Procedure	July 5, 2018	7/28/23	No Changes
UMBC Athletics Cardiac Arrest Overview	August 20, 2018	7/28/23	No Changes
UMBC Athletics: Diabetes Management in the Athlete	July 2018	7/28/23	No Changes
UMBC Athletics Progressive Spine Injury Assessment	July 2018	7/28/23	No Changes
UMBC Athletics Final Heat Illness Prevention & Management	July 2018	9/3/23	No Changes
America East Hot & Cold Weather Competition Policy	July 1, 2019	7/28/23	No Changes
UMBC Athletics Cold Weather Policy	January 2019	7/28/23	No Changes
UMBC Athletics Lightning Safety Policy	July 2019	8/3/23	Increased distance of lightning to 10 miles rather than 8
UMBC Athletics Baseball & Softball Emergency Action Plan	June 2021	7/28/23	No Changes
UMBC Athletics Basketball Volleyball Aux Gym Emergency Action Plan	June 2021	7/28/23	Updated to reflect staffing changes
UMBC Athletics Basketball Volleyball Main Gym Emergency Action Plan	June 2021	7/28/23	Updated to reflect staffing changes
UMBC Athletics Lacrosse Emergency Action Plan	June 2021	7/28/23	No Changes
UMBC Athletics Soccer Emergency Action Plan	June 2021	7/28/23	Updated to reflect staffing changes
UMBC Pool EAP	June 2021	8/2023	Updated to clarify directions
UMBC Varsity Weight Room EAP	June 2021	8/2023	Updated to reflect staffing changes
UMBC Athletics Concussion Management Program	June 2018	7/28/23	No Changes
UMBC Sports Medicine Concussion Return to Play Protocol Guideline	July 2018	7/28/23	No Changes



UMBC Concussion Return to Play Protocol – Sport Specific	March 2020	7/28/23	No Changes
UMBC Drug Testing Policy	August 2010	7/28/23	No Changes
UMBC Clinical Management Guideline: Rhabdomyolysis Crisis Management	September 2021	7/28/23	No Changes
UMBC Mental Health EAP	July 2018	7/7/23	Updated to reflect staffing changes
UMBC Mental Health Crisis & Routine Contact Information	July 7, 2023		Created to serve as appendix to Mental Health EAP
University of Maryland, College Park			
Policy or Procedure Name	Policy or Procedure Established	Date of Last Review	Brief Description of Changes and Motivating Factors since August 2022 or Indicate “No Changes”
Sports Medicine Services Overview	2021	2023	Updated COVID policy  Added Monkey Pox Response Plan  Updated Second Opinion Policy
Medical Model Organizational Chart	Pre-2013; Updated 2022	2023	Added new staff members
Big Ten Institutional Control	2015; Updated 2020	2023	No Changes
Emergency Action Plan	Pre-2013; Updated 2022	2023	Updated facility specific plans; added online coach attestation form  Added new Big Ten Event Coverage Baseline Standards
Medical Clearance to Participate	Pre-2013; Updated 2020	2023	No Changes
Stimulant Medication Guidelines	Pre-2013; Updated 2019	2023	Updated Prescription and OTC Medication Policy
Return to Play	2013	2023	No Changes
Mental Health Emergency Plan	2018; Updated 2022	2023	Updated contact information and flow chart
Medical Expenses and Insurance	Pre-2013; Updated 2019	2023	No Changes
Confidentiality	2013	2023	Updated PHI Medical Release From
Athletic Medical Review Board	2019	2023	
Environmental Heat Practice Guideline	2019	2023	No Changes
Exertional Heat Stroke Plan	2018	2023	No Changes
Lightning Monitoring Plan	2018	2023	Updated monitoring process
Concussion Management Plan	2010; Updated 2022	2023	Added online coach attestation form for yearly education

University of Maryland, College Park (con't)			
Drug Testing	2019	2023	Updated Drug Testing and Education Policy
Student-Athlete Medical Consent Forms	Pre-2013; Updated 2022	2023	Updated 2023-24 online attestation forms
Student-Athlete Feedback	2019	2023	No Changes
Staff Code of Ethical Conduct	2019	2023	No Changes
Mental Health First Aid Training	2021	2023	No Changes
Student Concerns About Athletic Programs and Activities Policy	2019	2023	No Changes
Clinical Management Guidelines: Asthma Management	Pre-2013; Updated 2022	2023	No Changes
Conditioning Best Practices – Rhabdomyolysis and Other Medical Conditions	Pre-2013; Updated 2022	2023	Updated Sickle Cell Trait education and attestation form
University of Maryland Eastern Shore			
Policy or Procedure Name	Policy or Procedure Established	Date of Last Review	Brief Description of Changes and Motivating Factors since August 2022 or Indicate “No Changes”
Concussion Safety Protocol	Fall 2017	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Staff	Fall 2015	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Athletic Training Facility Rules and Regulations	Fall 2015	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Injury and Illness Reporting	Fall 2015	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Emergency Room/Urgent Care Clinic Referral	Fall 2015	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Compliance with Prescribed Treatment and Rehabilitation Sessions	Fall 2015	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Bloodborne Pathogen Policy	Fall 2015	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Blood Borne Pathogen Exposure Control Plan	Fall 2015	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Emergency Action Plan for Medical Emergencies	Fall 2019	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Facility Emergency Action Plans	Fall 2019	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Exertional Heat Illness	Fall 2019	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Exertional Rhabdomyolysis Policy	Fall 2021	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Cold Exposure	Fall 2019	Fall 2023	No Changes

University of Maryland Eastern Shore (con't)			
Sports Medicine Policies and Procedures – Sickle Cell Trait Policy and Protocol	Fall 2021	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Lightning Safety Protocol	Fall 2019	Fall 2023	No Changes
Sports Medicine Policies and Procedures – ADHD Policy	Fall 2021	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Asthma Policy	Fall 2021	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Psychiatric and Psychological Intervention Plan	Fall 2021	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Student-Athlete Drug and Alcohol Policy Statement	Fall 2015	Fall 2023	No Changes
Sports Medicine Policies and Procedures – Insurance Coverage and Payment for Medical Services	Fall 2015	Fall 2023	No Changes
Reporting Student-Athlete Concerns about Athletic Programs and Activities	2019	Fall 2023	No Changes
University System of Maryland			
Policy or Procedure Name	Policy or Procedure Established	Date of Last Review	Brief Description of Changes and Motivating Factors since August 2022 or Indicate “No Changes”
V-2.00 – Policy on Student Athletics	January 1990	Fall 2022	No Changes
V-2.10 – Policy on Intercollegiate Athletics	April 1991	Spring 2023	Amended to address fiscal considerations (detailed on p. 3)
V-2.20 – Policy on Academic Achievement in Intercollegiate Athletics	October 2014	Fall 2022	No Changes

Finally, per Section 15-128 of the Jordan McNair Act, “An athletic program should adopt and implement: 1) guidelines to prevent, assess, and treat serious sports-related conditions, including: brain injury; heat illness; and rhabdomyolysis (rhabdo); 2) exercise and supervision guidelines for any student athlete who participates in an athletic program and is identified with potential life-threatening health conditions, including sickle cell trait, and asthma; and 3) return-to-play protocols for athletes who experience injury or illness during practice or play.

Our examination of the institutional policies noted above indicates that all institutions have protocols and guidelines relating to these conditions and illnesses.

The USM Board of Regents Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare and associated USM Office staff will continue to work with our institutional partners to ensure the health, safety, and welfare of student-athletes is the top priority.

# The Jordan McNair Safe and Fair Play Act

## Appendix



UNIVERSITY SYSTEM  
of MARYLAND

Board of Regents

Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare  
Charge, Role, and Responsibilities

Charge:

The Committee on Intercollegiate Athletics and Student-athlete Health and Welfare shall perform all necessary oversight of compliance with Board of Regents policy expectations, consider issues associated with intercollegiate athletics and student-athlete health and welfare concerns, and the need for further or changed Board of Regents policy requirements.

Role and Responsibilities:

The Committee on Intercollegiate Athletics and Student-athlete Health and Welfare shall consider and report or recommend to the Board of Regents on matters concerning expectations and requirements of institutions with intercollegiate athletics programs; minimum standards System-wide for institutions arrangements with student-athletes including scholarships, student support services, health insurance and Title IX practices and compliance, and new Board of Regents policy changes recommended for full Board of Regents approval. The Committee will also review presidential success in managing institutional intercollegiate athletics in accordance with policy requirements. The Committee on Intercollegiate Athletics and Student-athlete Health and Welfare will also monitor developments in intercollegiate athletics nationally, whether with the NCAA, athletic conferences, or Federal legislation, rule-making or other forms of national accountability, and assess implications for USM institutions. Members of the Committee on Intercollegiate Athletics and Student-athlete Health and Welfare are appointed annually by the Chairperson of the Board. The Committee shall meet as needed, but no fewer than three times during the fiscal year. The members of the Committee may expect to receive information for review in order to consider, and/or act on any of the following matters:

- A. Information on health and academic support protocols provided to student-athletes.
- B. Information on Title IX compliance.
- C. Information on institution's student-athletes academic progress and graduation success.
- D. Institution submitted reports documenting athletic program status or performance relative to student-athlete health, safety, and well-being standards or expectations.
- E. Institution submitted reports documenting athletic program status or performance relative to academic, financial or other standards as required by the NCAA, athletic conferences or other organized bodies that may impose sanctions or influence the ICA program's resources or operations.
- F. Financial status, commitments and obligations, results of operations and financial projections for the coming five-year period.

The Committee shall prepare and provide its annual APR and financial reports to the full Board. The Committee shall also share the appropriate reports, respectively, with the committees on **Education Policy & Student Life and Finance for information purposes.**



UNIVERSITY SYSTEM  
of MARYLAND

BOARD OF REGENTS  
COMMITTEE ON FINANCE

January 24, 2024

Meeting via Video and Conference Call

DRAFT

Minutes of the Public Session

---

Regent Fish welcomed those on the video and teleconference and called the meeting of the Finance Committee of the University System of Maryland Board of Regents to order in public session at 10:32 a.m.

Regents participating in the session included: Ms. Fish, Mr. Gonella, Ms. Gooden, Mr. Hasan, Ms. Helal, Mr. Pope, Mr. Rauch, Mr. Sibel, and Mr. Wood. Also participating were: Chancellor Perman, Ms. Herbst, Assistant Attorney General Bainbridge, Assistant Attorney General Palkovitz, Dr. Pines, Mr. Atkins, Mr. Mohammadi, Mr. Bitner, Mr. Colella, Mr. Danik, Ms. Dettloff, Mr. Donoway, Mr. Lockett, Ms. Lowe, Mr. Lowenthal, Mr. Oler, Mr. Keeney, Ms. Adkins, Ms. Petronka, Ms. Munn, Ms. Borgerding, Mr. Olen, Mr. Reuning, Ms. Corry, Mr. Kaiser, Mr. Morris, Mr. Crawford, Mr. Borkowicz, Mr. Bass, Mr. Conway, Ms. Murphy, Mr. Sheetz, Mr. Snyder, Ms. Auburger, Mr. Beck, Ms. Denson, Mr. Eismeier, Mr. Hickey, Mr. Li, Mr. Muntz, Ms. Norris, Mr. Acton, Ms. Patterson, Ms. McMann, and other members of the USM community and the public.

1. University System of Maryland: Amendment to the Forty-Fourth Bond Resolution—Auxiliary Facility and Tuition Revenue Bonds (action)

Regent Fish summarized the first agenda item. Every June the Board reviews and approves a Bond Resolution that includes the auxiliary projects from the System Funded Capital Program and the academic projects included in the Governor’s CIP, as passed by the Maryland Legislature. She explained that there was a last-minute change made to the 2022 resolution to reflect the appropriate auxiliary project authorizations included in the System Funded Construction Program. In error, the total academic authorization was changed. The amendment will rectify that action. The academic project authorization will be updated to the amount of \$25.3 million, authorized by the State. The amendment does not impact the total Bond Resolution authorization originally approved by the Board of Regents.

**The Finance Committee recommended that the Board of Regents approve the Amendment to the Forty-Fourth Bond Resolution.** (Regent Fish moved recommendation, seconded by Regent Pope; approved)

Vote Count = Yeas: 9                      Nays: 0                      Abstentions: 0

2. Bowie State University on behalf of the University System of Maryland and the Maryland Education Enterprise Consortium (MEEC): Modification to the IT Professional Consulting Services Master Contract (action)

Regent Fish stated that, in light of a conflict of interest, she would recuse herself from participating in both the discussion and voting on the agenda item. She asked Sr. Vice Chancellor Herbst to preside over the matter.

Sr. Vice Chancellor Herbst acknowledged Ms. Petronka and Ms. Munn from MEEC, Mr. Jost from BSU's procurement office, and Mr. Hickey and Mr. Eismeier from the USM Office. Sr. Vice Chancellor Herbst took the opportunity to share an overview of the Maryland Education Enterprise Consortium, an entity hosted by the USM. MEEC membership includes more than 200 K-20 public, private, federal educational institutions and libraries in Maryland serving nearly 230,000 faculty and staff. The consortium leverages its membership's size to negotiate favorable IT hardware, software, and services contracts. At the present time, MEEC has 16 agreements with approximately 100 vendors of software, hardware, and services. Members may purchase off of the contracts, which have established minimum discounts and maximum hourly rates. From there, MEEC members can further negotiate pricing. MEEC members throughout the State can access contracts with pre-established terms and conditions, which are vetted and approved by authorized legal counsel, thereby avoiding the need for recreating this process for every new procurement.

Sr. Vice Chancellor Herbst provided a comprehensive synopsis of the current request pertaining to the MEEC IT Professional Consulting Services contract. This agreement encompasses nearly 30 consulting firms, offering a wide array of technology implementation services such as system implementation, change management, program management, data analytics, and training. The request under consideration aims to amend the existing contract by increasing the not-to-exceed amount from \$90 million to \$140 million. The multi-award master contract has proven to be highly successful, serving as a vital conduit for essential IT professional consulting services to all MEEC members. During the discussion, Mr. Eismeier addressed inquiries regarding Minority Business Enterprise (MBE) participation. He highlighted efforts within the system institutions similar to the State's initiatives for engaging with MBEs and small businesses. These efforts include hosting conferences to facilitate introductions, educate stakeholders about initiatives and procurement processes, and foster participation. The overarching goal is to establish robust relationships and enhance participation in upcoming projects, particularly with several significant ERP initiatives on the horizon.

Regent Gooden underscored the critical importance of promptly addressing any instances of exceeding a contract's spending ceiling. In light of this concern, she suggested a procedural change aimed at augmenting the existing system to ensure timely and comprehensive data collection on procurement contracts, encompassing costs and MBE participation. Additionally, she requested a review of the six-month output from the system.

**The Finance Committee recommended that the Board of Regents approve Bowie State University's request to increase the not-to-exceed amount of the MEEC master contract from \$90 million to \$140 million, as described in the agenda item.**

(Regent Pope moved recommendation, seconded by Regent Gonella; approved)

Vote Count = Yeas: 8                      Nays: 0                      Abstentions: 1 (Regent Fish recused herself)

3. FY 2023 Audited Financial Statements and USM Financial Planning (information)

Regent Fish introduced the agenda item concerning the System's annual audit of its financial statements for the fiscal year ending June 30, 2023. She outlined that the financial affairs team would present an overview of the audited financial statements, highlighting key insights. Subsequently, taking the committee members through a discussion covering financial planning within the System, the current state of USM's financial strength, and insights on how the rating agencies perceive and evaluate the System's financial standing.

Sr. Vice Chancellor Herbst stated that the System is in bond rating season, preparing to sell its next round of bonds, and currently undergoing its annual reviews with each of the three major rating agencies. The System's financial statements are important to investors, the financial community, and potential partners, externally. They are also included in the state's audited financial statements. She emphasized that the audited financial statements are issued at the System level, as is the bond rating; debt is also issued at the System level. Prior to commencing the presentation, Sr. Vice Chancellor Herbst provided the fiscal year 2023 financial results. It was noted that the System's unrestricted reserves increased \$268 million.

She proceeded to acknowledge the presence of Ms. Denson, associate vice chancellor financial affairs; Mr. Acton, director of financial reporting and comptroller; and Ms. Norris, director financial planning and analysis. Mr. Acton delved into the core insights gathered from the audited financial statements, providing a detailed walkthrough of the financial charts included in the meeting materials. Both Mr. Acton and Ms. Norris then led a comprehensive presentation, utilizing a series of slides to cover various aspects including the System's financial statements, critical inputs and processes contributing to financial health, key financial planning metrics, debt management strategies, as well as insights into bond issuances and ratings. The presentation is available (<https://www.usmd.edu/regents/agendas/>).

**The Finance Committee received the item for information purposes.**

4. University System of Maryland: FY 2025 Operating Budget Update (information)

Regent Fish introduced the informational update on the operating budget. She turned to Sr. Vice Chancellor Herbst, who conveyed that the Governor has recently issued the budget, which is now under review by the legislature. Additionally, she emphasized that the State demonstrates strong support for higher education. Sr. Vice Chancellor Herbst reviewed highlights of the FY 2025 Governor's Allowance. The USM budget totals \$7.3 billion in current unrestricted and restricted funds. The total state support is \$2.2 billion, which represents a \$45.8 million decrease in state funding. She reported that the reductions stem from adjusting vacancy rates for positions, and their effects will differ across the institutions. Sr. Vice Chancellor Herbst further noted that the budget figure does not encompass the proposed FY 2025 salary increases of \$147.1 million, which are part of the DBM personnel budget.

Sr. Vice Chancellor Herbst outlined that tuition increases are anticipated to be no more than 2% for resident undergraduate students and 5% for nonresident undergraduate students. She highlighted the upcoming process where universities will propose tuition rates in the spring, subject to review and approval by the Board. Additionally, she emphasized that funding for the USM remains under deliberation by the Maryland Legislature, and efforts persist within the USM community to engage with elected officials throughout the legislative session.

**The Finance Committee received the item for information purposes.**



5. University System of Maryland: FY 2025 Capital Budget Update (information)

Sr. Vice Chancellor Herbst reported on the Governor’s FY 2025-2029 Capital Improvement Program, amounting to \$945 million, which aligned closely with expectations. The proposed budget is poised to address several critical facilities requirements across the System. Most of the ongoing projects were fully funded, with adjustments made to accommodate cash flow expectations. Notable advancements include the UMB Institute for Health Computing in North Bethesda and the Dental Ambulatory Surgery Center. Additionally, allocations were made to bolster existing projects such as UMES’ campus flood mitigation and Salisbury’s Blackwell Hall renovation.

**The Finance Committee received the item for information purposes.**

6. University System of Maryland: Review of Capital Improvement Projects (information)

Regent Fish acknowledged the presence of two representatives from the design/construction service centers, Mr. Olen, executive director of planning & construction at the University of Maryland, College Park, and Ms. Borgerding, assistant vice president of facilities & operations at the University of Maryland, Baltimore, who joined Mr. Beck. Regent Fish then outlined that the Office of Capital Planning compiles and analyzes an informational status report detailing major projects underway across the System, encompassing contract awards, completions, and comprehensive project schedules. The report covers activity spanning the twelve-month period from December 1, 2022, to November 30, 2023. Responding to a query from Regent Wood, Mr. Beck confirmed that many projects listed are indeed facilities renewal projects that are funded through academic revenue bonds, state general obligation bonds, or PAYGO. These projects align with Board policy, and as facilities renewal projects contribute toward an institution’s 2% FR goal.

**The Finance Committee received the report for information purposes.**

7. Convening Closed Session

Regent Fish read the Convene to Close Statement.

“The Open Meetings Act permits public bodies to close their meetings to the public in circumstances outlined in §3-305 of the Act and to carry out administrative functions exempted by §3-103 of the Act. The Committee on Finance will now vote to reconvene in closed session. The agenda for the public meeting today includes a written statement with a citation of the legal authority and reasons for closing the meeting and a listing of the topics to be discussed. The statement has been provided to the regents and it is posted on the USM’s website.”

**The Chancellor recommended that the Committee on Finance vote to reconvene in closed session.**

(Regent Fish moved recommendation, seconded by Regent Gonella; approved)

Vote Count = Yeas: 8 Nays: 0 Abstentions: 0

Regent Fish thanked everyone for joining. The public meeting was adjourned at 11:54 a.m.

Respectfully submitted,

Ellen R. Fish  
Chair, Committee on Finance



UNIVERSITY SYSTEM  
*of* MARYLAND

**BOARD OF REGENTS  
COMMITTEE ON FINANCE**

January 24, 2024  
Meeting via Video Conference

**DRAFT**

Minutes of the Closed Session

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Regent Fish called the meeting of the Finance Committee of the University System of Maryland Board of Regents to order in closed session at 11:56 a.m. via video conference.

Regents attending the session included: Ms. Fish, Mr. Gonella, Ms. Gooden, Mr. Hasan, Ms. Helal, Mr. Rauch, Mr. Sibel, and Mr. Wood. Also in attendance were: Chancellor Perman, Ms. Herbst, Ms. Wilkerson, Asst. Attorney General Bainbridge, Asst. Attorney General Palkovitz, Ms. Denson, Mr. Hickey, Ms. Norris, Mr. Acton, and Ms. McMann. Mr. Colella, Mr. Oler, Mr. Reuning, Ms. Corry, Mr. Kaiser, Mr. Morris, Mr. Crawford, Mr. Borkowicz, Mr. Bass, Mr. Conway, Mr. Donoway, Ms. Murphy, Mr. Sheetz, and Mr. Snyder also participated in part of the session.

1. The committee engaged in a discussion regarding the awarding of a new contract for energy services (§3-305(b)(14)). Due to time constraints and pending questions from multiple board members, no vote was taken on the matter. It was agreed to schedule a special meeting to further address the matter. Additionally, Regent Gooden recused herself from the discussion.
2. The committee discussed the awarding of a new contract for dining services (§3-305(b)(14)). (Regent Fish moved recommendation, seconded by Regent Wood; approved)  
Vote Count = Yeas: 7      Nays: 0      Abstentions: 0
3. Due to time constraints, the committee postponed the discussion of the investment of public funds (§3-305(b)(5)).

The session was adjourned at 12:59 p.m.

Respectfully submitted,

Ellen R. Fish  
Chair, Committee on Finance



UNIVERSITY SYSTEM  
of MARYLAND

BOARD OF REGENTS  
SPECIAL MEETING OF THE COMMITTEE ON FINANCE

February 2, 2024

Meeting via Video and Conference Call

DRAFT

Minutes of the Public Session

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Regent Fish welcomed those on the video and teleconference and called the special meeting of the Finance Committee of the University System of Maryland Board of Regents to order in public session at 8:32 a.m. She noted there was a single item on the agenda of the public meeting.

Regents attending the session included: Ms. Fish, Mr. Gonella, Ms. Gooden, Mr. Hasan, Ms. Helal, Mr. Pope, Mr. Rauch, Mr. Sibel, and Mr. Wood. Also in attendance were: Chancellor Perman, Ms. Herbst, Ms. Wilkerson, Asst. Attorney General Bainbridge, Asst. Attorney General Palkovitz, Mr. Beck, Ms. Denson, Mr. Hickey, Ms. Norris, Ms. McMann, Mr. Colella, Mr. Oler, Mr. Reuning, Ms. Corry, Mr. Kaiser, Mr. Morris, Mr. Crawford, Mr. Bass, Mr. Conway and other members of the USM community and the public.

1. Convening Closed Session

Regent Fish read the Convene to Close Statement.

“The Open Meetings Act permits public bodies to close their meetings to the public in circumstances outlined in §3-305 of the Act and to carry out administrative functions exempted by §3-103 of the Act. The Committee on Finance will now vote to reconvene in closed session. The agenda for the public meeting today includes a written statement with a citation of the legal authority and reasons for closing the meeting and a listing of the topics to be discussed. The statement has been provided to the regents and it is posted on the USM’s website.”

**The Chancellor recommended that the Committee on Finance vote to reconvene in closed session.**

(Regent Fish moved recommendation, seconded by Regent Pope; approved)

Vote Count = Yeas: 9                      Nays: 0                      Abstentions: 0

Regent Fish thanked everyone for joining. The public meeting was adjourned at 8:33 a.m.

Minutes of the Closed Session

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Regent Fish called the special meeting of the Finance Committee of the University System of Maryland Board of Regents to order in closed session at 8:35 a.m. via video conference.

Regents attending the session included: Ms. Fish, Mr. Gonella, Ms. Gooden, Mr. Hasan, Ms. Helal, Mr. Pope, Mr. Rauch, Mr. Sibel, and Mr. Wood. Also in attendance were: Chancellor Perman, Ms. Herbst, Ms. Wilkerson, Asst. Attorney General Bainbridge, Asst. Attorney General Palkovitz, Mr. Beck, Ms. Denson, Mr. Hickey, Ms. Norris, and Ms. McMann, Mr. Colella, Mr. Oler, Mr. Reuning, Ms. Corry, and Mr. Kaiser. Mr. Morris, Mr. Crawford, Mr. Bass, and Mr. Conway also participated in part of the session.

1. The committee discussed the awarding of a new contract for energy services (§3-305(b)(14)).

Regent Gooden recused herself from the discussion and departed the meeting prior to the vote on this matter.

(Regent Fish moved recommendation, seconded by Regent Rauch; approved)

Vote Count = Yeas: 7                      Nays: 1                      Abstentions: 0

The session was adjourned at 9:10 a.m.

Respectfully submitted,

Ellen R. Fish  
Chair, Committee on Finance

**TOPIC:** University System of Maryland: Amendment to the Forty-Fourth Bond Resolution—Auxiliary Facility and Tuition Revenue Bonds

**COMMITTEE:** Finance

**DATE OF COMMITTEE MEETING:** January 24, 2024

**SUMMARY:** The Board of Regents previously adopted the Forty-Fourth Bond Resolution on June 17, 2022, authorizing the issuance of University System of Maryland Auxiliary Facility and Tuition Revenue Bonds in the amount of \$50,896,000. The funding was allocated between Auxiliary projects approved by the Board of Regents, and Academic projects authorized by the State Legislature.

The proposed amendment to the Forty-Fourth Resolution corrects an error in the allocation between Academic and Auxiliary projects. The total authorized amount will remain unchanged at \$50,896,000. The original resolution specified that \$14,708,000 would be used on Facilities Renewal Projects authorized in the Governor’s Capital Improvement Plan; this amendment will adjust that amount to the \$25,308,000 that was included in the CIP and approved by the legislature as part of Senate Bill 1007 in the 2022 Legislative Session.

**BOND COUNSEL:** Miles & Stockbridge P.C.

**ALTERNATIVE(S):** The Facilities Renewal projects included in this bill may be delayed without this authorization.

**FISCAL IMPACT:** There is no fiscal impact. The total bond authorization will be unchanged.

**CHANCELLOR’S RECOMMENDATION:** That the Finance Committee recommend that the Board of Regents approve the Amendment to the Forty-Fourth Bond Resolution.

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COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

DATE: 1/24/24

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BOARD ACTION:

DATE:

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SUBMITTED BY: Ellen Herbst (301) 445-1923

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**AMENDMENT TO**

**FORTY-FOURTH BOND RESOLUTION**

**OF THE BOARD OF REGENTS OF THE**

**UNIVERSITY SYSTEM OF MARYLAND**

**AMENDMENT TO  
FORTY-FOURTH BOND RESOLUTION  
OF THE BOARD OF REGENTS OF THE  
UNIVERSITY SYSTEM OF MARYLAND**

**RECITALS**

**WHEREAS, pursuant to Title 19 of the Education Article of the Annotated Code of Maryland (2018 Replacement Volume and 2018 Supplement) (“Title 19”), the University of Maryland System (the “System”) is authorized to issue bonds for the purpose of financing or refinancing all or any part of the costs of the acquisition, construction, reconstruction, equipment, maintenance, repair, renovation and operation of one or more "projects", as such term is defined in Title 19, of the System;**

**WHEREAS, pursuant to the authority provided in Title 19, and pursuant to a Resolution of the System adopted on May 3, 1989, the System approved the Indenture (as hereinafter defined) providing for the issuance of one or more series of bonds from time to time for the purposes described in Title 19;**

**WHEREAS, pursuant to the authority provided in Title 19, and pursuant to a Resolution of the System adopted June 14, 1995, the System approved the Supplemental Indenture (as hereinafter defined) supplementing and amending the Original Indenture in furtherance of the purposes described in Title 19;**

**WHEREAS, pursuant to the authority provided in Title 19, the Indenture and the Forty-Fourth Bond Resolution of the Board of Regents of the University System of Maryland adopted on June 17, 2022 (the “Forty-Fourth Bond Resolution”), the System authorized the issuance and sale of up to \$50,896,000 aggregate principal amount of its University System of Maryland Auxiliary Facility and Tuition Revenue Bonds on one or more Issuance Dates (as defined in the Forty-Fourth Bond Resolution) in one or more series from time to time, subject to the terms and conditions of the Forty-Fourth Bond Resolution and the Indenture and secured by and payable from the Trust Estate pledged under the Indenture;**

**WHEREAS, the System desires that this Forty-Fourth Bond Resolution serve and constitute as a declaration of official intent within the meaning of, and for the purposes set forth in Section 1.150-2 of the Income Tax Regulations prescribed by the U.S. Treasury Department.**

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS OF THE UNIVERSITY OF MARYLAND SYSTEM THAT:**

**ARTICLE I**

**DEFINITIONS**

**Except as otherwise provided herein, all capitalized terms contained in the Indenture and the Forty-Fourth Bond Resolution when used in this Amendment shall have the same meaning herein as set forth in the Indenture and the Forty-Fourth Bond Resolution.**

**ARTICLE II**

**AMENDMENTS TO FORTY-FOURTH BOND RESOLUTION**

**Section 2.04. Increase in Use of Proceeds for Capital Facilities Renewal Projects. The Forty-Fourth Bond Resolution is hereby amended by deleting the number “\$14,708,000” and inserting in lieu thereof “\$25,308,000” in each place in which such numbers and words appear to align with the spending authorized by the State Legislature.**

**ARTICLE III**

**EFFECTIVE DATE**

**Section 3.01. Effective Date. This Amendment shall be effective on the date of its adoption by the Board of Regents**

**ADOPTED, this 16<sup>th</sup> day of February, 2024.**



## 44th Bond Resolution approved 6/17/22 (excerpt)

Section 2.04. Use of Proceeds; Projects Authorized. The following “academic facilities” and “auxiliary facilities” are hereby approved as projects, the costs of which may be paid from the proceeds from the issuance and sale of Bonds:

(a) up to \$4,692,000 of the Forty-Fourth Resolution Bonds for the costs of the following constituting Academic Facilities Project:

- (1) University of Maryland, College Park (Prince George’s County)  
Infrastructure Project
- (2) University of Maryland Eastern Shore (Somerset County)  
Campus Flood Mitigation Project

(b) up to \$14,708,000 of the Forty-Fourth Resolution Bonds for the costs of those Capital Facilities Renewal Projects identified in the Capital Improvement Program approved by the Board for Fiscal Year 2022, as those Projects, from time to time, may be amended, modified, or supplemented by the Board.

(c) the following auxiliary facilities (the “Auxiliary Facilities Projects”) which are further identified and described in the System Funded Construction Program approved by the Board for Fiscal Year 2022, as those Projects, from time to time, may be amended, modified, or supplemented by the Board:

- (1) University of Maryland, College Park (Prince George’s County)  
High Rise Residence Halls Renovation, Phased
- (2) Towson University (Baltimore County)  
Glen Towers Addition and Renovation
- (3) Towson University (Baltimore County)  
401 Washington Renovation

In accordance with Section 102(d) of Title 19, and pursuant to Chapter 123 of the 2013 Laws of Maryland, each of the Academic Facilities Projects specified in subsection (a) and (b) above were approved by the Maryland General Assembly as a project for an academic facility. The aggregate amount of Bonds (of all series) designated for Academic Facilities Projects, as provided in Section 6.03 of the Indenture, shall not exceed the amounts specified in (a) and (b) above for the Academic Facilities Projects specified in such Sections.

Section 2.05. Deposit of Forty-Fourth Resolution Bond Proceeds. The System shall direct the payment of the net proceeds of the Forty-Fourth Resolution Bonds, in the following order:

(a) accrued interest, if any, on those Forty-Fourth Resolution Bonds that are Current Interest Bonds, from their dated date to but excluding the date of delivery thereof, shall be paid to the Trustee and deposited in the Interest Account of the Consolidated Bond Fund;

**TOPIC:** Bowie State University on behalf of the University System of Maryland and the Maryland Education Enterprise Consortium (MEEC): Modification to the IT Professional Consulting Services Master Contract

**COMMITTEE:** Finance

**DATE OF COMMITTEE MEETING:** January 24, 2024

**SUMMARY:** This master IT consulting and technical services contract was approved by the Board of Regents in June 2016, with a not-to-exceed amount of \$90 million. This is a multiple-award master contract with 27 vendors that provide services to MEEC’s 200+ member institutions.

Originally procured and hosted by UMUC (now UMGC), Bowie State University (BSU) and its Director of Procurement assumed responsibility as the contract host in July 2016. BSU requests approval of a contract modification to increase the not-to-exceed amount from \$90 million to \$140 million. The contract has a nine-year term that expires on June 30, 2025.

MEEC recently learned that the USM contract awards had exceeded the not-to-exceed amount by \$5.4 million after collecting the vendors’ 2022-2023 sales reports. Once the USM Office was alerted to this situation, the USM institutions were immediately instructed to cease issuance of any new task orders on the contract until such time that a modification could be approved by both the Board of Regents and the Board of Public Works.

Prior to 2022, the USM sales averaged \$11 million per year. However, in July 2022 there was a dramatic increase in the spending rate due to collaborative projects underway to replace core finance, HR, and other enterprise systems by USM institutions.

**Sales History July 1, 2016 through December, 2023**

USM	Non-USM	Total Sales
\$ 95,393,242.11	\$ 20,982,477.06	\$ 116,375,719.17

**MASTER CONTRACTORS:**

1. **Accenture LLP**, Chicago, IL 60673, Julie Sweet, Chair & CEO
2. **Attain Partners**, McLean, VA 22102, Greg Baroni, Chief Executive Officer
3. **Avaap USA LLC**, Columbus, OH 43212, Steve Csuka, Chief Executive Officer
4. **Berry Dunn McNeil & Parker, LLC**, Portland, ME 04102, Sarah Belliveau, President & CEO
5. **CampusWorks, Inc.**, Sarasota, FL 34233, Liz Murphy, CEO & Chairman of the Board
6. **Cloudforce LLC (MBE, SBR)**, National Harbor, MD 20745, Husein Sharaf, Chief Executive Officer
7. **Collaborative Solutions, LLC a Cognizant Co.**, Reston, VA 20191, Ravi Kumar S, CEO
8. **Data Networks of America, Inc.**, Hunt Valley, MD 21031, Patrick Regan, President & CEO
9. **Deloitte Consulting LLP**, Baltimore, MD 21201, Jason Girzadas, CEO Deloitte US
10. **ERP Analysts, Inc.**, Dublin, OH 43017, Dr. Srikanth Gaddam, President & CEO
11. **Ferrilli LLC**, Haddonfield, NJ 08033, Robert Ferrilli, Chief Executive Officer
12. **Grant Thornton LLP**, Baltimore, MD 21202, Seth L. Siegel, Chief Executive Officer

13. **Highstreet IT Solutions, LLC**, Rockville, MD 20852, Nick Magliato, Chief Executive Officer
14. **HTC Global Services, Inc.**, Chicago, IL 60677, Madhava Reddy, President & CEO
15. **Huron Consulting Services LLC**, Chicago, IL 60607, Mark Hussey, CEO & President
16. **Infinitive, Inc.**, Ashburn, VA 20147, Denis McFarlane, Chief Executive Officer
17. **Infojini, Inc.**, Columbia, MD 21046, Sandeep Harjani, Chief Executive Officer
18. **Oakland Consulting Group, Inc.**, Lanham, MD 20706, Cedric E. Nash, President & CEO
19. **Planet Technologies, Inc.**, Gaithersburg, MD 20878, Scott Tucker, President & CEO
20. **Plante & Moran, PLLC**, Southfield, MI 48075, Anthony J. Belloli, President & CEO
21. **PRJ Consulting Inc.**, Santa Clarita, CA 91350, Pat Rose, CEO & President
22. **Sierra-Cedar, Inc.**, Alpharetta, GA 30005, Cal Yonker, President & CEO
23. **Skyline Technology Solutions**, Glen Burnie, MD 21061, Mia Millette, Chief Executive Officer
24. **Strata Information Group, Inc.**, San Diego, CA 92110, Brent Rhymes, Chief Executive Officer
25. **The North Highland Company**, Atlanta, GA 30305, Alex Bombeck, Chief Executive Officer
26. **UVS InfoTech LLC (MBE, SBR)**, Laurel, MD 20707, Paul Randhawa, President
27. **Vantage Point Consulting, Inc. (MBE)**, Vienna, VA 22181, Cristine Carpenter, President

The source of funds for purchases under the agreements come from the budgets of the MEEC member institutions. This master contract did not have an overall MBE goal; however, MBE goals may be established on a task order basis. Three of the 27 firms are certified Minority Business Enterprises. The USM institutions achieved an MBE participation of 2.34%; however, the overall MBE participation that includes both USM and non-USM institutions achieved 3.5%.

This request for approval is made pursuant to University System of Maryland Board of Regents Policy on Approval of Procurement Contracts, Section VIII-3.10 for procurements exceeding \$5 million. This contract modification will also require the approval of the Board of Public Works.

**ALTERNATIVE:** If the contract modification is not approved, the MEEC USM institutions will no longer be able to use the IT Professional Consulting Services agreements. The USM institutions would be required to establish separate contracts for their IT professional consulting needs or will need to seek out other collaborative procurement arrangements. This may result in the USM institutions paying higher fees and will delay their projects due to the time required to establish new contracts. The MEEC agreement leverages the collective volume and buying power of all the MEEC member institutions which produces savings and efficiencies.

**FISCAL IMPACT:** It is difficult to predict the spend on a cooperative agreement with 27 vendors that may be used by USM institutions, in addition to other MEEC members, over a nine-year term. The IT Professional Consulting Services master agreement provides a positive fiscal impact to the MEEC member institutions, which includes education entities in Maryland from pre-school through graduate school and beyond. This master contract was established under a competitive RFP process and the vendors were thoroughly vetted. The contract provides users with discounted maximum hourly consulting rates.

**CHANCELLOR’S RECOMMENDATION:** That the Finance Committee recommend that the Board of Regents approve Bowie State University’s request to increase the not-to-exceed amount of this MEEC master contract from \$90 million to \$140 million, as described above.

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COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

DATE: 1/24/24

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BOARD ACTION:

DATE:

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SUBMITTED BY: Ellen Herbst (301) 445-1923

**TOPIC:** FY 2023 Audited Financial Statements and USM Financial Planning

**COMMITTEE:** Finance

**DATE OF COMMITTEE MEETING:** January 24, 2024

**SUMMARY:** This item is a brief review of the audited University System of Maryland basic financial statements for the year ended June 30, 2023, for which CliftonLarsonAllen LLP (CLA)—the USM’s independent auditors—provided an unqualified opinion.

A set of key points to be taken from the System’s financial statements appears on the first page of the attached materials. The statement of net position (balance sheet), along with the statement of revenues, expenses, and changes in net position follows on pages two and three.

The “Financial Snapshot” on page four summarizes the System’s key financial health ratio used by rating agencies—available resources to debt outstanding—using the figures reflected in the financial statements, to provide a comparison between June 30, 2023 and 2022. The lower part of the Financial Snapshot displays adjustments to the publicly reported balances for Board-approved claims and authorizations not yet expended or reflected in the financial statements to arrive at a “true” financial health ratio for internal management and decision-making purposes.

A discussion, aided by a set of presentation slides, about the System’s approach to financial planning will be used to complement the review of the audited financial statements.

NOTE: The University System of Maryland Financial Statements and Supplemental Schedules for FY 2023 can be viewed online at <http://www.usmd.edu/usm/adminfinance/finafair/fsssch.html>

**ALTERNATIVE(S):** This item is presented for information and discussion.

**FISCAL IMPACT:** This item is presented for information and discussion.

**CHANCELLOR’S RECOMMENDATION:** This item is presented for information and discussion.

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COMMITTEE RECOMMENDATION: REPORT RECEIVED FOR INFORMATION      DATE: 1/24/24

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BOARD ACTION:      DATE:

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SUBMITTED BY: Ellen Herbst (301) 445-1923

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**UNIVERSITY SYSTEM  
of MARYLAND**  
**Draft Financial Statements**  
**Year ended June 30, 2023**

**Key points associated with FY 2023 financial statements:**

1. The USM Annual Financial Statements for the year ended June 30, 2023 reports an increase of unrestricted net position of \$268M compared to an increase of \$98M reported as of June 30, 2022.
2. The financials statements reflect the implementation of GASB Statement 96, *Subscription-Based Information Technology Arrangements*. Included in the financial statements is \$43M in Subscription-based obligations.
3. During FY20 and FY21, the Institutions were awarded \$574M in Higher Education Emergency Relief Funds to assist the institutions and students through the pandemic. Through June 30, 2023, the institutions had expended \$553M of these funds. BSU and UMES have unspent HEERF Funds as of June 30, 2023. They have until June 2024 to expend the remaining funds.
4. The audited financial statements include the basic financial statements of the University System of Maryland, but also affiliated, separately governed organizations that are recognized as affiliated entities, or “component units.” Unrestricted net position of position attributable to component units is \$374M as of June 30, 2023, compared to \$205M as of June 30, 2022.
  - The June 30, 2023 financial statements include three previously unreported component units. These three legally separate entities are University of Maryland Pediatrics, PA, University of Maryland Orthopaedics, PA, and University of Maryland Faculty Physicians, Inc. Each of these component units are associated with the University of Maryland, Baltimore School of Medicine.
5. The ‘Financial Snapshot’ is used to present the financial health of the System, using the key ratio used by the rating agencies. This ratio, which measures Balance Sheet strength, of ‘available resources’ (defined as USM unrestricted net position + unfunded pension amounts + accrued leave liability + affiliated foundation unrestricted net assets) to debt outstanding, including lease obligations, is 252% at June 30, 2023 compared to 203% at June 30, 2022.

Adjusting for Board-approved commitments and authorizations to spend or borrow not yet reflected in the financial statements, resulted in an increase in overall ‘true’ financial standing, from 149% in FY22 to 186% in FY23. This ‘adjusted’ financial strength ratio is the basis of evaluation as described in the current Board of Regents Policy on Debt Management (VIII-12.00), with the policy requiring that new authorizations and commitments be controlled in such a manner that the ratio of available resources to debt outstanding not fall below a 90% ratio.

When the analysis is further updated to include deferred service obligations (the System’s housing public private partnerships (P3s)) as debt outstanding and to reflect the impact of pending projects, the ratio of available resources to debt outstanding for FY23 is 120% compared to 103% in FY22.

**UNIVERSITY SYSTEM OF MARYLAND  
STATEMENTS OF NET POSITION  
JUNE 30, 2023 AND 2022**

	<b>2023</b>	<b>2022</b>
<b>ASSETS</b>		
<b>Current assets:</b>		
Cash and cash equivalents	\$ 3,270,618,496	\$ 3,043,519,564
Accounts receivable, net	440,016,302	349,952,225
Leases receivable, current portion, net	5,568,123	12,935,917
Notes receivable, current portion, net	2,946,582	4,351,323
Inventories	9,727,249	9,194,059
Prepaid expenses and other	23,361,322	20,132,560
<b>Total current assets</b>	<b>3,752,238,074</b>	<b>3,440,085,648</b>
<b>Noncurrent assets:</b>		
Restricted cash and cash equivalents	32,217,427	88,154,401
Endowment investments	445,202,520	434,364,389
Other investments	43,540,519	40,831,935
Leases receivable, net	8,700,878	47,513,791
Notes receivable, net	9,446,751	12,193,043
Capital assets, net	7,603,663,404	7,326,736,884
<b>Total noncurrent assets</b>	<b>8,142,771,499</b>	<b>7,949,794,443</b>
<b>Total assets</b>	<b>11,895,009,573</b>	<b>11,389,880,091</b>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>		
Unamortized loss on refundings of debt	4,861,048	6,034,722
Asset retirement obligations	11,194,989	11,741,954
Deferred changes, pension expense	314,484,404	380,707,864
<b>Total assets and deferred outflows of resources</b>	<b>\$ 12,225,550,014</b>	<b>\$ 11,788,364,631</b>
<b>LIABILITIES</b>		
<b>Current liabilities:</b>		
Accounts payable and accrued liabilities	\$ 434,628,650	\$ 410,362,411
Accrued workers' compensation, current portion	4,352,250	4,522,350
Accrued vacation costs, current portion	135,247,076	130,262,070
Obligations under subscription arrangements, current portion	14,520,081	
Obligations under lease arrangements, current portion	17,894,865	17,732,713
Revenue bonds and notes payable, current portion	94,879,968	96,971,293
Unearned revenues	552,258,883	519,855,439
<b>Total current liabilities</b>	<b>1,253,781,773</b>	<b>1,179,706,276</b>
<b>Noncurrent liabilities:</b>		
Accrued workers' compensation	24,662,750	25,626,650
Accrued vacation costs	185,654,115	181,624,240
Obligations under subscription arrangements	28,461,743	
Obligations under lease arrangements	71,722,661	83,383,979
Revenue bonds and notes payable	1,145,361,845	1,254,836,154
Net pension liability	1,304,919,638	977,354,142
<b>Total noncurrent liabilities</b>	<b>2,760,782,752</b>	<b>2,522,825,165</b>
<b>Total liabilities</b>	<b>4,014,564,525</b>	<b>3,702,531,441</b>
<b>DEFERRED INFLOWS OF RESOURCES</b>		
Deferred service concession arrangement receipts	246,838,739	266,747,515
Deferred inflows related to leases	13,940,687	58,909,984
Deferred changes, pension expense	116,254,540	546,879,512
<b>Total deferred inflows of resources</b>	<b>377,033,966</b>	<b>872,537,011</b>
<b>NET POSITION</b>		
Unrestricted	1,553,647,706	1,285,983,924
Net investment in capital assets	6,015,846,849	5,696,432,526
Restricted:		
Nonexpendable:		
Scholarships and fellowships	21,439,572	21,267,637
Research	7,636,977	7,636,377
Other	16,928,834	16,928,309
Expendable:		
Scholarships and fellowships	78,559,144	46,686,730
Research	78,683,998	71,756,398
Loans	22,664,745	27,800,658
Capital projects	4,891,748	4,633,279
Other	33,651,950	34,170,341
<b>Total net position</b>	<b>7,833,951,523</b>	<b>7,213,296,179</b>
<b>Total liabilities, deferred inflows of resources and net position</b>	<b>\$ 12,225,550,014</b>	<b>\$ 11,788,364,631</b>

**UNIVERSITY OF SYSTEM OF MARYLAND**  
**STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION**  
**YEARS ENDED JUNE 30, 2023 AND 2022**

	2023			2022		
<b>OPERATING REVENUES:</b>						
Tuition and fees	\$ 1,776,662,985			\$ 1,763,780,683		
Less: scholarship allowances	(402,468,846)	\$ 1,374,194,139	33.3 %	(399,706,090)	\$ 1,364,074,593	35.3 %
Federal grants and contracts		953,874,024	23.1		871,536,573	22.5
State and local grants and contracts		277,496,646	6.7		232,407,684	6.0
Nongovernmental grants and contracts		317,951,633	7.7		278,725,575	7.2
Sales and services of educational departments		411,628,170	10.0		400,319,333	10.3
Auxiliary enterprises:						
Residential facilities	215,887,920			198,025,714		
Less: scholarship allowances	(16,520,371)	199,367,549	4.8	(11,039,449)	186,986,265	4.8
Dining facilities	150,819,587			128,954,082		
Less: scholarship allowances	(8,663,551)	142,156,036	3.4	(6,419,028)	122,535,054	3.2
Intercollegiate athletics	154,888,205			132,226,377		
Less: scholarship allowances	(8,510,515)	146,377,690	3.5	(1,987,735)	130,238,642	3.4
Bookstore	14,874,198			28,215,539		
Less: scholarship allowances	(2,174,553)	12,699,645	0.3	(4,550,328)	23,665,211	0.6
Parking facilities	42,664,914			38,232,144		
Less: scholarship allowances	(157,119)	42,507,795	1.0	(1,248,965)	36,983,179	1.0
Other auxiliary enterprises revenues	166,037,955			155,481,618		
Less: scholarship allowances	(456,638)	165,581,317	4.0	(50,127)	155,431,491	4.0
Other operating revenues		90,444,137	2.2		64,933,123	1.7
<b>Total operating revenues</b>		<b>4,134,278,781</b>	<b>100.0</b>		<b>3,867,836,723</b>	<b>100.0</b>
<b>OPERATING EXPENSES:</b>						
Instruction		1,600,428,234	25.5		1,469,203,096	24.9
Research		1,243,956,697	19.9		1,117,448,187	18.9
Public service		573,243,117	9.2		571,068,805	9.6
Academic support		558,525,052	8.9		535,209,518	9.0
Student services		358,122,854	5.7		329,216,282	5.6
Institutional support		617,157,870	9.9		618,297,026	10.4
Operation and maintenance of plant		468,746,425	7.5		411,381,014	6.9
Scholarships and fellowships		137,101,779	2.2		225,089,117	3.8
Auxiliary enterprises:						
Residential facilities		191,683,735	3.1		187,999,542	3.2
Dining facilities		144,142,417	2.3		126,247,532	2.1
Intercollegiate athletics		168,220,152	2.7		155,492,122	2.6
Bookstore		14,695,038	0.2		14,417,486	0.2
Parking facilities		27,324,429	0.4		25,308,991	0.4
Other auxiliary enterprises expenses		159,279,496	2.5		141,174,657	2.4
<b>Total operating expenses</b>		<b>6,262,627,295</b>	<b>100.0</b>		<b>5,927,553,375</b>	<b>100.0</b>
<b>Operating loss</b>		<b>(2,128,348,514)</b>			<b>(2,059,716,652)</b>	
<b>NONOPERATING REVENUES (EXPENSES)</b>						
State appropriations		1,953,912,133	80.4		1,574,884,395	76.5
Pell grants		179,807,022	7.4		167,701,242	8.2
Other nonoperating grants		59,342,332	2.4		269,784,264	13.1
Gifts		65,435,471	2.7		53,354,623	2.6
Investment Income	139,254,630			26,289,922		
Less: investment expense	(1,771,876)	137,482,754	5.7	(1,505,288)	24,784,634	1.2
Interest on indebtedness		(35,940,588)	(1.5)		(39,248,619)	(1.9)
Other revenues, (expenses), gains and (losses)		71,486,779	2.9		5,735,208	0.3
<b>Total nonoperating revenues (expenses)</b>		<b>2,431,525,903</b>	<b>100.0</b>		<b>2,056,995,747</b>	<b>100.0</b>
<b>Income (loss) before other revenues</b>		<b>303,177,389</b>			<b>(2,720,905)</b>	
<b>OTHER REVENUES:</b>						
Capital appropriations		305,138,195	96.1		179,148,592	80.1
Capital gifts and grants		12,166,701	3.8		41,469,786	18.6
Additions to permanent endowments		173,059	0.1		2,900,873	1.3
<b>Total other revenues</b>		<b>317,477,955</b>	<b>100.0 %</b>		<b>223,519,251</b>	<b>100.0 %</b>
<b>Increase (decrease) in net position</b>		<b>620,655,344</b>			<b>220,798,346</b>	
<b>Net position - beginning of year</b>		<b>7,213,296,179</b>			<b>6,992,497,833</b>	
<b>Net position - end of year</b>		<b>\$ 7,833,951,523</b>			<b>\$ 7,213,296,179</b>	

**University System of Maryland  
Preliminary Financial Snapshot  
June 30, 2023 and 2022**

	<u>June 30, 2023</u>	<u>June 30, 2022</u>
<b>From the June 30, 2023 and 2022 audited financial statements</b>		
USM unrestricted net position	\$ 1,553,647,706	\$ 1,285,983,924
Net pension liability	1,107,531,953	1,143,525,790
USM accrued leave	320,901,191	311,866,310
Affiliated foundations unrestricted net assets	<u>373,772,602</u>	<u>204,924,458</u>
<b>Available funds</b>	<u>\$ 3,355,853,452</u>	<u>\$ 2,946,300,482</u>
<b>Debt outstanding</b>	\$ 1,329,859,339	\$ 1,452,923,957
<b>Ratio of available resources to debt outstanding per financial statements</b>	<b>252%</b>	<b>203%</b>
<b>Claims against the June 30 available resources not reflected in financial statements:</b>		
Available funds per financial statements	\$ 3,355,853,452	\$ 2,946,300,482
Cash-funded capital projects not fully spent at June 30,	(216,854,321)	(186,852,870)
Future years cash-funded capital projects committed but not yet authorized	(194,893,849)	(255,578,000)
Noncapital cash-funded projects not yet authorized	<u>(68,486,443)</u>	<u>(68,486,443)</u>
<b>Adjusted available funds</b>	<u>\$ 2,875,618,839</u>	<u>\$ 2,435,383,169</u>
Debt outstanding per financial statements	\$ 1,329,859,339	\$ 1,452,923,957
Revenue bond-funded projects authorized but debt not yet issued	<u>214,849,316</u>	<u>184,888,969</u>
<b>Adjusted total debt outstanding</b>	<u>\$ 1,544,708,655</u>	<u>\$ 1,637,812,926</u>
<b>Ratio of available resources to debt outstanding, adjusted</b>	<b>186%</b>	<b>149%</b>
<b>Ratio of available resources to debt outstanding including P3 projects*</b>	<b>120%</b>	<b>103%</b>

\* For FY23, P3 projects include existing Deferred Service Concession Arrangement Receipts reported in the Financial Statements totaling \$246.8M plus pending P3 projects estimated at \$609M. In FY22, these included \$266.7M in existing projects, plus pending P3 projects estimated at \$450M.

**While rating agencies base their assessments based on financial statement balances, the System manages the ratio of available funds to debt outstanding to not fall below 1:1 ratio to ensure that financial health does not fall below medians for Aa1 rating category.**



# Overview of Financial Statements and Financial Planning

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Sr. Vice Chancellor for  
Administration and Finance  
**Ellen Herbst**

Associate Vice Chancellor for  
Financial Affairs  
**Celeste Denson**

Director of Financial  
Reporting, Comptroller  
**Brian Acton**

Director Financial Planning and  
Analysis  
**Samantha Norris**

**January 24, 2024**

201/247



# Overview of Financial Statements and Financial Planning



System financial  
statements



System financial health  
inputs and processes



BOR financial planning  
metrics



Bond ratings

# System Financial Statements

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Required by statute and necessary to access capital financing

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Include financial health and operating results for the University System and for its component units

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Detail financial statements by institution, and component units included in

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System financial statements are included in State-wide financial statements

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Management's discussion and analysis is intended to be high-level and summarized financial info helpful in understanding the System's finances

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# Statement of Net Position

## LIABILITIES

### Current liabilities

Accounts payable and accrued liabilities	\$ 434,628,650
Accrued workers' compensation, current portion	4,352,250
Accrued vacation costs, current portion	135,247,076
Obligations under subscription arrangements, current portion	14,520,081
Obligations under lease arrangements, current portion	17,894,865
Revenue bonds and notes payable, current portion	94,879,968
Unearned revenues	552,258,883

<b>Total current liabilities</b>	<u>1,253,781,773</u>
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### Noncurrent liabilities

Accrued workers' compensation	24,662,750
Accrued vacation costs	185,654,115
Obligations under subscription arrangements	28,461,743
Obligations under lease arrangements	71,722,661
Revenue bonds and notes payable	1,145,361,845
Net pension liability	1,304,919,638

<b>Total noncurrent liabilities</b>	<u>2,760,782,752</u>
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<b>Total liabilities</b>	<u>4,014,564,525</u>
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## DEFERRED INFLOWS OF RESOURCES

<u>377,033,966</u>
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## NET POSITION

<b>Unrestricted</b>	<b>1,553,647,706</b>
Net investment in capital assets	6,015,846,849
Restricted:	
Nonexpendable	46,005,383
Expendable	218,451,585

<b>Total net position</b>	<u>7,833,951,523</u>
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<b>Total liabilities, deferred inflows of resources and net position</b>	<u><u>\$ 12,225,550,014</u></u>
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# Statement of Revenues, Expenses and Changes in Net Position

## NONOPERATING REVENUES (EXPENSES)

State appropriations		1,953,912,133
Pell grants		179,807,022
Other nonoperating grants		59,342,332
Gifts		65,435,471
Investment income	139,254,630	
Less: investment expense	(1,771,876)	
Interest on indebtedness		(35,940,588)
Other revenues and gains (losses), net		71,486,779
<b>Total nonoperating revenues</b>		<b>2,431,525,903</b>
<b>Loss before other revenues</b>		<b>303,177,389</b>

# Combining Statement of Financial Position, Component Units

	Major Component Units					
	University System of Maryland Foundation, Inc.	University of Maryland College Park Foundation, Inc.	University of Maryland Baltimore Foundation, Inc.	University of Maryland Faculty Physicians, Inc.	Nonmajor Component Units	Total
<b>NET ASSETS</b>						
Without donor restrictions	84,676,000	48,871,843	42,674,504	128,058,320	69,491,935	373,772,602
With donor restrictions	437,888,000	985,833,146	424,365,667		373,823,278	2,221,910,091
<b>Total net assets</b>	<b>522,564,000</b>	<b>1,034,704,989</b>	<b>467,040,171</b>	<b>128,058,320</b>	<b>443,315,213</b>	<b>2,595,682,693</b>

# System Financial Management

## **Institutional leadership:**

- Operating budget and capital spending under \$1M – *institution fund balance goal requires saving \$1 out of every \$100 spent*

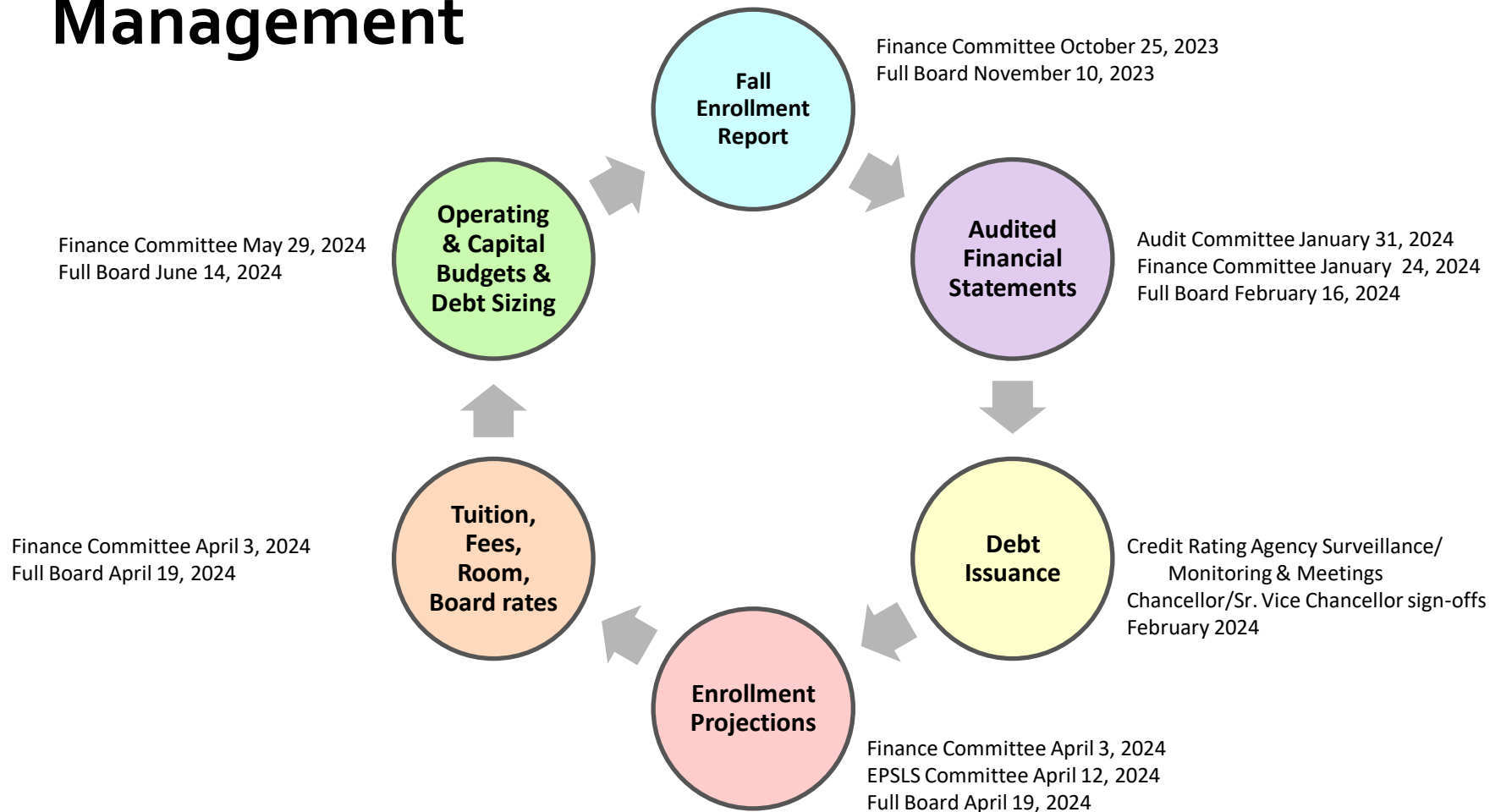
## **Chancellor and Board of Regents discipline:**

- Capital spending over \$1M – *spending progress tracked, considered outside of institution fund balance goals*
- Bond authorizations approvals based on institution and USM affordability
- The fund balance goal is set annually to maintain ratio of reserves to debt

USM financial planning annually takes into consideration externalities:

- Pension liability
- Investment returns
- Pandemic or other crisis
- Fund balance reversions

# Annual Cycle for Inputs into Financial Management



## Other off cycle processes and impacts:

- Campus master plans (rotating cycle every 5 years)
- Out of cycle project approvals (ongoing)
- Externalities (investment returns, pension changes, etc.)



# USM-wide Financial Planning Metrics

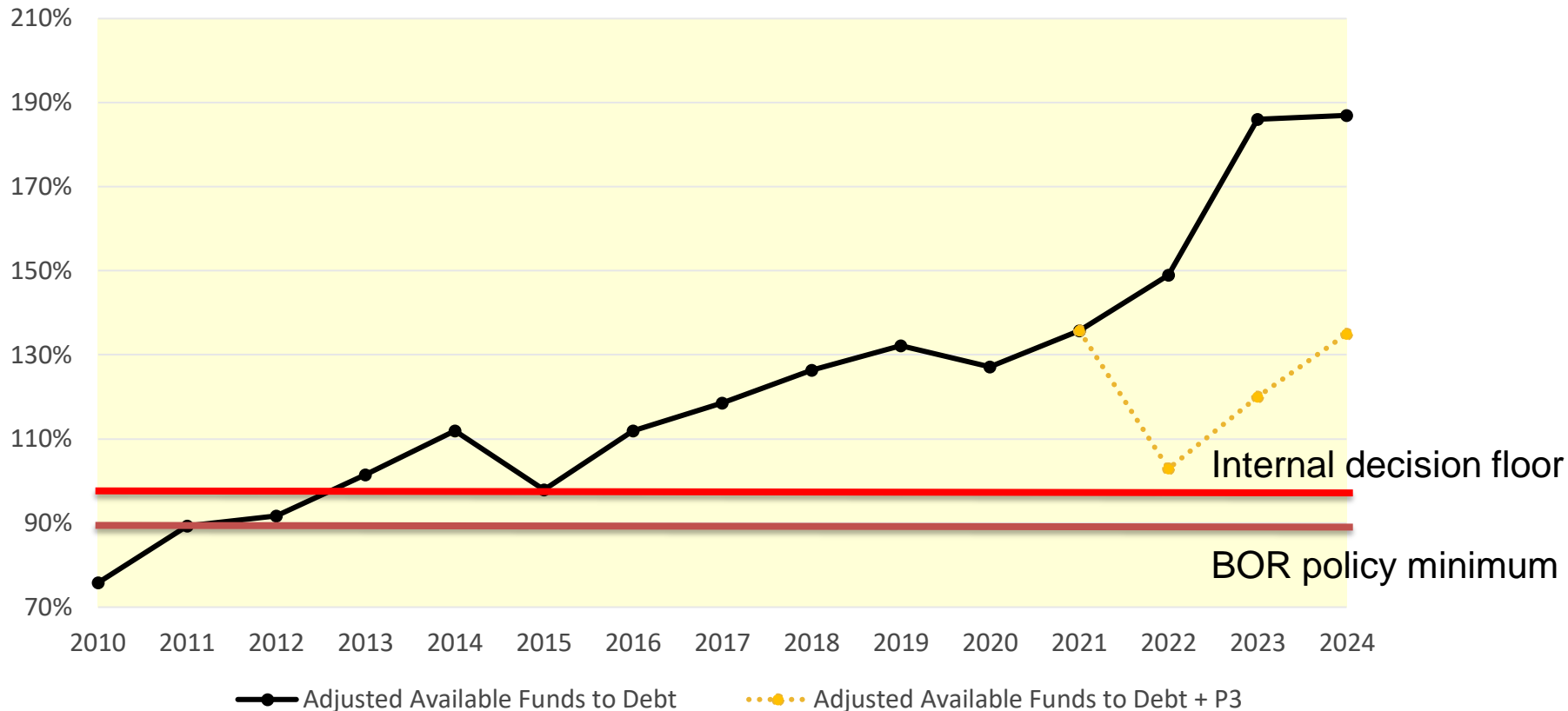
## ***Board of Regents Policy on Debt Management (VIII-12.00)***

- Minimum 'Available Funds\* to Debt' of 90% on an 'adjusted' basis  
*(internally managed to 100% to provide cushion)*
- Maximum debt service ratio of 4% (currently just over 3%)
- Standards are designed to ensure institutions have reserves for:
  - Opportunistic initiatives
  - Crisis like the pandemic where revenues temporarily decline
  - To satisfy obligations when due

\*Available Funds = Unrestricted Net Position + Net Pension Liability + Accrued Leave + Affiliated Foundation unrestricted net Assets

# Trend in USM financial health

Available Funds to Debt Outstanding - Adjusted  
FYE 2010 – 2024 (projected)  
Ratio of 'Adjusted' Available Funds to Debt



# USM Bond Ratings



Moody's Aa1  
(since September 2010)



S&P AA+  
(since June 2008)



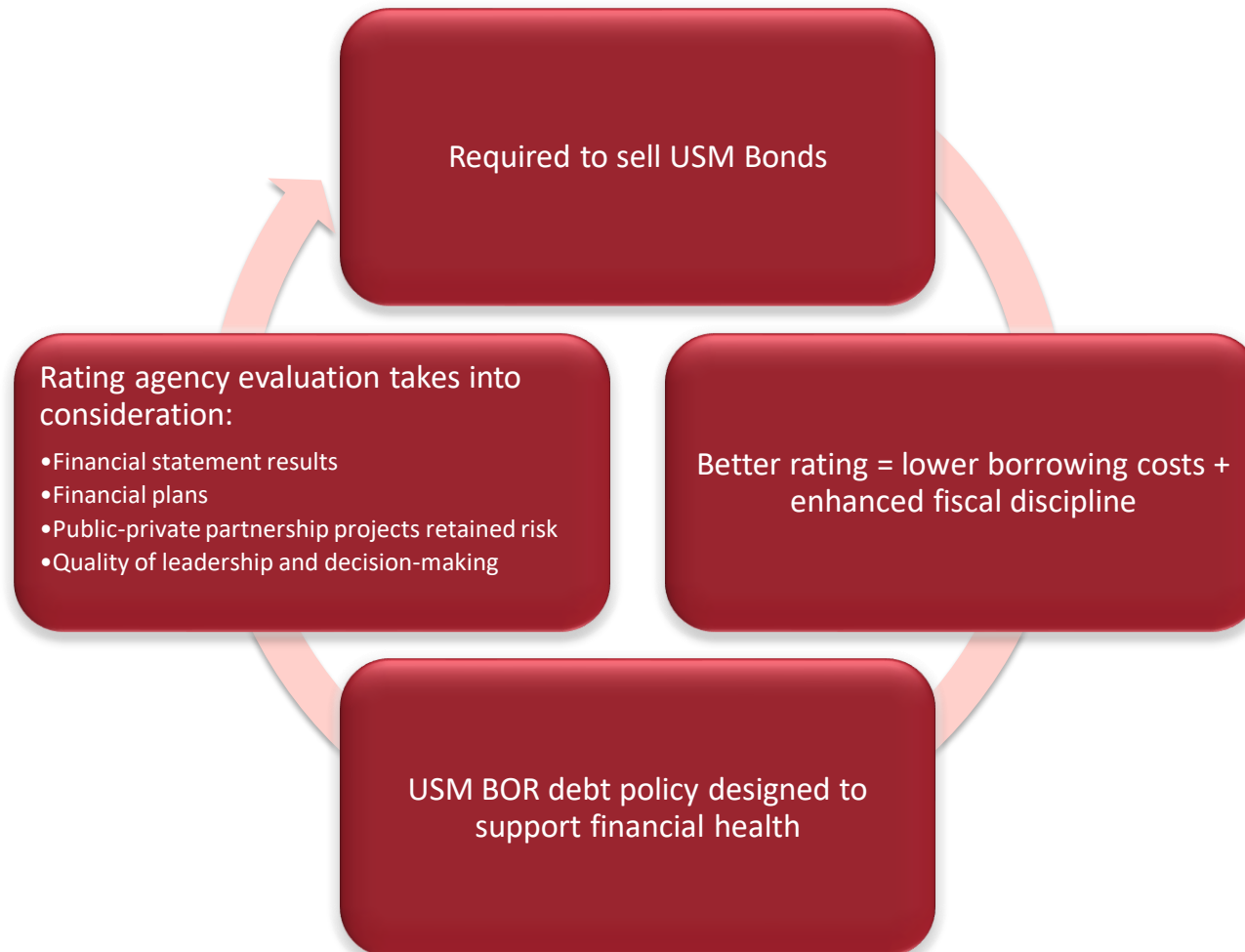
Fitch AA+  
(since December 2010)

## **Implications for USM-wide Financial Management:**

1. Lower interest rates
2. Access to refinancings of previously issued debt
3. Partnership opportunities associated with credit strength
4. Requires financial strength to be maintained (lower borrowing)

*\*Currently meeting with rating agencies*

# The Rating Agency Evaluation



# Bond Issuance Practices

- Target annual bond issuance
  - *project authorization is done through System-funded Capital Program and Capital Improvement Plan budget processes*
- Level debt service to provide budgetary predictability
- 3% to 5% coupon rates against a 3% to 4% true interest cost yields bond premiums (cash proceeds in excess of 'par' value of debt)
- 10-, 20- and 30-year term borrowings to match project lives
- Auxiliary projects pay proportionate amount of debt service
- Academic projects debt service paid from USM-wide pool

**TOPIC:** University System of Maryland: FY 2025 Operating Budget Update

**COMMITTEE:** Finance Committee

**DATE OF COMMITTEE MEETING:** January 24, 2024

**SUMMARY:** A brief update will be provided on the current status of the USM operating budget as presented in the FY 2025 Governor’s Allowance.

The USM budget includes revenues from state appropriations, tuition and fees, auxiliary services, federal and other contract and grants, and other revenues for a total budget of \$7.3 billion.

- Governor’s Proposal:
  - \$2.2 billion—combination of the General Fund and Higher Education Investment Fund
  - Represents a net decrease of \$45.9 million (or 2.1%) in state funding
- Projected Tuition Increase:
  - Tuition is assumed at 2% for resident undergraduate students; 5% for nonresident undergraduates

**ALTERNATIVE(S):** This item is presented for information purposes.

**FISCAL IMPACT:** This item is presented for information purposes.

**CHANCELLOR’S RECOMMENDATION:** This item is presented for information purposes.

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COMMITTEE RECOMMENDATION: REPORT RECEIVED FOR INFORMATION      DATE: 1/24/24

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BOARD ACTION:      DATE:

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SUBMITTED BY: Ellen Herbst (301) 445-1923

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**TOPIC:** University System of Maryland: FY 2025 Capital Budget Update

**COMMITTEE:** Finance Committee

**DATE OF COMMITTEE MEETING:** January 24, 2024

**SUMMARY:** A brief update will be provided on the current status of the USM capital budget as presented in the FY 2025 Governor's Budget, released on January 17. The Governor's proposed FY25-29 CIP totals \$945 million. The budget proposes a level of funding that is similar to recent (especially pre-COVID) years and will help address a number of critical needs.

The Board's "base request" of \$1.16 billion over five years contained several embedded supplemental requests, including those preauthorized by the Maryland General Assembly. The Board also added a list of "next tier" supplemental requests. Many of the ongoing projects, 20 of 30 requests, were funded with some adjustments for construction cash flow expectations. Requests for additional capital facilities renewal, UMCP infrastructure programs, and a new public health building were not supported in the budget.

The Proposed CIP enhances budgets for two ongoing projects:

- UMES Campus Flood Mitigation Project
- SU Blackwell Hall Renovation (for construction costs and sustainability components)

Planning is added for seven new projects in FY28 and FY29:

- UMCP Benjamin Building Addition and Renovation
- TU New Student Services Building
- UMES New School of Pharmacy and Health Professions, Phase II
- FSU Cordts Physical Education Center Renovation
- UBalt Academic Center Renewal and Replacement
- SU New College of Health and Human Services
- UMBC New Student Services Building

Planning funds in the last years of this CIP will generate an estimated \$1 billion in needed funds for construction and equipment over the three years following (FY30-32).

A summary spreadsheet of the FY 2025-29 Capital Improvement Program is attached for your review.

**ALTERNATIVE(S):** This item is presented for information purposes.

**FISCAL IMPACT:** This item is presented for information purposes.

**CHANCELLOR'S RECOMMENDATION:** This item is presented for information purposes.

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COMMITTEE RECOMMENDATION: REPORT RECEIVED FOR INFORMATION      DATE: 1/24/24

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BOARD ACTION:      DATE:

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SUBMITTED BY: Ellen Herbst (301) 445-1923

**BOARD OF REGENTS REQUEST vs. GOVERNOR'S CIP**

Board as of 6-30-23, updated via CBIS 7/25/23; State CIP figures as of 1/17/24

				USM BOARD OF REGENTS REQUESTED CIP JUNE 2023					GOVERNOR'S CIP RELEASED JAN 2024				
				FY2025-2029 Capital Improvement Program (CIP) - \$'000's					FY2025-2029 Capital Improvement Program (CIP) - \$'000's				
				FIVE YEAR REQUEST FOR STATE FUNDING (GO, ARB, PAYGO)					FIVE YEAR REQUEST FOR STATE FUNDING (GO, ARB, PAYGO)				
INSTN	PROJECTS	Prior \$	NBF	FY2025	FY2026	FY2027	FY2028	FY2029	FY2025	FY2026	FY2027	FY2028	FY2029
UMB	Central Electric Substation and Redundancy	70,567	3,000	9,401 CE								1,523 C	
UMB	New School of Social Work Building	8,861		14,780 PC	59,834 CE	38,187 CE			26,730 PC	37,089 C	48,982 CE		
UMB	Inst for Health Computing, N Bethesda	2,000		Shown in FY29 but FY25 Preauthorized 2023 session				2,000 PCE	2,000 C				
UMB	Dental Ambulatory Surgery Center	700	147	994	1,006	Shown as pre-authorized during 2023 session			1,138 CE	862 C			
UMCP	Campuswide Bldg Syst & Infrs Imprv (Typ incl \$5M ARB/Yr)*	82,500		12,500 C	12,500 C	12,500 C	12,500 C	12,500 C	12,500 C	12,500 C		12,500 C	12,500 C
UMCP	Interdisciplinary Engineering Building (ZupnikHall)	42,210	58,200	67,855 CE	59,700 CE	15,675 CE			64,920 CE	52,200 CE	6,412 CE		
UMCP	Health and Human Sciences Complex (\$5M ARB FY27)	25,000		Advance request	5,570 C	32,850 CE		30,740 CE			34,411 CE	37,072 CE	
UMCP	New School of Public Health: Swap for the Hornbake					9,000 P	11,500 P	97,000 PC					
UMCP	Graduate Student Housing -- Amts Preauthorized	10,000	TBD	FY25, 26 Preauthorized in 2023 Session				5,000 PCE	5,000 PCE	5,000 C	5,000 CE		
UMCP	Benjamin Building Addition and Renovation			Next Tier Supplemental								5,711 P	6,981 P
BSU	Construct MLK Communications Arts & Humanities Bldg	155,181	3,000	8,983 CE					8,983 CE				
BSU	New Academic Commons and Library	4,600		Institution had asked to advance sta		1,146 P	5,679 P	51,483 PC			213 P	5,776 P	54,127 PCE
TU	Smith Hall Renovation & Reconstruction	26,874	148	68,029 PCE	58,474 CE				32,474 PC	71,159 CE	22,778 CE		
TU	Electrical Substation: Swap for the Student Services Repl			Institution had asked to advance start				23,102 PCE	22,898 PCE			2,718 P	31,200 PCE
TU	New Student Services Building			Next Tier Supplemental									3,054 P
UMES	Agriculture Research Education Center	12,628	14,300	4,317 CE					4,421 CE				
UMES	Campus Flood Mitigation Project	13,200		3,129 PC					3,129 PC				
UMES	New School of Pharmacy and Health Professions, Phase II			Next Tier Supplemental								4,922 P	3,282 P
FSU	Cordts Physical Education Center Renovation			Next Tier Supplemental									4,454 P
CSU	SCRC Phase 1 (Student Housing)	6,864	38,771	11,136 PC					11,136 C				
Ubal	Academic Center Renewal and Replacement			Next Tier Supplemental									5,731 P
SU	Blackwell Hall Renovation	4,163		19,379 PC	27,981 CE				27,629 PC	29,930 CE	5,442 C		
SU	New College of Health and Human Services		5,177	Next Tier Supplemental								NBF P	3,291
UMGC	Administration Building Renovation	2,150		Supplemental Request; Institution had asked to advance				2,457 P	31,173 C				2,042 P
UMBC	Sherman Hall Renovation	45,725		24,712 PCE	21,050 CE	2,801 E			18,265 CE	28,211 CE	2,087 C		
UMBC	Sondheim Hall Renovation						4,875 P	7,811 P				3,448 P	2,682 P
UMBC	New Student Services Building			Next Tier Supplemental									5,903 P
UMCES	HPL Coastal Dynamics Laboratory						2,000 P	2,500 P				1,841 P	2,251 P
USM O	Colwell Center Deferred Maintenance	4,934		13,988 C	2,357 CE				11,634 C	5,099 C			
USM O	Capital Facilities Renewal (\$25M ARBs +GO Bonds)			40,000 PCE	40,000 PCE	40,000 PCE	45,000 PCE	45,000 PCE	25,000 PCE	25,000 PCE	25,000 PCE	25,000 PCE	40,000 PCE
<b>Requested Annual Totals</b>				<b>299,203</b>	<b>288,472</b>	<b>152,159</b>	<b>142,853</b>	<b>277,365</b>	<b>254,959</b>	<b>267,050</b>	<b>145,325</b>	<b>100,511</b>	<b>177,498</b>
<b>Five Year Total CIP Request</b>								<b>1,160,052</b>					<b>945,343</b>

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NOTES
1 Changes are due to project cash flow projections; will confirm cash flow needs with campus/Service Center.
2 Advanced as preauthorized by General Assembly
3 Phased project; Deferred due to available funds from prior authorizations. Will confirm cash flow needs with campus.
4 Additional \$3.2M in NBF included in the new CIP amount (\$55M to \$58.2M)
5 FY27 amount was a supplemental request; Governor funded project per the FY24-28 CIP (without FY27 amount). FY27 ARB amount (\$5M) went to UMCP Health & Human Services Complex
6 Funding consistent with FY24-28 CIP. Was not advanced as requested.
7 The Hornbake project was included in the final year of the FY24-28 CIP. The Institution asked to swap for a new School of Public Health. The Governor did not fund either. Instead, a "next tier" project (Benjamin Renovation) was added.
8 UMES requested additional funding for this critical climate resilience project (as shown) to enhance flood proofing protection for another campus building. The Governor agreed to do so.
9 Project was a "Supplemental" or "Next Tier" supplemental request by the Board. The Governor added this to the CIP.
10 UMGH had received planning funds from the General Assembly; Board requested (supplemental) a renovation project. The Governor added it in FY29
11 Next Tier supplemental added by Governor with caveat that campus use their own funding for the initial planning phase.
12 USM had requested a GO Bond enhancement of \$15M each year for the Capital FR program. The Governor added it for FY2029 only.



**TOPIC:** University System of Maryland: Review of Capital Improvement Projects

**COMMITTEE:** Finance

**DATE OF COMMITTEE MEETING:** January 24, 2024

**SUMMARY:** This report provides information on the status of capital improvement projects system-wide. Included are contract awards, completions, and detailed project schedules. The attached report reflects activity for the twelve-month period starting December 1, 2022, and ending November 30, 2023. The attached also includes a summary sheet highlighting key facilities milestones for the same time period.

**ALTERNATIVE(S):** This is an information item.

**FISCAL IMPACT:** This is an information item.

**CHANCELLOR'S RECOMMENDATION:** This is an information item.

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COMMITTEE RECOMMENDATION: REPORT RECEIVED FOR INFORMATION

DATE: 1/24/24

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BOARD ACTION:

DATE:

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SUBMITTED BY: Ellen Herbst (301) 445-1923

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## **SUMMARY: USM PROJECT STATUS REPORT ON MAJOR CONSTRUCTION PROJECTS AS OF NOVEMBER 30, 2023**

This report provides information on major (\$1M or larger) capital projects System-wide, excluding maintenance and energy performance contracts. Projects are funded through a variety of sources: State capital and operating funds, including facilities renewal; internal funding through the System Funded Construction Program (SFCP); private funds; and federal grants. This report is a summary of contract awards, project completions and project schedules for the twelve-month period beginning December 1, 2022 and ending November 30, 2023.

### **CAMPUS FACILITIES HIGHLIGHTS:**

At any given time, there are as many as \$2.5 to \$3 billion worth of projects in design or construction System-wide. National estimating standards demonstrate that capital investment by the State directly supports over 3,800 full-time jobs in the Maryland economy. From concept and budget through ribbon cutting, the goal of the USM Capital Program is to provide the most advanced, effective facilities and deliver them in the most efficient, cost-effective way.

It is important to add that, over the last decade or so, more than 80 USM projects have been certified by the US Green Building Council as LEED "Silver" or "Gold" (or higher). During the same timeframe, institutions have made significant progress toward reductions in energy use and have logged nearly a 40% reduction in greenhouse gas emissions. New project highlights for 2023 include:

- A new replacement building for the University of Maryland, Baltimore School of Social Work.
- A new Thurgood Marshall Library at Bowie State University.
- Renovation of the Adelphi Building at the University of Maryland Global Campus.

Completed highlights include:

- The completion of major conversion of, and addition to the UMCP Cole Field House complex.
- A new Education & Health Sciences Center at Frostburg State University.
- The renovation of, and addition to, the Student Union Building at Towson University.

### **ONGOING PROJECTS:**

As of November 30, 2023, there are a total of 109 major projects System-wide either pending design, or in design or construction, that are managed by the service centers or delegated to the institutions. The attached information includes schedules and project data for ongoing activities, including the following new projects. A list of completed or cancelled projects (from the last report) is also added below.

**NEW PROJECTS ADDED TO LIST (PRE-PLANNING AND DESIGN):**

Campus	Project Name	Architect/Engineer or TBD	Project Cost
		Name (State Abbrev)	Est Total Proj
USM	Colwell Center Deferred Maintenance	TBD	\$21,667,000
UMB	School of Social Work Replacement	Ballinger (PA)	\$121,662,000
UMBC	Spring Grove Utility Site Improvs	RK&K (MD)	\$27,000,000
BSU	New Thurgood Marshall Lib/Commons	TBD	\$120,000,000
BSU	Tubman Hall HVAC	Merton (MD)	\$2,000,000
UMCES	Coastal Dynamics Lab	TBD	\$27,496,000
UMCP	Baseball Practice Facility	Shafer (MD)	\$6,500,000
UMCP	AV Williams Cooling Tower Repl	WL Gary (MD)	\$2,400,000
UMCP	Campus Drive Bikeway	TBD	\$2,500,000
UMCP	Cole Cultural Center Fit-out	Schafer (MD)	\$5,400,000
UMCP	Hornbake Library Conversion Ph 1/HVAC	TBD	\$12,703,000
UMCP	Severn - Charging Stations for Elec Veh	In-House (UMCP)	\$1,180,000
UMCP	Severn - Vehicle Wash Station	Whitman Req. (MD)	\$3,939,884
UMCP	Shoemaker 2nd Floor Renovation	In-House (UMCP)	\$1,900,000
UMCP	Softball Practice Facility	J Vinton Shafer (MD)	\$3,800,000
UMCP	South Campus Housing Utility/Infrastr	TBD	\$20,700,000
UMCP	SPP Do Good Institute Projects	Leo Daly (DC)	\$1,727,080
UMCP	Van Munching Hall, New Classrooms	Jeffrey Brown (MD)	\$3,449,434
UMGC	Adelphi Building Renovation	TBD	\$36,180,000
UMB	MSTF Vet HVAC	Min Engineering	\$4,800,000
UMB	737 W Lombard Mechanical & windows	Marshall Craft (MD)	\$5,000,000
UMB	222-224 N Greene St Site Redev.	Murph./Ditt. (MD)	\$2,550,000
UMB	Davidge Hall Roof	JMT (MD)	\$6,464,000
UMB	IHV water pumps	UMB	\$2,030,000
UMB	AH05/2B HW plant	UMB	\$1,230,000
UMB	IHV-AHB Connect CHW	IB/DBA Col (MD)	\$3,300,643
UMB	Howard Hall GPILS	Design Coll.(MD)	\$2,300,000
UMB	Campus water heater Replacement	UMB	\$1,760,000
UMB	HSFIII 5th & 6th Floor fit out	Design Coll. (MD)	\$34,121,000
UMB	IHV Heating Plant	UMB	\$2,910,000
UMB	Lexington Heat Exchanger & Perimeter Heat	UMB	\$1,710,000
UMB	Pharmacy South Mechanical	CFR Eng (MD)	\$2,320,000
UMB	Bressler RB Anatomy Lab	Hord Cop. Mact (MD)	\$3,000,000
UMB	Bressler RB Replace Energy Recov & Exh Fans	RMF Engin'g (MD)	\$14,769,000
UMB	Dentistry Ambulatory Surgery	Ewing Cole	\$29,516,000
UMB	Lexington Roof	TBD	\$1,270,000
UMB	Saratoga Roof	TBD	\$2,600,000
UMB	IHV Chiller Replacement	TBD	\$4,160,000
UMB	HSLSL Chiller Replacement	TBD	\$1,740,000
UMB	SON Chiller Replacement	TBD	\$3,020,000
UMB	AHB Emergency Generator Replacement	Whitman Req. (MD)	\$1,160,000

UMB	SON Emergency Generator Replacement	Henry Adams (MD)	\$1,350,000
UMB	Saratoga AHUs Replacement	TBD	\$3,810,000
UMB	HSFI VAV & reheat coils Replacement	TBD	\$4,760,000
UMB	BRB Exterior Upgrade	Ziger Snead (MD)	\$10,200,000
UMB	MSTF Replace Emergency Gen & Distribution	RMF Engin'g (MD)	\$7,000,000
UMB	HH Lobby Modification	Design Coll. (MD)	\$1,600,000
UMB	Donaldson Brown Center Renovation	AHS (MD)	\$4,390,000
UMB	OM Replace Multiple Fire Pumps	TBD	\$2,020,000
UMB	A&F Pearl Street Electric Service	Henry Adams (MD)	\$1,880,000
UMB	SON New Roof Replacement	Tremco (MD)	\$3,550,000
UMB	HSF I D3040 Heat Exchangers-Older Renewal	BKM (MD)	\$2,420,000
UMB	Penn Garage Structural Evaluation	RMF Engin'g (MD)	\$1,240,000

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**Total New Projects      \$598,155,041**

**PROJECTS COMPLETED AND REMOVED FROM LIST:**

Campus	Project Name	<b>Construction Mgr/Contractor Name (State Abbrev)</b>	<b>Project Cost</b>
CSU	Percy Julian Building Ren. College of Business	Barton Mallow (MD)	\$45,834,000
USG	UMB School of Nursing Renovation of USG Bldg 1	Schafer & Sons (MD)	\$9,200,000
TU	Union Renovation & Addition	Barton Mallow (MD)	\$120,770,000
TU	Practice Field Improvements	Field Turf USA (PA)	\$4,900,000
TU	Glen Hall Dining Renovation	Turner (MD)	\$12,500,000
FSU	Education & Health Sciences Center	Barton Mallow (MD)	\$93,424,000
UMCP	Animal Sciences Wing 4, AHU 12/13 Repl	M&M Fabr (MD)	\$1,500,000
UMCP	Clark Hall MRI Installation	DPR Constr (CA)	\$5,891,301
UMCP	Cole Field House Conversion/Expansion	Gilbane (MD)	\$210,000,000
UMCP	LPS Clean Room & Building Chillers	W.L. Gary Co. (DC)	\$2,176,000
UMCP	LPS RTU 2, 3, 4, 5 Replacement	M & M Fab (MD)	\$3,696,863
UMCP	Maryland Stadium Videoboard	Daktronics, Inc.	\$15,000,000
UMCP	MFRI Western Maryland Training Ctr Renovation	Carl Belt, Inc.(MD)	\$8,765,000
UMCP	Miller Building Ground Floor Renovation	Jeffrey Brown (MD)	\$2,044,800
UMB	BRB Sanitary Drain Piping	Emjay (MD)	\$5,900,000
UMB	IHV Façade Stabilization	Plano Coudon (MD)	\$6,100,000
UMB	SON Student Services Renovation	Kinsley (MD)	\$8,800,000
UMB	Roof Replacements (multiple buildings)	Tremco (MD)	\$1,400,000

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**Total Completed      \$557,901,964**

*Data reported by institutions and Service Centers to the USM Office of Capital Planning*

## STATUS REPORT ON MAJOR CONSTRUCTION PROJECTS

 Revised 1/3/24  
 Data as of 11/30/2023

**KEY:**

STATE-FUNDED CIP PROJECTS

SYSTEM-FUNDED NON-STATE/AUXILIARY OR FACILITIES RENEWAL PROJECTS

Institution	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriations To-Date	Funding Source	Architect (Location)	Contractor (Location)
BSU	Comm Arts & Humanities Bldg. (MLK Replacement)	1	\$164,164,000	04/20	D/B	03/22	06/24	\$155,181,000	GO Bonds	Whiting-Turner (MD)	Whiting Turner (MD)
BSU	BSU New Thurgood Marshall Library Commons	1	\$120,000,000	TBD	TBD	TBD	TBD	\$1,100,000	GO Bonds	TBD	TBD
BSU	Robinson Hall	5	\$7,150,000	10/21	DB	06/23	05/24	\$7,150,000	GO Bonds, Cash, PAYGO	Jeffrey Brown Contracting, LLC (MD)	Jeffrey Brown Contracting, LLC (MD)
BSU	Tubman Hall HVAC	3	\$2,000,000	09/23	JOC	01/24	11/24	\$1,474,000	Cash	Adrian L. Merton (MD)	Adrian L. Merton (MD)
CSU	New Residence Hall	1	\$56,441,000	TBD	CM	12/23	TBD	\$6,864,000	GO Bonds, USM Bonds	Quinn Evans & Goody Clancy	Consigli (MASS)
FSU	Challenger Center	1	\$6,000,000	12/23	GC	04/25	04/26	\$3,000,000	Go Bonds, Cash	TBD	TBD
FSU	Five Dorm Renovation - Phased	3	\$14,400,000	07/20	TBD	07/21	12/26	\$12,100,000	USM Bonds, Cash	In-House (FSU)	Multiple
FSU	New Residence Hall	1	\$43,130,365	05/17	D/B	06/18	07/20	\$43,130,365	USM Bonds, Cash	Perkins Eastman (DC)	PJ Dick (PA)
FSU	Cordts PE Renov/Regional Recreation Complex	1/3	TBD	TBD	TBD	TBD	TBD	\$5,000,000	PAYGO, GO Bonds	TBD	TBD
SU	Blackwell Hall Renovation	3	\$64,000,000	02/23	D/B	11/24	11/26	\$4,163,000	PAYGO, GO Bonds	Whiting Turner (MD)	Whiting Turner (MD)
TU	Smith Hall Renovation	1	\$153,525,000	09/22	CM	10/23	10/26	\$26,874,000	GO Bonds, PAYGO, NBF	Shepley Bulfinch (MASS), JMT (MD)	Consigli (MASS)
TU	College of Health Professions Bldg.	1	\$194,384,000	9/17	CM	7/21	02/24	\$194,384,000	GO Bonds, PAYGO, NBF	Perkins Will (DC) JMT (MD)	Gilbane (MD)
TU	Glen Towers and Plaza Renovation	3/5	\$58,160,000	8/18	TBD	5/20	07/25	\$58,160,000	USM Bonds, Cash	Design Collective (MD)	Barton Mallow (MD)
UMB	17-317 Central Elec Substation and Elec Infrastructure Upgrades, Phased	5	\$80,000,000	3/17	GC/CM	5/19-ph1A	2/23-ph 1A-C	\$73,567,000	GO Bonds, Cash, FR Funds	RMF Engin'g (MD)	Highlander, JBC, Cianbro, Pipeway, etc.
UMB	20-399 New School of Social Work Building	1	\$121,662,000	05/23	CM	11/24	08/27	\$12,166,259	GO Bonds, Cash	Ballinger (PA)	Whiting Turner (MD)
UMB	Howard Hall/Bressler Research Bldg. Substation	5	\$13,000,000	8/17	GC	9/19	09/24	\$13,000,000	Cash	RMF Engin'g (MD)	Cianbro (MD)
UMB	Elev/Fire Alarm Improve in Various Garages (including Pearl St.)	5	\$4,130,000	7/13	GC, D/B	1/14	01/24	\$4,130,000	USM Bonds, Cash	In-House (UMB)	Maranto, QSS, Brawner, Emjay
UMB	19-312 Bressler Research Bldg. Electrical Substations 4 - 7 Renewal	5	\$5,900,000	2/19	GC	01/22	06/25	\$4,946,240	Go Bonds, FR Funds, Cash	Marshall Craft (MD)	Cynergy (MD)

Institution	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriations To-Date	Funding Source	Architect (Location)	Contractor (Location)
UMB	19-315 School of Pharmacy Bldg. Electrical System Renewal	5	\$4,000,000	5/19	GC	5/20	12/23	\$3,819,910	Cash	RMF Engin'g (MD)	Cynergy (MD)
UMB	23-377 Howard Hall Mechanical Infrastructure	5	\$52,576,000	03/24	CM	03/24	03/28	\$2,000,000	ARB, Cash, FR	BKM (MD)	TBD
UMB	20-349 School of Pharmacy Window Replacements	5	\$1,300,000	10/20	GC	4/22	03/24	\$1,380,682	ARB, FR Funds, Cash	Design Collective (MD)	Emjay (MD)
UMB	20-360 Howard Hall 4th Floor Lab Renovations	3	\$1,500,000	2/21	GC	9/21	01/24	\$1,796,804	Cash	Design Collective (MD)	Emjay (MD)
UMB	18-312 North Campus Chilled Water Loop	5	\$6,195,000	6/19	GC	4/22	05/24	\$6,195,000	Deficiency Approp., FR Funds, Cash	RMF Engin'g (MD)	Emjay (MD)
UMB	16-391 MSTF Vet HVAC	5	\$4,800,000	10/17	GC	08/22	07/24	\$4,800,000	CFR Funds, ARB/Cash	Min Engineering	Emjay (MD)
UMB	23-390 737 W Lombard Mechanical & windows	5	\$5,000,000	08/23	GC	TBD	TBD	\$5,250,000	PAYGO/Cash/FR Funds	Marshall Craft (MD)	TBD
UMB	19-383 222-224 N Greene St Site Redevelopment	4	\$2,550,000	11/19	GC	12/22	12/23	\$2,375,235	Cash/FR Funds	Murphy & Dittenhafer (MD)	A. R. Marani (MD)
UMB	19-366 Davidge Hall Roof	5	\$6,464,000	08/19	GC	01/24	08/24	\$5,386,606	PAYGO/Cash/FR Funds	Johnson Mirmiran & Thompson (MD)	The Christman Company
UMB	23-343 IHV water pumps	5	\$2,030,000	~	GC	07/23	05/24	\$1,987,017	Cash/FR Funds	UMB	Boland Trane (MD)
UMB	23-340 AH05/2B HW plant	5	\$1,230,000	~	GC	07/23	05/24	\$1,025,190	Cash/FR Funds	UMB	Boland Trane (MD)
UMB	19-338 IHV-AHB Connect CHW	5	\$3,300,643	10/19	GC	06/23	09/24	\$3,300,643	Cash/FR Funds	IB Holding Inc DBA Colimore (MD)	Emjay (MD)
UMB	22-319 HH GPILS	3	\$2,300,000	01/22	GC	12/23	11/24	\$2,182,469	Cash/FR Funds	Design Collective (MD)	Brawner Builders (MD)
UMB	23-355 Campus water heater Replacement	5	\$1,760,000	~	GC	08/23	03/24	\$1,470,385	Cash/FR Funds	UMB	Boland Trane (MD)
UMB	23-326 HSFIII 5th & 6th FI	3	\$34,121,000	06/23	CM	09/24	08/25	\$2,600,000	Cash	Design Collective (MD)	TBD
UMB	22-359 IHV Heating Plant	5	\$2,910,000	~	GC	09/23	05/24	\$1,908,191	Cash/FR Funds	UMB	Boland Trane (MD)
UMB	23-367 Lexington Heat Exchanger & Perimeter Heat	5	\$1,710,000	~	GC	08/23	04/24	\$1,446,900	Cash/FR Funds	UMB	Boland Trane (MD)
UMB	19-376 SOP South Mechanical	5	\$2,320,000	10/22	GC	TBD	TBD	\$1,591,200	Cash/FR Funds	CFR Engineering (MD)	TBD
UMB	23-304 BRB Anatomy Lab	3	\$3,000,000	09/22	GC	10/23	08/24	\$2,790,000	GO BOND/ Cash/FR Funds	Hord Coplan Mact (MD)	Emjay (MD)
UMB	20-330 BRB Replace Energy Recovery Units and Exhaust Fans	5	\$14,769,000	09/21	GC	12/23	06/25	\$14,346,800	FR Funds/ GO Bond/Cash	RMF Engin'g (MD)	Emjay (MD)
UMB	23-312 SOD Ambulatory Surgery	3/4	\$29,516,000	09/23	CM	05/24	04/26	\$2,000,000	GO BOND/Cash	Ewing Cole	TBD

Institution	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriations To-Date	Funding Source	Architect (Location)	Contractor (Location)
UMB	25-304 Lexington Roof	5	\$1,270,000		DB	TBD	TBD	\$1,107,698	ARB/ FR Funds/Cash	TBD	TBD
UMB	25-306 Saratoga Roof	5	\$2,600,000		DB	TBD	TBD	\$2,262,582	Cash/FR Funds	TBD	TBD
UMB	25-300 IHV Chiller Replacement	5	\$4,160,000	~	GC	TBD	TBD	\$3,618,567	Cash/FR Funds	~	TBD
UMB	25-301 HSHSL Chiller Replacement	5	\$1,740,000	~	GC	TBD	TBD	\$1,514,673	Cash/FR Funds	~	TBD
UMB	25-302 SON Chiller Replacement	5	\$3,020,000	~	GC	TBD	TBD	\$2,124,534	Cash/FR Funds	~	TBD
UMB	22-338 AHB Emergency Generator Replacement	5	\$1,160,000	11/22	GC	TBD	TBD	\$903,719	Cash/FR Funds	Whitman Requardt & Assoc (MD)	TBD
UMB	22-339 SON Emergency Generator Replacement	5	\$1,350,000	11/23	GC	TBD	TBD	\$1,176,731	Cash/FR Funds	Henry Adams (MD)	TBD
UMB	25-305 Saratoga AHUs Replacement	5	\$3,810,000	~	GC	TBD	TBD	\$3,317,848	Cash/FR Funds	~	TBD
UMB	24-305 HSFI VAV & reheat coils Replacement	5	\$4,760,000	~	GC	TBD	TBD	\$4,770,267	Cash/FR Funds	~	TBD
UMB	16-350 BRB Exterior Upgrade	5	\$10,200,000	02/17	GC	03/22	06/25	\$10,241,212	Cash/FR Funds	Ziger Snead (MD)	Jeffrey Brown (MD)
UMB	17-335 MSTF Replace Emergency Generator & Distribution	5	\$7,000,000	08/19	GC	05/21	09/24	\$6,925,847	ARB/ FR Funds/Cash	RMF Engin'g (MD)	Cianbro (MD)
UMB	20-371 HH Lobby Modification	3	\$1,600,000	01/21	GC	06/22	03/24	\$1,407,809	GO Bonds/FR Funds/Cash/ARB	Design Collective (MD)	Emjay (MD)
UMB	20-389 Donaldson Brown Center Renovation	5	\$4,390,000	09/20	GC	08/23	06/24	\$3,814,159	Cash	Ammon Heisler Sachs (MD)	Emjay (MD)
UMB	22-337 OM Replace Multiple Fire Pumps	5	\$2,020,000	~	GC	02/23	06/24	\$1,750,021	Cash/FR Funds	~	Siemens Building Technologies (MD)
UMB	22-361 A&F Pearl Street Electric Service	5	\$1,880,000	09/23	GC	TBD	TBD	\$1,500,000	ARB/ FR Funds/Cash	Henry Adams (MD)	TBD
UMB	23-317 SON New Roof Replacement	5	\$3,550,000	~	DB	TBD	TBD	\$3,006,518	Cash/FR Funds	Tremco (MD)	Tremco (MD)
UMB	23-336 HSF I D3040 Heat Exchangers-Older Renewal	5	\$2,420,000	03/23	GC	06/23	06/24	\$2,310,000	Cash/FR Funds	BKM (MD)	Emjay (MD)
UMB	22-385 Penn Garage Structural Evaluation	5	\$1,240,000	08/22	GC	TBD	TBD	\$1,019,128	Cash	RMF Engin'g (MD)	TBD
UMBC	Utility Upgrades	5	\$20,840,000	7/19	GC	08/20	11/24	\$20,840,000	GO Bonds, ARB, NBF, Cash	RMF Engin'g (MD)	Whiting Turner (MD)
UMBC	Sherman Hall Renewal	3	\$94,244,000	3/22	CM	08/23	09/26	\$22,928,452	GO Bonds	Page Southerland Page, Inc (DC)	Whiting Turner (MD)
UMBC	Spring Grove Utility Upgrades and Site Improvements	5	\$27,000,000	03/23	CM	03/23	09/26	\$27,000,000	GO Bonds	RK&K (MD)	Whiting Turner (MD)

Institution	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriations To-Date	Funding Source	Architect (Location)	Contractor (Location)
UMCES	Chesapeake Collaborative Building	1	\$21,870,000	10/21	GC	04/24	10/25	\$21,870,000	GO Bonds, PAYGO	Design Collective (MD)	Barton Mallow (MD)
UMCES	Coastal Dynamics Laboratory	1	\$27,496,000	TBD	TBD	TBD	TBD	\$2,500,000	GO Bond	TBD	TBD
UMCP	Baseball Practice Facility	1	\$6,500,000	08/23	D/B	06/24	11/24	\$6,500,000	Cash	J Vinton Shafer (MD)	J Vinton Shafer (MD)
UMCP	AV Williams Cooling Tower Replacement	3	\$2,400,000	05/23	GC	06/23	04/26	\$2,400,000	ARB	RMF Engin'g (MD)	W.L. Gary Co. (DC)
UMCP	Campus Farm Upgrades Phases I, II, III (On-Hold)	1/3	\$23,000,000	TBD	TBD	TBD	TBD	\$401,281	Cash	TBD	TBD
UMCP	Cambridge Quad Water Line Replacement (On-hold)	5	\$2,200,000	11/22	GC	TBD	TBD	\$400,000	FR Funds, PAYGO	Hord, Coplan, Macht, Inc (MD).	TBD
UMCP	Campus Drive Bikeway	4	\$2,500,000	01/24	GC	03/24	TBD	\$2,500,000	DGS Grant Funds	TBD	TBD
UMCP	Chemistry Building Ph 3, Wing 1 Replacement	3	\$141,300,000	05/19	D/B	01/21	01/24	\$141,300,000	GO Bonds, NBF	Whiting-Turner (MD)	Whiting Turner (MD)
UMCP	Cole Cultural Center Fit-Out	4	\$5,400,000	03/22	CM	01/24	02/25	\$5,400,000	Cash	Murphy & Dittenhafer Inc (MD)	J Vinton Shafer (MD)
UMCP	Cole Head House Renovation	3	\$16,938,465	03/22	CM	01/24	02/25	\$14,100,382	PAYGO, Cash	Murphy & Dittenhafer Inc (MD)	J Vinton Shafer (MD)
UMCP	Cole Academy for Innovation and Entrepreneurship Fit-Out	3	\$5,500,000	03/22	GC	06/25	01/28	\$2,100,000	Cash	Murphy & Dittenhafer Inc (MD)	J Vinton Shafer (MD)
UMCP	Ellicott Community Renovation	3	\$180,000,000	05/24	D/B	05/25	04/31	\$8,350,000	USM Bonds, Cash	TBD	TBD
UMCP	ERC Natatorium Pump Room Renovation	3	\$5,200,000	03/22	CM	05/23	09/23	\$5,200,000	Cash	MS Engineers (MD)	Plano-Coudon (MD)
UMCP	Field Hockey and Lacrosse Complex Renovation	3	\$16,991,000	05/21	D/B	06/22	12/23	\$16,991,000	Cash	Jeffrey Brown Contracting (MD)	Jeffrey Brown Contracting (MD)
UMCP	Graduate Student Housing (Multiple Projects)	3	\$20,050,000	TBD	TBD	05/23	TBD	\$10,050,000	GO Bonds, Cash.	TBD	TBD
UMCP	Health and Human Sciences Complex	1	\$94,160,000	07/24	D/B	06/25	01/28	\$25,000,000	Go Bonds	TBD	TBD
UMCP	Hornbake Library Conversion Ph 1 and Renew Ground Floor HVAC	3/4	\$12,703,432	TBD	TBD	TBD	TBD	\$11,703,432	GO Bond, PAYGO, ARB	TBD	TBD
UMCP	ICA Basketball Practice Facility	1	\$52,263,400	05/22	D/B	06/23	06/25	\$52,263,400	NBF, GO Bonds	Clark Construction Group(MD)	Clark Construction Group(MD)
UMCP	Interdisciplinary Engineering Building	1	\$240,940,000	12/21	D/B	12/22	06/26	\$42,710,000	Go Bond, NBF	Whiting Turner (MD)	Whiting Turner (MD)
UMCP	Jimenez Hall, South Wing - 2nd, 3rd, & 4th Floor - HVAC Renovation	5	\$6,400,000	07/21	CM	06/23	01/24	\$6,400,000	ARB, FR Funds	Henry Adams (MD)	DPR Construction (CA)
UMCP	John S. Toll Physics Bldg. - AHUs 13, 14, 15	5	\$3,139,143	10/17	GC	12/21	01/24	\$3,139,143	Cash, Deficiency Appropriation	Bowman Consulting Group, Ltd.(VA)	W.L. Gary Co. (DC)



Institution	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriations To-Date	Funding Source	Architect (Location)	Contractor (Location)
UMCP	MS4 Permit Implementation	?	\$5,500,000		TBD			\$1,155,000	Cash	Whitney Bailey Cox & Magnani (MD)	TBD
UMCP	New Office Bldg. for Central MD Res/Educ. Ctr., Clarksville	1	\$9,000,000	08/20	GC	05/22	01/24	\$9,000,000	Cash	Johnson Mirman Thompson (MD)	North Point Builders (MD)
UMCP	Oakland Residence Hall SCUB Ph 2 (Merged w/Ellicott Community Renov)	5	\$5,145,000	TBD	TBD	TBD	TBD	\$500,000	USM Bonds	TBD	TBD
UMCP	Quantum and Advanced Computing Infrastructure (Multiple Buildings)	1	\$20,000,000	03/23	GC; CM	05/24	05/27	\$20,000,000	Go Bonds	Whitman, Requardt; JMT (MD)	TBD
UMCP	Regents Garage Renovations	3	\$2,858,805	01/22	GC	05/23	08/23	\$2,858,805	Cash	Rummel Klepper & Kahl (MD)	Jeffrey Brown Contracting (MD)
UMCP	RPB1: Renovation for GATR	3	\$2,160,000	01/20	GC	12/23	07/24	\$2,160,000	Cash	HDR (VA)	Jeffrey Brown Contracting (MD)
UMCP	School of Public Health Building Roof and AHU-23 Replacement (On-Hold)	5/3	\$5,700,000	11/22	D/B	TBD	TBD	\$600,000	FR Funds (ARB)	Jeffrey Brown Contracting (MD)	Jeffrey Brown Contracting (MD)
UMCP	School of Public Policy Bldg.	1	\$64,386,925	07/17	CM	12/19	07/22	\$63,792,110	GO Bonds, NBF, FR	Leo Daly (DC)	J Vinton Shafer (MD)
UMCP	SCUB 3 Heating Water Pipe Relocation	5	\$13,916,658	03/19	CM	06/23	09/25	\$13,916,658	ARB, FR Funds, Deficiency Appropriation	Rummel Klepper & Kahl (MD)	Whiting Turner (MD)
UMCP	Severn - Charging Stations for Electrical Vehicles	1	\$1,180,000		CM	10/23	07/24	\$1,180,000	Cash	In-House (UMCP)	Electrico Inc(MD)
UMCP	Severn - Vehicle Wash Station	1	\$3,939,884	06/22	TBD	03/24	07/25	\$3,939,884	Cash	Whitman Requardt&Assoc (MD)	TBD
UMCP	Shoemaker 2nd Floor Renovation	3	\$1,900,000	09/23	TBD	10/24	02/25	\$1,900,000	Cash	In-House (UMCP)	TBD
UMCP	Softball Practice Facility	1	\$3,800,000	08/23	D/B	06/24	12/24	\$3,800,000	Cash	J Vinton Shafer (MD)	J Vinton Shafer (MD)
UMCP	South Campus Housing Utility & Infrastructure Upgrade	5	\$20,700,000	TBD	TBD	TBD	TBD	\$8,700,000	Cash, ARB	TBD	TBD
UMCP	SPP Do Good Institute Projects	1	\$1,727,080	10/23	CM	03/24	06/24	\$1,727,080		Leo Daly (DC)	J Vinton Shafer (MD)
UMCP	Stadium Drive Garage Renovations	3	\$2,360,000	11/21	GC	05/22	12/23	\$2,360,000	Cash	Rummel Klepper & Kahl (MD)	A.R. Marani, Inc.(MD)
UMCP	Underground Utilities Project	3	\$13,475,000	08/21	D/B	05/23	08/24	\$13,475,000	GO Bonds, ARB, Cash, PAYGO	J Vinton Shafer (MD)	J Vinton Shafer (MD)
UMCP	Union Lane Water and Sanitary Line	5	\$2,200,000	10/22	GC	05/24	08/24	\$2,200,000	PAYGO, FR Funds, Go Bonds	Hord, Coplan, Macht, Inc.(MD)	TBD
UMCP	Van Munching Hall - New Classrooms	3	\$3,449,434	07/23	D/B	10/23	01/24	\$3,100,000	Cash	Jeffrey Brown Contracting (MD)	Jeffrey Brown Contracting (MD)
UMCP	Woods Hall HVAC Renovation	5	\$6,336,082	07/21	CM	05/22	03/23	\$6,336,082	Go Bond, FR Funds, Cash	Henry Adams LLC (MD)	DPR Construction (CA)
UMES	Agricultural Research and Education Center	1	\$31,245,000	07/20	D/B	03/24	03/25	\$26,928,000	TBD/ Grants, Insurance Proceeds, GO Bonds	Bancroft Construction Co (DE)	Bancroft Construction Co (DE)

Institution	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriations To-Date	Funding Source	Architect (Location)	Contractor (Location)
UMES	Carver Hall Renovation	3	\$7,100,000	12/21	TBD	01/24	12/24	\$7,100,000	Fed Grants/Bridge funds, FR funds(PAYGO & ARB)	Murphy & Dittenhafer Inc (MD)	TBD
UMES	Flood Mitigation	5	\$13,313,700	07/19	GC	07/22	12/24	\$13,313,700	ARB, Cash	Whitney Bailey Cox & Magnani (MD)	Chesapeake Turf, LLC (MD)
UMES	Natural Gas Pipeline/Retrofit	5	\$9,217,158	07/20	GC, JOC	06/21	06/24	\$9,217,158	Grants, Cash, FR Funds	Whitney Bailey Cox & Magnani (MD); MS Engineers (MD)	Paige Industrial Services, Inc.(MD); Chesapeake Turf, LLC (MD)
UMES	School of Pharmacy and Allied Health	1	\$105,680,068	12/17	CM	03/20	08/22	\$105,680,068	GO Bonds, USM Bond, Cash, PAYGO	Ayers St. Gross (MD)	Gilbane (MD)
UMES	Nuttle Residence Hall Renovation	3	\$10,800,000	06/24	GC	TBD	TBD	\$800,000	Fed Grant/USM Bonds	TBD	TBD
UMGC	Adelphi Building Renovation	3	\$36,180,000	TBD	TBD	TBD	TBD	\$2,150,000	GO Bond	TBD	TBD
USM	Rita Colwell Center Deferred Maintenance	3	\$21,667,000	03/24	D/B for Ph1 & GC for Ph 2	05/24	01/26	\$4,934,000	Special Funds (State PAYGO)	TBD	TBD

**3,855** Direct jobs supported by the capital program per Economic Policy Institute formula of 5.5 FTE direct (construction-related) jobs per \$1M investment based on Bureau of Labor Statistics. Construction investment also generates nearly twice this number of indirect jobs. The total program is divided by a rough average duration of construction from design award through construction completion of 4 years. www.epi.org

**Total Program (State and non-State/ Auxiliary) \$2,803,541,242**

**Codes:**  
 1 New facility  
 2 Addition/Expansion/Extension  
 3 Renovation or Replacement  
 4 Alterations and Addition  
 5 Infrastructure

**\* Definitions:**  
 Total Project Cost: Total estimated project cost including planning, construction & equipment.  
 Design Start: Date of BPW approval of architect/engineer.  
 Construction Start: Date of BPW approval of contractor.  
 Completion: Date of substantial completion/beneficial occupancy.

**Abbrev.** CM = Construction Management  
 D/B = Design/Build  
 GC = General Contractor  
 JOC= Job Order Contractor

**Funding:** NBF = Non-budgeted funds (e.g., donor funds); GO Bonds = State General Obligation Bonds or Bond Premium funds;  
 ARB = Academic Revenue Bonds (approved by State); FR = Capital Facilities Renewal  
 USM Bonds = USM Auxiliary Revenue Bonds; CASH = Institutional funding, including cash, donor funding and plant funds



USM Board of Regents  
Committee on Governance and Compensation  
Minutes from Public Session  
January 24, 2024  
Zoom

**Minutes of the Public Session**

Regent Rauch called the meeting of the Governance and Compensation Committee of the University System of Maryland Board of Regents to order in public session at 8:32 a.m. on Wednesday, January 24, 2024 via Zoom.

Those in attendance included Regents Rauch, Gooden, Hur, McMillen, and Wood; Chancellor Perman; Vice Chancellors Herbst; AAGs Langrill and Bainbridge; and Ms. Wilkerson.

- 1. Approval of Meeting Minutes from November 30, 2023 Public and Closed Sessions.** The Regents voted to approve the minutes from the November 30, 2023 Committee on Governance and Compensation meeting. (Moved by Regent Rauch, seconded by Regent McMillen; unanimously approved).
- 2. Certification of Committee Charters.** The Regents voted to recommend certification of the charters of the Committees on Advancement, Audit, Finance, and Governance and Compensation. The charter of the Committee on Education Policy and Student Life and Safety was tabled for certification at a future meeting so that the Committee can review the redline changes before approval. (Moved by Regent McMillen, seconded by Chair Gooden; unanimously approved).
- 3. Convene to Closed Session.** Regent Rauch read the closing statement on matters exempted from the Open Meetings Act, under the General Provisions Article, §3-305(b). (Moved by Regent Hur, seconded by Regent McMillen; unanimously approved).

The public session meeting adjourned at 8:39 a.m.



USM Board of Regents  
Committee on Governance and Compensation  
Minutes from Closed Session  
January 24, 2024  
Zoom

**Minutes of the Closed Session**

Regent Rauch called the meeting of the Governance and Compensation Committee of the University System of Maryland Board of Regents to order in closed session at 8:40 a.m. on Wednesday, January 24, 2024 via Zoom.

Those in attendance included Regents Rauch, Gooden, Hur, McMillen, and Wood; Chancellor Perman; Vice Chancellors Herbst; AAGs Langrill and Bainbridge; and Ms. Wilkerson, Ms. Skolnik, and Ms. Beckett. Ms. Pounds and Mr. Enderle from BSU were present for a portion of the meeting.

- 1. Bowie State University Pre-Negotiation Briefing re MOU with the Maryland Classified Employees Association (MCEA).** The Regents were provided with a pre-negotiation briefing regarding the MOU between Bowie State University and the Maryland Classified Employees Association. (§3-305(b)(9)).
- 2. Collective Bargaining Update.** The Regents were provided with the status of collective bargaining negotiations at each USM institution. (§3-305(b)(9)).
- 3. Review of Certain Contracts and Employment Agreements.** The Regents reviewed a personnel contract UMCP subject to review under Policy VII-10.0 (§3-305(b)(1)).

The meeting adjourned at 9:32 a.m.

**TOPIC:** Review of Committee Charges

**COMMITTEE:** Committee on Governance and Compensation

**DATE OF MEETING:** January 24, 2024

**SUMMARY:** Each year, the Committee on Governance and Compensation reviews and certifies the charges of each of the standing committees of the Board of Regents. Included today are the charters of the Committees on Advancement, Audit, Finance, and Governance and Compensation. The charges for the Committees on Economic Development and Technology Commercialization, Education Policy and Student Life and Safety, and Intercollegiate Athletics and Student-Athlete Health and Welfare will be presented at a later meeting.

**ALTERNATIVE(S):** The committee could choose not to review the committee charges.

**FISCAL IMPACT:** No fiscal impact.

**CHANCELLOR'S RECOMMENDATION:** The Chancellor recommends that the Committee certify the charges of each standing committee.

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COMMITTEE ACTION:

DATE: January 24, 2024

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BOARD ACTION:

DATE:

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SUBMITTED BY: Denise Wilkerson; [dwilkerson@usmd.edu](mailto:dwilkerson@usmd.edu); 410-576-5734

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**UNIVERSITY SYSTEM  
of MARYLAND**

**Board of Regents  
Committee on Governance and Compensation**

**PURPOSE**

To assist the Board of Regents in fulfilling its responsibilities for the oversight of leadership of the University System of Maryland, specifically pertaining to optimal performance of the Board and personnel matters.

**RESPONSIBILITIES**

The Governance and Compensation Committee regularly meets six times annually and, with the approval of the BOR, is granted the authority to ensure that the Board operates according good governance principles and realizes its full potential as high performing Board. The committee is charged with reviewing matters pertaining to the organization and leadership structure of the University System of Maryland, its constituent institutions and centers and the System Office, other personnel matters such as collective bargaining agreements, compensation for individuals under BOR Policy VII-10.0 and matters pertaining to the optimal operation of the BOR.

- A. Leads the Board in evaluating its performance, including developing guidelines for Board evaluations, administering biannual Board self-assessments, coordinating periodic comprehensive reviews of the Board, and assessment of Board committees.
- B. Reviews Board Bylaws as needed and recommends changes for Board approval.
- C. Reviews the program for new Regent orientation and ongoing Board development to ensure that Regents receive appropriate education and training, including Regent Mentor program and Regent Liaison Program.
- D. Reviews and monitors compliance related to Board composition and Regent attendance.
- E. Certifies the annual review of committee charters.
- F. Defines and implements USM's philosophy for executive compensation, including
  - Periodic benchmarking and aging of peer compensation data;
  - Conducting a comprehensive review of peer data every 3 – 5 years;
  - Utilizing data to inform compensation for new presidents and chancellors; and
  - Monitor trends in compensation and maintain compensation tally sheets.
- G. Develops and implements a framework for goal setting and annual and comprehensive executive performance review, including
  - Establishing/reviewing guidelines for comprehensive performance reviews of the USM Presidents and Chancellor
  - Approving annual goals for the Chancellor and USM Presidents,

- Reviewing annual performance assessments of the USM Presidents and Vice Chancellors,
  - Conducting an annual review of the Chancellor,
  - Conduct a comprehensive review of the Presidents every 3 – 5 years and review feedback,
  - Under special circumstances, request additional performance reviews of the Chancellor and USM presidents, as appropriate
- H. Recommends to the Board appointments and compensation for an Acting or Interim Chancellor or, on the recommendation of the Chancellor, Acting or Interim Presidents in the event of vacancies.
- I. Monitors trends and opportunities for succession planning and leadership development
- J. Maintains guidelines for Chancellor and Presidents Searches.
- K. Maintains an annual calendar for the Governance and Compensation Committee
- L. Maintains a schedule for USM policy review.
- M. Reviews for information purposes contracts and appointment letters of certain personnel entered into by the USM and its institutions in accordance with Board of Regents Policy VII-10.0 Policy on Board of Regents Review of Certain Contracts and Employment Agreements.
- N. Develops the parameters for compensation and terms of appointment for President and Chancellor hires for recommendation to the Board, to permit the Board to delegate negotiation of an appointment letter to the Chancellor or, in the case of a Chancellor's hire, the Board Chair.
- O. Reviews and recommends for board approval, as appropriate, collective bargaining agreements and related reporting on collective bargaining activity in the USM.



### **Committee on Advancement Charge**

The Committee on Advancement shall consider and report to the Board on all matters relating to the University System of Maryland's private fund-raising efforts, including policies, strategies, best practices and national standards affecting capital campaigns and ongoing fund-raising programs of individual institutions and the University System of Maryland.

This Committee shall give support to individual institutions and affiliated foundations in all development/advancement efforts, recognizing the vast majority of donors' interests lie with individual institutions, and in many cases, specific programs. This Committee shall also encourage individual institutions and affiliated foundations in seeking collaborative and joint fundraising between and among institutions and programs.

This Committee shall support efforts to bring more resources to advancement programs in order to build a thriving culture of philanthropy and engagement, which in turn improves scholarship, student access, and innovation across the USM.

This Committee shall review institutional and system-wide efforts and make recommendations to the Board regarding the enhancement of system interests through entrepreneurial and private fund-raising activities, including gifts, donations, bequests, endowment, grants, venture, cooperative agreements, and other public-private opportunities.

The Committee will encourage all system institutions to establish positive and noteworthy stewardship standards, reflected in the regular communication with donors about the intent, use, and outcomes of the application of the funds received. This Committee will review requests related to the naming of academic programs and facilities.

This Committee acknowledges the critical role of affiliated foundations in these efforts, and in particular good stewardship and management of funds. This Committee shall consider and report to the Board on all matters relating to System-affiliated foundations, alumni associations and similar 501 (c) (3) organizations affiliated with the USM and monitor activities to assure adequate institutional controls are in place.

Per Regents policy, this committee shall review selected Regent's Advancement policies annually and each policy shall be reviewed at least once every four years.



### **Rationale**

The University System of Maryland maintains a central Internal Audit Office that independently appraises the System's activities to assist the Board of Regents and its Audit Committee in fulfilling the Board's fiduciary responsibilities. Internal Audit primarily functions to help managers discharge their responsibilities effectively, efficiently, and economically.

Internal auditing is an independent, objective assurance and consulting activity designed to add value and improved an organization's operations. It helps an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.

To that end, the Internal Audit staff reviews financial and operating activities, analyzes internal control structures and procedures, and recommends corrective measures to both administrators and operating managers. Internal Audit functions as a member of the System's management team, but responsibility for correcting deficiencies rests with the responsible administrators.

### **Policy**

The function, which is part of the University of Maryland System, reports to and is responsible to the Board of Regents Audit Committee. The Audit Committee has authority for hiring and terminating the Director of Internal Audit; determining appropriate compensation; and performing annual performance reviews. For administrative purposes, the Internal Audit Office reports to the Chancellor. Administratively, the Chancellor will work with the Director of Internal Audit to ensure that the Internal Audit Office maintains a professional level of independence, and that the internal audit function has adequate resources to accomplish its mission.

In carrying out its mission, the Internal Audit Office will have full, free, and unrestricted access to all System activities, including records, reports, property, and personnel. In addition, the Director of Internal Audit will have direct access to the Audit Committee, including meeting privately at least annually.

The Office of Internal Audit is authorized, but not limited, to perform the following engagements:

- Financial Audits
- Operational Audits
- Compliance Audits
- Investigative Audits
- Follow-up Audits
- Information Systems Audits
- Cyber Security Audits
- Internal Control Reviews
- Consulting Services

Internal Audit will be responsive and responsible to administrators and managers at all levels in the System. Similarly, each President and unit Director will ensure the cooperation of their administrators and managers throughout the internal audit process.

Each President is responsible for submitting a written response to each audit report.

Consulting services are advisory in nature and are generally performed at the specific request of management. The nature and scope of the consulting engagement are subject to agreement with management. Consulting services generally involve two parties: (1) the internal auditor and (2) the person or group seeking and receiving the advice – management. When performing consulting services, the internal auditor should maintain objectivity and not assume management responsibility

**Core Principles for the Professional Practice of Internal Auditing:** The Core Principles, taken as a whole, articulate internal audit effectiveness.

- Demonstrates integrity.
- Demonstrates competence and due professional care.
- Is objective and free from undue influence (independent).
- Aligns with the strategies, objectives, and risks of the organization.
- Is appropriately positioned and adequately resourced.
- Demonstrates quality and continuous improvement.
- Communicates effectively.
- Provides risk-based assurance.
- Is insightful, proactive, and future-focused.
- Promotes organizational improvement.

### **Code of Ethics**

**Principles** - Internal auditors are expected to apply and uphold the following principles:

1. **Integrity** - The integrity of internal auditors establishes trust and thus provides the basis for reliance on their judgment.
2. **Objectivity** - Internal auditors exhibit the highest level of professional objectivity in gathering, evaluating, and communicating information about the activity or process being examined. Internal auditors make a balanced assessment of all the relevant circumstances and are not unduly influenced by their own interests or by others in forming judgments
3. **Confidentiality** - Internal auditors respect the value and ownership of information they receive and do not disclose information without appropriate authority unless there is a legal or professional obligation to do so.
4. **Competency** - Internal auditors apply the knowledge, skills, and experience needed in the performance of internal audit services. Internal auditors will have a BA or BS degree and will have a Certified Public Accountant, a Certified Internal Auditor, and/or a JD designation (or be a candidate for each designation). Internal Auditors will complete continuing education to keep their certifications active.

### **Rules of Conduct -**

#### **1. Integrity**

Internal auditors:

- 1.1 Shall perform their work with honesty, diligence, and responsibility.
- 1.2 Shall observe the law and make disclosures expected by the law and the profession.
- 1.3 Shall not knowingly be a party to any illegal activity or engage in acts that are discreditable to the profession of internal auditing or to the organization.
- 1.4 Shall respect and contribute to the legitimate and ethical objectives of the organization.

## 2. Objectivity

Internal auditors:

- 2.1 Shall not participate in any activity or relationship that may impair or be presumed to impair their unbiased assessment. This participation includes those activities or relationships that may be in conflict with the interests of the organization.
- 2.2 Shall not accept anything that may impair or be presumed to impair their professional judgment.
- 2.3 Shall disclose all material facts known to them that, if not disclosed, may distort the reporting of activities under review.

## 3. Confidentiality

Internal auditors:

- 3.1 Shall be prudent in the use and protection of information acquired in the course of their duties.
- 3.2 Shall not use information for any personal gain or in any manner that would be contrary to the law or detrimental to the legitimate and ethical objectives of the organization.

## 4. Competency

Internal auditors:

- 4.1 Shall engage only in those services for which they have the necessary knowledge, skills, and experience.
- 4.2 Shall perform internal audit services in accordance with the *International Standards for the Professional Practice of Internal Auditing*.
- 4.3 Shall continually improve their proficiency and the effectiveness and quality of their services.
- 4.4 Shall ensure timely reporting of audit results.

### **The Director of Internal Audit will Ensure that:**

- The audit staff is appropriately organized and competently supervised, and that professionalism is maintained through adherence to the applicable standards of the Institute of Internal Auditors (IIA) and the Information System Audit and Control Association (ISACA).
- Internal Auditors apply and uphold the IIA's Code of Ethics.
- Audits have been designed to detect significant operational and financial risks as well as to review the effectiveness, efficiency, and economy of operations.
- The audit staff has sufficient knowledge to identify the indicators of fraud but is not expected to have the expertise of a person whose primary responsibility is detecting and investigating fraud.
- Operating managers, administrators, and chief executive officers are promptly and fully informed about the scope of each review, the findings, and the recommended measures for improvement.
- An annual audit schedule is submitted for approval to the Board of Regents Audit Committee.

In addition, the Director of Internal Audit will periodically report audit activities to the Audit Committee and will submit other reports as requested by the Audit Committee. Such written reports will include statements as to whether:

- The Internal Audit Office has had the unrestricted access necessary to carry out its duties;
- Appropriate action has been taken to correct findings described in audit reports; and
- Internal and external audits have been coordinated to avoid duplicating effort.

The Director, with the Audit Committee's approval, is authorized to establish and revise procedures for carrying out this policy.

APPROVED BY THE BOARD OF REGENTS ON: 11/15/2007; REVISED 12/21/2016;





UNIVERSITY SYSTEM  
*of* MARYLAND

**Board of Regents  
Committee on Finance  
Charge, Role, and Responsibilities**

**September 7, 2023**

Charge:

The Committee on Finance shall perform all necessary business and provide guidance to the Board to help ensure the long-term financial health and development of the University System, informed by strong fiscal and administrative policies.

Role and Responsibilities:

The Committee on Finance shall consider and report or recommend to the Board of Regents on matters concerning financial affairs; capital and operating budgets; facilities; student enrollment; investments; real property transactions; business entities; procurement contracts; human resources; tuition, fees, room and board charges; and the overall long-range financial planning for the University System.

Members of the Committee on Finance are appointed annually by the Chairperson of the Board. There shall be at least one member with financial expertise and experience. The Committee shall meet as needed, but no fewer than four times during the fiscal year. The members of the Committee may expect to receive information for review in order to consider, and/or act on any of the following matters:

- A. Establishment of the University System's five-year Capital Improvement Program (CIP) request prior to its submission to the Governor. The CIP is comprised of a prioritized list of academic projects (e.g., instruction, research), for which State bond or cash funding is requested.
- B. Establishment of the University System's five-year System Funded Construction Program (SFCP) prior to its implementation. The SFCP incorporates prioritized requests from institutions for auxiliary and self-support projects (e.g., residence halls, parking facilities).
- C. Authorization to issue debt to fund the capital program through the use of academic and auxiliary revenue bonds.
- D. Off-cycle construction or renovation projects that exceed expenditure thresholds established in Board policy and procedures.
- E. Facilities Master Plans are high level, strategic land-use, and physical development plans, which help direct campus construction and improvements 10-20 years into the future. They also guide campus priorities for the annual capital budget request. Typically, a campus president will give a presentation where they describe the institution's goals on a wide range of topics related to

physical renewal and expansion, including: building location decisions, renovation and replacement options, utility expansion, real property acquisition, environmental concerns, and campus and community interaction.

- F. Capital projects status report which outlines the progress of all major design and construction projects underway System-wide. Data fields include, but are not limited to, overall cost, schedule, funding sources and prior approvals, as well as the name of the project architect and primary contractor.
- G. Aggregated energy and power purchase agreements; periodic reviews of progress by the System and individual institutions toward State sustainability goals pertaining to reduction of energy and greenhouse gas emissions.
- H. Acquisition and disposition of real property.
- I. Establishment of annual operating budget including state appropriation request to the Governor.
- J. Establishment of, or changes to tuition, mandatory student fees, and residential room and board rates.
- K. Student enrollment 10-year projection.
- L. Fall student enrollment attainment for each institution.
- M. The Finance Committee shall receive for information purposes, from the Committee on Intercollegiate Athletics and Student-Athlete Health and Welfare, the annual report of the finances of intercollegiate athletics for those institutions with athletics programs.
- N. Review on a regular basis certain of the System's material financial matters, including the annual audited financial statements, balance sheet management and debt strategy, review and endorsement of endowment spending rule.
- O. Reports and recommendations from the investment advisor(s) and investment manager(s) regarding the investment of the Common Trust Fund and asset performance.
- P. Establishment of business entities, public/private partnerships, and the initiatives covered under the Board's HIEDA policy.
- Q. Review dashboard metrics and monitor outcomes for organizational improvement and excellence.
- R. Establishment of, or changes to existing fiscal and administrative policies.
- S. Human resources policies for all staff employees including but not limited to recruitment, retention, administration of benefits and leave, compensation and classification, layoff, separation, and grievances. This Committee shall also consider and recommend any changes to the exempt and nonexempt staff salary structures.
- T. Consider and recommend institutional requests for Voluntary Separation Incentive Plans.
- U. Awarding of contracts and entering into cooperative agreements as specified in VIII-3.0 USM Procurement Policies and Procedures. This Committee shall approve all contracts that exceed \$5 million except contracts for capital projects, sponsored research, and real property.
- V. Pursuant to Section 13-306 of the Education Article, the annual contract, and any amendments thereto, between University of Maryland, Baltimore (UMB) and University of Maryland Medical

System Corporation which states all financial obligations, exchanges of services, and any other agreed relationships between them for the ensuing fiscal year concerning the University of Maryland Medical Center. Section 13-306 requires that the annual contract be submitted to the Board of Regents, upon recommendation of the UMB president, for consideration, any modification, and approval.

W. Continue as stewards of the USM Effectiveness and Efficiency efforts including:

- Supporting USM's strategic priorities of excellence, access and affordability, innovation, increased economic impact, and responsible fiscal stewardship.
- Emphasizing collaboration and inter-institutional activities.
- Fostering innovation and entrepreneurship to promote cultural changes and new operating models.
- Promoting the optimal use of technology in support of systemwide and campus operations.
- Reviewing and discussing periodic reporting on initiatives that promote effectiveness and efficiencies in the USM operating model, increase quality, serve more students, and optimize USM resources to reduce pressure on tuition, yield savings and cost avoidance.

**TOPIC:** FAFSA Update

**COMMITTEE:** Committee of the Whole

**DATE OF MEETING:** February 16, 2024

**SUMMARY:** The Free Application for Federal Student Aid, or FAFSA, process was changed this year, with the updated form opening in December 2023, more than two months later than it usually opens. The release of the form has not been smooth, with many issues remaining unresolved. The Education Department also announced a delay in universities receiving the applications due to updating the financial aid tables.

This creates many issues for universities both in Maryland and nationwide that could have a negative impact on fall enrollments.

Senior Vice Chancellor Alison Wrynn will provide an update on the FAFSA and the impacts on the USM campuses.

**ALTERNATIVE(S):** Information item.

**FISCAL IMPACT:** Information item.

**CHANCELLOR'S RECOMMENDATION:** Information item.

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COMMITTEE ACTION: DATE: February 16, 2024

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BOARD ACTION: DATE:

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SUBMITTED BY: Alison Wrynn, [awrynn@usmd.edu](mailto:awrynn@usmd.edu); 301-445-1992

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## FAFSA

As you are aware the Free Application for Federal Student Aid, or FAFSA, process was changed this year. These changes, which were designed to “simplify” the process, make the online form shorter and easier for families to complete. Over time, it is expected that more people will be able to successfully apply for federal financial aid.

Some of the changes include:

- The new FAFSA will automatically retrieve most federal tax return data directly from the Internal Revenue Service (IRS).
- Parents who don't have a social security number can create an FSA ID.
- The new FAFSA will calculate a Student Aid Index (SAI) value for each student, and we will use it to determine eligibility for most need-based aid programs. (The SAI is replacing the Expected Family Contribution (EFC) value from the old FAFSA.)
- They also revised the formula that calculates the SAI values. Most students will have similar results from the new formula, but some students will have higher or lower financial need.

The new online FAFSA opened in late December 2023, more than two months later than the FAFSA usually opens. This schedule was already presenting challenges to our universities, which typically begin offering aid packages beginning in late January based on information received based on the FAFSA.

In its latest statement, the department said 3.1 million FAFSA forms have been successfully submitted since the redesigned application went live.

Still, the release has not been smooth. The number of “open issues” on the FAFSA Issue Alerts webpage dwarfs the number of “resolved issues”. The open problems include issues that need technical corrections, such as the inability of students whose parents may lack Social Security numbers to apply, as well as fundamental issues related to data collection, including an error that involved a failure to adjust financial aid tables for inflation.

On January 30, 2024, the Education Department announced that U.S. colleges and universities will not receive students' applications for financial aid until at least early March. The delay is a result, in large measure, tied to a decision to update the financial aid tables to account for inflation and thereby increase aid for many people.

James Kvaal, Undersecretary of Education, said in a recent statement that:

“The Better FAFSA makes it as simple and easy as possible for families to get help paying for college, and updating our tables will help even more students get the help they need...updating our calculations will help students qualify for as much financial aid as possible.”

The education department will send about 50 federal student aid officials to colleges and universities throughout the nation to help “prepare and process” students’ financial aid forms. Additionally, Senior Education Department officials have emphasized that lower-resourced campuses will be prioritized, including historically Black colleges and universities and tribal colleges. Indeed, this week, USDE sponsored webinars for continuing and prospective HBCU students and families. The plan also includes \$50 million in federal funding for nonprofit organizations that focus on financial aid support. The department will also release test records for campuses to model.

This is a nationwide problem (<https://edsources.org/updates/uc-and-cal-state-extend-deadlines-for-intent-to-register-due-to-fafsa-delays>) that could have negative impacts on fall enrollments. Campuses will need to rapidly package financial aid offers and students will need to make decisions on where to attend very quickly. There are also impacts that cascade from this delay—including deadlines for housing deposits and scheduling of summer new-student orientation—and our campuses are working across campus to ensure a smooth process for our students.

USM campuses have been working diligently over the past year to communicate with prospective and returning students about the changes to FAFSA; they will continue to do so. Enrollment Management leads meet monthly, and Financial Aid leaders meet bi-weekly. They share promising practices and information and support one another.

The Office of Student Financial Assistance (OSFA) at the Maryland Higher Education Commission (MHEC) provides information on a number of state grants and scholarships. Yesterday MHEC hosted its monthly Financial Aid Advisory Council, which includes some USM campus representatives. MHEC is striving to adjust its work based on the abbreviated timeline.

We will continue to monitor the situation and provide updates as needed.

**TOPIC:** Pathways Update

**COMMITTEE:** Committee of the Whole

**DATE OF MEETING:** February 16, 2024

**SUMMARY:** The USM prioritizes access, affordability, and achievement as part of the System's Strategic Plan, Vision 2030. Among the goals of this priority area is investment in pathway programs that connect the USM to preK – 12 schools. Chancellor Perman will provide the Board with an update on work toward this goal.

**ALTERNATIVE(S):** Information item.

**FISCAL IMPACT:** Information item.

**CHANCELLOR'S RECOMMENDATION:** Information item.

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COMMITTEE ACTION:

DATE: February 16, 2024

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BOARD ACTION:

DATE:

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SUBMITTED BY: Denise Wilkerson, [dwilkerson@usmd.edu](mailto:dwilkerson@usmd.edu) ; 410-576-5734

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**TOPIC:** Convening Closed Session

**COMMITTEE:** Committee of the Whole

**DATE OF MEETING:** February 16, 2024

**SUMMARY:** The Open Meetings Act permits public bodies to close their meetings to the public in special circumstances outlined in §3-305 of the Act and to carry out administrative functions exempted by §3-103 of the Act. The Board of Regents will now vote to reconvene in closed session. As required by law, the vote on the closing of the session will be recorded. A written statement of the reason(s) for closing the meeting, including a citation of the authority under §3-305 and a listing of the topics to be discussed, is available for public review.

It is possible that an issue could arise during a closed session that the Board determines should be discussed in open session or added to the closed session agenda for discussion. In that event, the Board would reconvene in open session to discuss the open session topic or to vote to reconvene in closed session to discuss the additional closed session topic.

**ALTERNATIVE(S):** No alternative is suggested.

**FISCAL IMPACT:** There is no fiscal impact

**CHANCELLOR'S RECOMMENDATION:** The Chancellor recommends that the BOR vote to reconvene in closed session.

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COMMITTEE ACTION:

DATE:

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BOARD ACTION:

DATE:

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SUBMITTED BY: Denise Wilkerson, [dwickerson@usmd.edu](mailto:dwickerson@usmd.edu), 410-576-5734

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STATEMENT REGARDING CLOSING A MEETING  
OF THE USM BOARD OF REGENTS

Date: February 16, 2024  
Time: Approximately 11:00 a.m.  
Location: Bogolmony Room, Student Center, University of Baltimore

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STATUTORY AUTHORITY TO CLOSE A SESSION

Md. Code, General Provisions Article §3-305(b):

- (1) To discuss:
  - (i) The appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or
  - (ii) Any other personnel matter that affects one or more specific individuals.
- (2)  To protect the privacy or reputation of individuals with respect to a matter that is not related to public business.
- (3)  To consider the acquisition of real property for a public purpose and matters directly related thereto.
- (4)  To consider a preliminary matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- (5)  To consider the investment of public funds.
- (6)  To consider the marketing of public securities.
- (7)  To consult with counsel to obtain legal advice on a legal matter.
- (8)  To consult with staff, consultants, or other individuals about pending or potential litigation.
- (9)  To conduct collective bargaining negotiations or consider matters that relate to the negotiations.

- (10)  To discuss public security, if the public body determines that public discussions would constitute a risk to the public or public security, including:
- (i) the deployment of fire and police services and staff; and
  - (ii) the development and implementation of emergency plans.
- (11)  To prepare, administer or grade a scholastic, licensing, or qualifying examination.
- (12)  To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- (13)  To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- (14)  Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiation strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.
- (15)  To discuss cybersecurity, if the public body determines that public discussion would constitute a risk to:
- (i) security assessments or deployments relating to information resources technology;
  - (ii) network security information, including information that is:
    1. related to passwords, personal identification numbers, access codes, encryption, or other components of the security system of a governmental entity;
    2. collected, assembled, or maintained by or for a governmental entity to prevent, detect, or investigate criminal activity; or
    3. related to an assessment, made by or for a governmental entity or maintained by a governmental entity, of the vulnerability of a network to criminal activity; or
  - (iii) deployments or implementation of security personnel, critical infrastructure, or security devices.

Md. Code, General Provisions Article §3-103(a)(1)(i):

- Administrative Matters

TOPICS TO BE DISCUSSED:

1. Meeting with President Schmoke as part of his performance review;
2. Recommendations for Regents' Faculty Awards;
3. Nominations for honorary degrees;
4. To consider the awarding of a new contract for dining services;
5. Update on status of collective bargaining at USM institutions;
6. To consider the awarding of a new contract for energy services; and
7. An update on a president search at a USM institution.

REASON FOR CLOSING:

1. To maintain confidentiality of information associated with performance reviews of specific employees (§3-305(b)(1));
2. To maintain confidentiality of personnel-related and personal information of candidates for faculty awards and honorary degrees. (§3-305(b)(1) and (2));
3. To maintain confidentiality of discussions of bid proposals prior to BOR approval and the awarding of new contracts (§3-305(b)(14));
4. To maintain confidentiality regarding collective bargaining negotiations (§3-305(b)(9)); and
5. To discuss administrative matter of a president search at a USM institution (§3-103(a)(1)(i)).