

UNIVERSITY OF
THE DISTRICT OF COLUMBIA

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BOARD OF TRUSTEES

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REGULAR BOARD MEETING

+ + + + +

TUESDAY,
NOVEMBER 18, 2014

The meeting convened at 5:00 p.m.,
Elaine Crider, Chair, presiding.

BOARD OF TRUSTEES MEMBERS PRESENT:

ELAINE CRIDER, Chair

JOSEPH ASKEW
NATASHA BENNETT

KENDRICK CURRY

JAMES DYKE, JR.*

REGINALD FELTON, Treasurer

GABRIELA LEMUS, Secretary

ERROL SCHWARTZ

JEROME SHELTON

MARY THOMPSON

JOSHUA WYNER

JAMES LYONS, SR., Acting President

ALSO PRESENT:

BEVERLY FRANKLIN, Executive Secretary

SCOTT BARASH, General Counsel

MYRTHO BLANCHARD, Vice President, Human
Resources

BARBARA JUMPER, Vice President, Facilities,
Real Estate & Public Safety

SISLENA LEDBETTER, Director, Counseling Center

RACHEL PETTY, Acting Provost, Vice President,
Academic Affairs

DIANE PHILLIPS, CEO, District of Columbia
Community College

WILLIAM RAMSEY, Director, Title 9

DON RICKFORD

MICHAEL C. ROGERS, Vice President
Institutional Advancement

DEV DAS SHETTY, Dean, School of Engineering &
Applied Sciences

* present via teleconference

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P-R-O-C-E-E-D-I-N-G-S

5:10 p.m.

CHAIRPERSON CRIDER: Okay, thank
you. I'd like to call the meeting to order.
Ms. Franklin can you call the roll please?

MS. FRANKLIN: Certainly. Mr.
Askew?

TRUSTEE ASKEW: Present

MS. FRANKLIN: Mr. Bell?

(No Response)

MS. FRANKLIN: Ms. Bennett?

TRUSTEE BENNETT: Present.

MS. FRANKLIN: Ms. Castillo?

(No Responses)

MS. FRANKLIN: Dr. Crider?

CHAIRPERSON CRIDER: Here.

MS. FRANKLIN: Dr. Curry?

TRUSTEE CURRY: Here.

MS. FRANKLIN: Mr. Dyke?

TRUSTEE DYKE: Here.

MS. FRANKLIN: Okay, Mr. Felton?

TRUSTEE FELTON: Here.

1 MS. FRANKLIN: Dr. Lemus?

2 TRUSTEE LEMUS: Here.

3 MS. FRANKLIN: Dr. Lyons?

4 TRUSTEE LYONS: Here.

5 MS. FRANKLIN: General Schwartz?

6 TRUSTEE SCHWARTZ: Here.

7 MS. FRANKLIN: Mr. Shelton?

8 TRUSTEE SHELTON: Here.

9 MS. FRANKLIN: Dr. Tardd?

10 TRUSTEE TARD D: Here.

11 MS. FRANKLIN: Ms. Thompson?

12 TRUSTEE THOMPSON: Here.

13 MS. FRANKLIN: Mr. Vradenburg?

14 (No response)

15 MS. FRANKLIN: Mr. Wyner?

16 (No response)

17 MS. FRANKLIN: Madam Chair you

18 have a quorum.

19 CHAIRPERSON CRIDER: Thank you Ms.

20 Franklin. At the ex -- an Executive Session

21 was held on -- at the September 16, 2014 Board

22 of Trustee Meeting. All matters acted upon in

1 Executive Session were proper.

2 Okay, the next item on the agenda
3 is approval of the minutes for September 16,
4 2014.

5 TRUSTEE: So moved.

6 TRUSTEE ASKEW: Seconded.

7 CHAIRPERSON CRIDER: Moved and
8 second. All in favor?

9 (Chorus of Ayes.)

10 CHAIRPERSON CRIDER: Thank you.

11 We now move to the action items on the agenda.
12 As you can see, we have several action items
13 to take care of.

14 And then we will have an Executive
15 Session -- a brief Executive Session after we
16 do the action items. Okay.

17 So the first item on the agenda
18 comes under the Academic and Student Affairs
19 Committee. Major General Schwartz?

20 TRUSTEE SCHWARTZ: Madam Chair,
21 this item of the Seventh Master Agreement
22 between the University of the District of

1 Columbia and the University of the District of
2 Columbia Faculty Association/National
3 Education Association was discussed during the
4 Academic and Student Affairs Committee, the
5 joint Committee that we had on the 6th of
6 November. There's a FIS to accompany, this
7 resolution, they certified that the funds are
8 available.

9 Therefore Madam Chair, now
10 therefor be it resolved that the Board of
11 Trustees here by accepts the recommendation of
12 the President. And hereby approves the
13 Seventh Master Agreement between the
14 University of the District of Columbia and the
15 University of the District of Columbia Faculty
16 Association/National Education Association.

17 And be it further resolved, that
18 the Board of Trustees hereby approves the new
19 salary scales as attached and pending approval
20 of the City Council, submitted by the Academic
21 and Student Affairs Committee. Dated 6
22 November 2014.

1 CHAIRPERSON CRIDER: Okay. Is
2 there a motion?

3 TRUSTEE FELTON: So moved.

4 TRUSTEE ASKEW: Second.

5 CHAIRPERSON CRIDER: Okay, moved
6 and second. Discussion?

7 TRUSTEE ASKEW: Madam Chair?

8 CHAIRPERSON CRIDER: Yes, Trustee
9 Askew?

10 TRUSTEE ASKEW: Just a couple of
11 quick questions. Just to make sure those of
12 us who were not able to attend the Committee
13 meeting are properly abreast.

14 So you know, one of the things
15 that I saw in here was that there is a
16 different pay scale -- there are two different
17 pay scales. And one of which I assumed
18 represents the step approach, which I think as
19 a part of this Seventh Master Agreement, we
20 were -- or the University, which includes all
21 components of the faculty component to it, was
22 moving from a step to a merit base.

1 So I guess my question first of
2 all is, are the two attachments of the salary
3 schedules, is one reflecting the step approach
4 which we're going away from?

5 And what's going to be presented
6 to the -- what is being presented to this
7 Board, and if approved, will be presented to
8 the Council, is the second schedule, which
9 looks like it's more merit based and includes
10 the three percent increase?

11 MS. PETTY: That's correct. We're
12 moving -- the Seventh Master Agreement takes
13 all faculty to a step system.

14 But because there were really
15 adjustments, this Agreement, the arbitration
16 award actually goes backwards for some years.
17 We haven't had a contract for some time.

18 I believe the step scale was
19 updated for just the interim period. But
20 everybody will be on merit as of the date of
21 the approval of the Seventh Master Agreement.
22 All faculty will be on the step scale.

1 TRUSTEE ASKEW: So all faculty
2 will be on a step scale or a merit scale?

3 MS. PETTY: I'm sorry, the merit
4 scale. The merit scale.

5 TRUSTEE ASKEW: Okay. All right.
6 Okay, okay.

7 MS. PETTY: Yes.

8 TRUSTEE ASKEW: So we're moving
9 away from the step scale which we have here,
10 if we approve it today, and we're moving to
11 the more merit, which is you don't have all
12 the steps in between, but rather a range of
13 what the salary could be according to --

14 MS. PETTY: That's correct. And
15 that system was adjusted to reflect the three
16 percent cost of living effective for this
17 year.

18 TRUSTEE ASKEW: Okay, so like for
19 example, the highest salary on the step scale
20 is \$108,000.00 round it off to \$109,000.00.
21 And then the highest level -- and this is for
22 a distinguished professor, goes to -- so from

1 \$109,000.00 to about \$118,000.00.

2 And that represents three percent?

3 Because it seems a little -- and I can't do
4 the numbers in my head.

5 MS. PETTY: It's more than three
6 percent. But I think there was an expansion
7 of the scale.

8 Is Ms. Blanchard here? Because
9 her office did the -- the scales were actually
10 developed by HR. And so I want her to respond
11 to that.

12 TRUSTEE ASKEW: No problem, okay.

13 MS. BLANCHARD: Myrtho Blanchard,
14 VP HR.

15 TRUSTEE ASKEW: Yes, how are you?

16 MS. BLANCHARD: Well, thank you.

17 TRUSTEE ASKEW: Good, good. So my
18 question is, is I'm just trying to -- from
19 reading the information you know, if this is
20 approved, there's going to be a three percent
21 increase in salaries across the board as a
22 result of this Seventh Master Agreement.

1 And so what we were looking at is,
2 when you look at the highest salary range for
3 a distinguished professor, which is at a 14,
4 you're at about \$109 -- the max is
5 \$109,000.00. And then when you look at the
6 merit base, the highest range or the highest
7 you can go for a distinguished professor is
8 \$117,000.00.

9 Which is greater -- which is about
10 a ten percent difference. So the number I
11 assume reflects the three percent plus
12 something else. I mean are we increase -- I
13 mean it looks like we're increasing the range
14 by more than three percent.

15 MS. BLANCHARD: It should only be
16 three percent. I don't have it in front of me
17 right now. I will look at it and confirm.

18 TRUSTEE ASKEW: Okay.

19 MS. BLANCHARD: But there were two
20 salary scales which we looked at based on the
21 request of the award or based on the results
22 of awards. Three percent for the -- as they

1 were standing, three percent for the step base
2 and three percent of the merit base.

3 And if it appears to be different,
4 let me take a quick look at it because I don't
5 have it right in front of me.

6 TRUSTEE ASKEW: Okay. Okay.

7 MS. BLANCHARD: Let me pull out
8 the previous salary scale, because it's two
9 separate salary scales. One for the step and
10 the other one is the merit.

11 TRUSTEE ASKEW: Right, which is
12 what right now we're looking at the step based
13 faculty salary schedule.

14 MS. BLANCHARD: Okay.

15 TRUSTEE ASKEW: And then the
16 second document is the merit faculty salary
17 schedule.

18 CHAIRPERSON CRIDER: I think maybe
19 just for clarification what it shows on the
20 merit based scale is a minimum salary. Let
21 them finish their conversation and then we'll
22 finish.

1 Are you leaving? We aren't done
2 yet. Okay.

3 So the question I was asking to
4 try to clarify where the confusion is from my
5 perspective, the merit scale that's included
6 in our binder shows two salaries. A minimum
7 salary and a maximum salary and nothing in
8 between. That's where the merit idea comes
9 from.

10 MS. BLANCHARD: Correct. Correct.

11 CHAIRPERSON CRIDER: Are you
12 saying that the difference from the minimum to
13 the maximum should be three percent?

14 MS. BLANCHARD: No ma'am.

15 CHAIRPERSON CRIDER: Is there
16 anything else -- okay, what should it be?
17 Because that was what I thought we read.

18 MS. BLANCHARD: And that's why I
19 was stepping out to get the previous salary
20 scale. In the merit base, you have a range
21 from --

22 CHAIRPERSON CRIDER: In this -- in

1 the merit or the step?

2 MS. BLANCHARD: The merit.

3 CHAIRPERSON CRIDER: Okay.

4 MS. BLANCHARD: Okay?

5 CHAIRPERSON CRIDER: All right.

6 MS. BLANCHARD: So from a minimum
7 to the maximum.

8 CHAIRPERSON CRIDER: Right.

9 MS. BLANCHARD: The minimum
10 started somewhere. That minimum went up three
11 percent. The maximum started somewhere, it
12 went simply to three percent.

13 CHAIRPERSON CRIDER: Okay.

14 MS. BLANCHARD: So that range --
15 that range from one place to another, both
16 range went simply to three percent. On the
17 steps, everything across the board went three
18 percent.

19 In the step base, it just went up
20 three percent. That's all the calculation we
21 did.

22 CHAIRPERSON CRIDER: All right.

1 So are you saying then that anybody that's a
2 distinguished professor, their salary would be
3 \$108,974.00 --

4 MS. BLANCHARD: If they're on the
5 step.

6 CHAIRPERSON CRIDER: Right?
7 That's the minimum. When does the maximum
8 apply? Because it -- I'm not understanding
9 why there would be a three percent increase
10 showing here on the maximum unless you're
11 talking about an overall three percent
12 adjustment.

13 Because there's only two salary
14 bands as presented here. A minimum and a
15 maximum. So is everybody at the minimum?

16 MS. BLANCHARD: Okay. The full
17 range went up by three percent.

18 CHAIRPERSON CRIDER: So are you
19 still using the range that was the old step
20 scale?

21 MS. BLANCHARD: No, because there
22 are two. There -- because right now -- and

1 those one steps will no longer be under steps.

2 CHAIRPERSON CRIDER: Right.

3 MS. BLANCHARD: But you needed a
4 step to see any back pay you were going to
5 give folks up to now. And from then on,
6 you're not going to use your steps anymore.

7 Everybody will then be on the
8 merit base. Which was simply increased by
9 three percent.

10 CHAIRPERSON CRIDER: Okay. So are
11 you saying then that once you do this
12 retroactive payment, right? That under this
13 what you're asking us to vote for, the minimum
14 amount that they would be paid, including the
15 retroactive amount is \$108,974.00 --

16 MS. BLANCHARD: That is correct.

17 CHAIRPERSON CRIDER: And the
18 maximum amount that they would be paid,
19 including the retroactive is the \$117,691.00?

20 MS. BLANCHARD: Well no --

21 MS. PETTY: No. Of the range is
22 such that a person can be anywhere within that

1 range.

2 CHAIRPERSON CRIDER: Right.

3 MS. PETTY: But the minimum is
4 \$108,000.00. And they cannot exceed
5 \$114,000.00. But they can be anywhere in that
6 range depending upon what their current salary
7 is when we move them over to the scale --

8 CHAIRPERSON CRIDER: Right.

9 MS. PETTY: And the three percent
10 differential that gets added to that salary.

11 CHAIRPERSON CRIDER: Right.

12 TRUSTEE CURRY: So, just to add to
13 that, you grouped in the merit pay
14 distinguished professor and professor
15 together. And the minimum salary for the
16 distinguished professor/professor is about
17 \$109,000.00.

18 How does that compare with the
19 regular professor salary at step 14, which is
20 \$102,000.01? So it seems like you've combined
21 the distinguished professor and professor,
22 give them one at \$100 -- basically

1 \$109,000.00. And then you have the max at
2 \$118,000.00.

3 But when I look at the professor
4 at step 14 and compare it to distinguished
5 professor, you're looking at \$102,000.00
6 versus basically \$109,000.00. And I'm not
7 understanding that difference?

8 CHAIRPERSON CRIDER: Right. I
9 mean if you do the three percent, it's like
10 \$111,000.00.

11 TRUSTEE CURRY: Right.

12 CHAIRPERSON CRIDER: I mean it
13 would be from \$108,000.00 to \$111,000.00 if
14 you add the three percent.

15 TRUSTEE CURRY: But even with
16 that, you're still grouping distinguished
17 professor with professor.

18 CHAIRPERSON CRIDER: Right.

19 TRUSTEE CURRY: And then you've
20 still got the bump up.

21 TRUSTEE ASKEW: But your question
22 is different than mine.

1 TRUSTEE CURRY: I know.

2 TRUSTEE ASKEW: Because I'm still
3 at the \$117,000.00.

4 TRUSTEE CURRY: Yes.

5 TRUSTEE ASKEW: And I still can't
6 get there.

7 CHAIRPERSON CRIDER: It ranges.

8 TRUSTEE ASKEW: Yes.

9 MS. BLANCHARD: The ranges were
10 already established. The only thing we did
11 for this current award is to increase the
12 entire range by three percent.

13 Whatever salaries people are at
14 can be, if we're speaking just simply of the
15 merit salary, they can be anywhere between
16 that. And I can -- we -- and neither Dr.
17 Petty or I can't answer questions about where
18 particular positions or rank can fall.

19 But when we're just speaking of
20 the salary range or the scale, it was
21 increased by three percent based on what was
22 requested by the award. So when you look at

1 the full range, a person can be anywhere
2 depending on where they're coming from if
3 they're within that range.

4 But the range itself only moved up
5 three percent.

6 CHAIRPERSON CRIDER: All right,
7 I'm going to Trustee Richardson.

8 TRUSTEE BENNETT: Bennett.

9 CHAIRPERSON CRIDER: I mean
10 Bennett. Sorry. I'm thinking of a movie
11 star.

12 TRUSTEE BENNETT: I have a
13 question. My question though is I thought I
14 heard you say you took where people are
15 already at and you added three percent to the
16 minimum.

17 MS. BLANCHARD: No. Not where
18 people were at. Where the previous salary
19 range was.

20 TRUSTEE BENNETT: Where it was.

21 MS. BLANCHARD: Correct.

22 TRUSTEE BENNETT: So you added

1 three percent to get the minimum number?

2 MS. BLANCHARD: To get to --

3 TRUSTEE BENNETT: So how do we get
4 what the numbers were before? Because that's
5 I think -- that's what's doing this.

6 MS. PETTY: Well, that's what Ms.
7 Blanchard says that she was going to her
8 office to get for you. Because we had --
9 three quarters of the faculty were already on
10 a merit scale prior to the negotiation of this
11 contract.

12 This contract moves everybody
13 there. That's the reason you have two
14 different pay scales, because we had to adjust
15 the step as well as the banded, okay.

16 The banded is for merit. Now I
17 just caught that they have collapsed
18 distinguished and professor together.

19 TRUSTEE BENNETT: And that's the
20 issue that -- part of the issue we are having
21 with that.

22 CHAIRPERSON CRIDER: Well they

1 keep adding the three percent each year. I
2 mean is there only four bands. You know, it's
3 like four band -- I'm calling them bands.
4 There may not be. You know, I'm not an HR
5 professional.

6 So but if you go three percent
7 four times, you'll eventually get to the
8 \$117,000.00. So the most that they could do
9 is four increases until the \$117,000.00, or
10 are you -- I guess I'm not clear on how you
11 get from the \$108,000.00 to the \$117,000.00 in
12 the band?

13 So the most that they can get --
14 right.

15 TRUSTEE CURRY: They haven't
16 explained the process. They were just dealing
17 with the number. But it's probably a merit
18 base based on whatever that merit scale is.
19 And then do you do a mid point of that? Or a
20 percentage of mid point based on how folks
21 fell in a given range? Or What?

22 MS. PETTY: No, the bands don't

1 have -- well they would have a mathematical
2 middle ground.

3 TRUSTEE CURRY: Yes, exactly.

4 MS. PETTY: But we don't identify
5 a middle point for them. A person who for
6 example, we're having promotions now. If
7 you're promoted, you -- your salary has to
8 move at least to the minimum point in the band
9 that you're moving from.

10 If you're moving from assistant to
11 associate, you'd at least have to be. But if
12 you were actually on a step or within the band
13 towards the end of the scale, you may well
14 move towards --

15 TRUSTEE CURRY: Into a new band.

16 MS. PETTY: Yes, to another point.

17 TRUSTEE CURRY: Wow.

18 TRUSTEE ASKEW: And I'd just like
19 to make sure we've got the right answer. You
20 know, so I mean, I know we're speculating as
21 to what might have happened or what may be the
22 case.

1 But I'd like to just have
2 certainty as to what the response is.

3 CHAIRPERSON CRIDER: Yes. Because
4 I mean if I understand correctly, this
5 \$117,000.00 is not the end of the scale.
6 Because it's got to be if each year it goes up
7 three percent.

8 So this is four years. If
9 somebody is here ten years, they're going to
10 be evaluated more than four times, right?

11 MS. PETTY: Well, the bands are --

12 CHAIRPERSON CRIDER: So is this
13 the only deal? Is it like -- is this only
14 dealing with the contract up through 2014?

15 MS. PETTY: Exactly.

16 CHAIRPERSON CRIDER: Okay. So we
17 have no idea what the salary scale is beyond
18 2014?

19 MS. PETTY: That's correct. Well,
20 2015. This contract expires September 30,
21 2015.

22 TRUSTEE FELTON: Madam Chair?

1 CHAIRPERSON CRIDER: Trustee
2 Felton?

3 TRUSTEE FELTON: Perhaps again,
4 you can give us a sense of how long. But I
5 mean I think all the folks are saying is just
6 start with a number and show them how you got
7 to the next numbers.

8 Is that something you can compute
9 before the meeting ends tonight?

10 MS. BLANCHARD: Absolutely. We
11 have it.

12
13 TRUSTEE FELTON: Well, why don't
14 we just defer that decision until we come
15 back.

16 MS. BLANCHARD: Absolutely.

17 TRUSTEE FELTON: If they ask that
18 Joe, that's the only -- I mean that's the
19 issue you really want to know.

20 TRUSTEE ASKEW: Yes, I mean it is.
21 I mean but, let's be clear. The max and the
22 minimum for a distinguished professor is

1 \$108,000.00. Right? It's not like the other
2 steps that you see here.

3 That you know for -- you know like
4 for professor, it could go from -- if you're
5 looking at the step chart, it goes from
6 \$66,000.00 to \$102,000.00.

7 TRUSTEE FELTON: Right.

8 TRUSTEE ASKEW: That -- so I
9 understand the range. I mean, and you just
10 take out the steps and you just say here's
11 your minimum, here's your maximum. I
12 understand that.

13 I started with the distinguished
14 professor because the maximum and the minimum
15 is \$108,000.00. And so now going to the merit
16 system, it looks like that the minimum salary,
17 and again, you brought out a point that this
18 is including professors and distinguished
19 professors, but there's also a point where
20 professors actually start off at \$66,000.00.
21 Right?

22 So that's a whole other confusing

1 part of it. But if I just stick with
2 distinguished professor, and on the step level
3 there's a maximum and the minimum is the same,
4 how do we -- again, I'm still trying to figure
5 out how do you get to the \$117,000.00?

6 I understand if the \$108,000.00
7 went up three percent. Right? And if the
8 answer is it went up three percent you know,
9 for each year to get to the \$117,000.00, I
10 could probably understand that.

11 But nobody's told us affirmatively
12 that that's what the answer is.

13 TRUSTEE FELTON: Was the salary
14 max higher? I mean was the salary max just
15 simply three percent less than the
16 \$117,000.00?

17 CHAIRPERSON CRIDER: I want to
18 make sure that we know what we're voting on
19 and how we it got there.

20 TRUSTEE CURRY: Well unless you
21 give them an opportunity to come back and
22 present it, it's be done.

1 CHAIRPERSON CRIDER: So let me ask
2 Mr. -- let me ask Trustee Schwartz. There's
3 been a suggestion that we table this one to
4 allow them time to come up with the salary
5 scale. Do you have an issue with that?

6 And then we can move onto the next
7 --

8 TRUSTEE SHELTON: I second that
9 suggestion.

10 CHAIRPERSON CRIDER: Okay.

11 TRUSTEE SCHWARTZ: Yes ma'am.
12 Also, they said they can get back to us almost
13 immediately. Yes.

14 CHAIRPERSON CRIDER: Before the
15 meeting ends. Okay. So let's do that and
16 then go on to your next resolution. If that's
17 okay with the body. Okay, thank you.

18 I thought that would be fairly
19 easy.

20 TRUSTEE SHELTON: It's opening
21 night.

22 CHAIRPERSON CRIDER: Is that what

1 it is? Okay. The next one Trustee Schwartz?

2 TRUSTEE SCHWARTZ: Yes ma'am. The
3 next resolution deals with approval of the
4 terms --

5 CHAIRPERSON CRIDER: I'm sorry,
6 let me just stop you for one second because
7 this one it -- oh, they left out the room.
8 This next resolution also deals with
9 compensation.

10 So are we going to run into the
11 same issue with this one as we did with the
12 last one?

13 TRUSTEE BENNETT: It looks --

14 CHAIRPERSON CRIDER: It looks like
15 it?

16 TRUSTEE BENNETT: It looks like it
17 because all of the same scales should apply
18 here too. It's the same issue.

19 CHAIRPERSON CRIDER: So let's go
20 to the one after this.

21 TRUSTEE SCHWARTZ: Okay. The
22 third resolution deals with the remission of

1 tuition funding for the UDC, David A. Clark
2 School of Law.

3 TRUSTEE: Second the motion to
4 accept.

5 TRUSTEE FELTON: Could we -- what
6 is the difference then the one in the book on
7 the one hand --

8 TRUSTEE SCHWARTZ: Hold, we've got
9 to move.

10 TRUSTEE FELTON: You made a
11 motion, I've just seconded it.

12 CHAIRPERSON CRIDER: I think we do
13 have a correction about this one. Do you want
14 to go into that please?

15 TRUSTEE SCHWARTZ: Yes ma'am.
16 Yes, during the Academic Student Affairs
17 Committee meeting, we voted on this
18 resolution. However, the face does not
19 support the resolution as written. The face
20 supports a two year resolution.

21 And the resolution as written is
22 three years. You'll find on your table in

1 front of you, a new resolution which is for
2 two years. Which then is supported by the
3 face that is written.

4 So a motion to accept that
5 resolution, the two year resolution for FY '15
6 and '16 rather than FY '15, '16 and '17 that's
7 in your book.

8 CHAIRPERSON CRIDER: It's been
9 moved. Is there a second?

10 TRUSTEE BENNETT: Second.

11 CHAIRPERSON CRIDER: Moved and
12 second. Discussion? Discussion? Trustee
13 Askew?

14 TRUSTEE ASKEW: Okay, so the only
15 thing that's different here is that we're
16 approving the \$700,000.00 for two years as
17 opposed to three?

18 CHAIRPERSON CRIDER: Correct.

19 TRUSTEE SCHWARTZ: That's correct.

20 TRUSTEE ASKEW: Okay. And is
21 there a fiscal impact statement that --

22 TRUSTEE SCHWARTZ: Yes, there is.

1 TRUSTEE ASKEW: That follows in
2 here?

3 CHAIRPERSON CRIDER: Yes, it's in
4 your packet following the original resolution.
5 There's a fiscal impact statement.

6 TRUSTEE ASKEW: For the two, okay.

7 CHAIRPERSON CRIDER: Right. And
8 the fiscal impact statement supports the -- or
9 acknowledges sufficiency for two years.

10 TRUSTEE SCHWARTZ: '15 and '16 as
11 opposed to three years.

12 CHAIRPERSON CRIDER: Right, '15
13 and '16 rather than '15, '16 and '17.

14 TRUSTEE ASKEW: So if it were --
15 but if you added the three years, we're saying
16 that the FIS would be negative?

17 TRUSTEE SCHWARTZ: The analysis
18 based upon the FIS is only for two years.

19 TRUSTEE ASKEW: Right.

20 TRUSTEE SCHWARTZ: So the funds
21 were only certified for two years. '15 and
22 '16. There was no certification of funds for

1 '17.

2 TRUSTEE ASKEW: Okay, okay. And
3 the only reason I ask that question is because
4 previously I think we approved this on a three
5 year basis.

6 TRUSTEE SCHWARTZ: Right.

7 TRUSTEE ASKEW: All right. So --
8 and so now we're going on a two year. And I'm
9 just trying to figure out the rationale as to
10 two versus three. And I don't have a
11 particular position at this point in time.
12 But I'm just trying to --

13 TRUSTEE SCHWARTZ: I don't either.
14 But the FIS that was presented that supported
15 the resolution was presented only for two
16 years.

17 CHAIRPERSON CRIDER: Let's just
18 ask him. I mean Mr. Rickford is here. He can
19 let us know the rationale for the two instead
20 of three.

21 TRUSTEE ASKEW: Okay.

22 MR. RICKFORD: Don Rickford, Chief

1 Financial Officer. The rationale is stated at
2 the bottom of the FIS that there was an
3 internal discussion about the amount of
4 remission of tuition in the different programs
5 that we have.

6 That there needed to be a study
7 because it's turning out to be quite costly
8 for the University to continue to do this. It
9 isn't specifically directed towards this
10 program, but we said it would give us enough
11 time to complete that review and come back to
12 the Board if we feel that the third years is
13 justified for that amount based on the review
14 that we will do.

15 CHAIRPERSON CRIDER: Questions?
16 Trustee Felton?

17 TRUSTEE FELTON: So just a
18 clarification. So let's suppose it cannot be
19 justified. So it would be that the amount is
20 just frozen at that level at that point?

21 Then what happens? What do you do
22 about the third year?

1 MR. RICKFORD: It would either
2 stay frozen, go up or down.

3 TRUSTEE FELTON: But if you say
4 you don't have it and you can't support it, it
5 just --

6 TRUSTEE: Excuse me your
7 microphone just went off.

8 MR. RICKFORD: I didn't know it
9 went off.

10 TRUSTEE FELTON: I'm sorry, say
11 that again.

12 MR. RICKFORD: I said if the study
13 supports it, it can go up or down. We will
14 then present a resolution to that effect.

15 TRUSTEE FELTON: So if the study
16 says you cannot support this --

17 MR. RICKFORD: If a study cannot
18 support it, we will not recommend it.

19 TRUSTEE FELTON: And so does the
20 tuition go up or what would happen?

21 MR. RICKFORD: Well the tuition
22 will go to the standard tuition that the other

1 students that are not getting this remission
2 normally would be.

3 TRUSTEE FELTON: All right.

4 CHAIRPERSON CRIDER: Trustee
5 Shelton?

6 TRUSTEE SHELTON: Unless the Board
7 decides to re-look at this process and
8 reconfirm it?

9 MR. RICKFORD: That's correct.

10 TRUSTEE SHELTON: What I
11 understand we're doing is, is we're -- based
12 on the information we have, we're accepting
13 the monetary costs, but we're doing it for two
14 years. We will have an evaluation that will
15 allow us to determine whether or not is what
16 the real impact and make a better decision on
17 the third year to follow.

18 And I think that's what we're
19 asking his office to tell us. And they've
20 done that. And we've almost agreed to accept
21 this risk. But we also have to know it.

22 TRUSTEE ASKEW: So, Madam Chair?

1 CHAIRPERSON CRIDER: Yes Trustee
2 Askew?

3 TRUSTEE ASKEW: So I just need
4 just a straightforward answer, right? Because
5 you're saying in the fiscal impact, the direct
6 financial impact on the proposed resolution is
7 a loss of net tuition of \$700,000.00 for each
8 year, the '15 and '16.

9 And the opportunity cost that's
10 incurred by the unavailability of these funds
11 to support other critical needs of the
12 University. So my direct question is are you
13 saying that the money is there to support the
14 \$700,000.00 for the two years?

15 MR. RICKFORD: Yes. But the
16 budget that we have considers that that
17 remission of tuition will be granted. So we
18 will get lower tuition effectively from the
19 law school overall for the amount to be
20 covered.

21 TRUSTEE ASKEW: I understand, but
22 in your fiscal analysis, you took in

1 consideration the decrease in enrollment of
2 students at the University. So I'm saying
3 this, I'm needing you to say this because --
4 so my question is again very specific.

5 Does the budget support a
6 \$700,000.00 subsidy which I support, let me
7 tell you in theory, but you're the finance
8 person, right?

9 MR. RICKFORD: Yes.

10 TRUSTEE ASKEW: Does the budget
11 support the \$700,000.00 for 2015/2016? That's
12 all I'm asking. It's either a yes or no.

13 MR. RICKFORD: Yes. And we have
14 taken that into consideration, yes.

15 TRUSTEE ASKEW: Okay.

16 MR. RICKFORD: And we will
17 accommodate that, yes.

18 TRUSTEE ASKEW: Okay.

19 CHAIRPERSON CRIDER: Trustee
20 Bennett?

21 TRUSTEE BENNETT: Thank you Madam
22 Chair. I think we have in our package and at

1 the Academic meeting we talked about that the
2 remitted tuition allowed the school of law to
3 attract students in order to increase revenues
4 in tuition to the University.

5 But here we're having -- we're
6 seeing that it's a \$700,000.00 deficiency if
7 anything. So I was wondering how did we
8 arrive at that figure in taking sufficient, if
9 we didn't have it, how much lower it would be?
10 I'm still trying to figure out.

11 MR. RICKFORD: No, I didn't say
12 that there was a deficiency. I said we will
13 not collect \$700,000.00. Effectively we are
14 reducing the tuition we charge to certain
15 students who receive this remission of tuition
16 award.

17 TRUSTEE BENNETT: Right. So I was
18 wondering if looking at that figure, because
19 what we were told in the last meeting was that
20 that somehow helped to increase revenue from
21 tuition from the law school. And you're
22 saying it doesn't.

1 It actually decreases it because
2 you're giving this remitted tuition. So I was
3 wondering how did we arrive at this figure?

4 MR. RICKFORD: Well look, net,
5 you're collecting less money. There's some
6 who will argue that by giving the remission of
7 tuition, more students come.

8 But if they're coming at half
9 price, the question is at some point, you'll
10 be losing money. Absolutely.

11 TRUSTEE BENNETT: But if they
12 don't come at all, then --

13 MR. RICKFORD: Well --

14 TRUSTEE BENNETT: Then you'll
15 really lose everything.

16 CHAIRPERSON CRIDER: But I think
17 you know, that it --

18 MR. RICKFORD: There is no -- no
19 study was done that I've seen that shows that
20 it increases enrollment. That is -- people
21 have said that, but we've seen no study to
22 really support there.

1 And what I'm seeing is that we
2 should do a review of this whole process.
3 Look at things like that. And make a
4 determination that going forward, what the
5 University can afford to do.

6 We are going to have a remission
7 of tuition program to some extent to one
8 degree or the other I believe. But I don't
9 know that we have the facts to support this.

10 CHAIRPERSON CRIDER: I think it
11 is. Thank you Mr. Rickford. I think it's
12 responsible for us to take a look at this and
13 any other financial assistance programs that
14 the University -- that the University engages
15 in. I think that is responsible from a
16 fiduciary perspective.

17 And so, we can't keep on forever
18 and ever and ever just handing money out like
19 we grow it you know, I'm not printing it in my
20 basement. So you know, I think this is
21 responsible for us to do.

22 And what this motion is, or the

1 resolution is, to go ahead and support it as
2 we have always done it for the next two years.
3 This year and next year. And then for the
4 third year, we should have sufficient
5 information and maybe be able to make a really
6 intelligent decision about whether we support
7 it going forward. And at what level.

8 And so I think that this is
9 something that makes sense for us to do. And
10 it's not saying that we would deny it. And
11 look, I don't want to get into a debate about
12 whether or not the assumption that it draws
13 more students is right or wrong. I have no
14 idea.

15 I know that enrollment across the
16 campus is down. And so I have no idea whether
17 we would have seen more students if the
18 tuition remission had been higher or lower.
19 I'm not going to argue that.

20 But the study is supposed to be
21 designed to tell us that.

22 MR. RICKFORD: yes, that's

1 correct.

2 CHAIRPERSON CRIDER: So I think it
3 is responsible for us to do that. Trust -- I
4 mean Mr. President?

5 PRESIDENT LYONS: Madam Chair, I
6 think the importance of this conversation is
7 the fact that our finance people just want to
8 make it clear to all of us that when we do
9 remissions and waivers, that that means that
10 there are dollars that we would not be
11 collecting. Not just the law school, but
12 anywhere that we do waivers of fees, then
13 that's money you do not collect.

14 And it's easy for folks to think
15 that you know, you can do waivers and it
16 vanishes in the air someplace or -- but just
17 the real money that is not collected in
18 whatever program. So I think that we need to
19 look at and understand all of the programs
20 that have -- involve waivers for the Board's
21 edification.

22 CHAIRPERSON CRIDER: All right.

1 TRUSTEE ASKEW: Madam Chair?

2 CHAIRPERSON CRIDER: Trustee

3 Askew?

4 TRUSTEE ASKEW: So I just want to
5 say you know, I absolutely agree. And again,
6 I just recognize when we went down from three
7 to two, it just raised just a certain amount
8 of questions.

9 You know, I also -- I mean, we're
10 doing this, we're giving \$700,000.00 because
11 we're actually looking for a return on it.

12 CHAIRPERSON CRIDER: That's right.

13 TRUSTEE ASKEW: I mean so it's not
14 just we give you, you know, \$700,000.00. You
15 know, we're looking for a return that leads to
16 a return that's above the \$700,000.00
17 investment.

18 So again, I look forward to the
19 study.

20 CHAIRPERSON CRIDER: Right, me
21 too.

22 TRUSTEE ASKEW: And if you know,

1 it's prudent for us to do the two years, which
2 I wholeheartedly support, I certainly want as
3 a graduate from the law school, but being
4 responsible for the institution as you point
5 out, enrollment is down in the entire
6 institution.

7 So I think that the fact that you
8 have articulated that such a study will be in
9 progress, to me is very hopeful. And I also
10 think to external stakeholders that will be
11 helpful as well.

12 CHAIRPERSON CRIDER: All right, I
13 think it's time for us to have metrics and to
14 really show numbers about what we do. We've
15 got to track our performance. And if we're
16 not living up to what we say we're doing, then
17 we've got to reevaluate how we do business.

18 So this is long overdue in my
19 perspective. So I think this is fine. Any
20 further discussion of this issue?

21 If not, I'd like to call for the
22 question. All in favor vote aye.

1 (Chorus of ayes.)

2 CHAIRPERSON CRIDER: Any opposed?

3 (No response.)

4 CHAIRPERSON CRIDER: Thank you

5 Jim. Any opposed or abstention?

6 (No response.)

7 CHAIRPERSON CRIDER: That motion

8 carries. So the next resolution?

9 TRUSTEE SCHWARTZ: The next
10 resolution deals with the approval of the
11 Bachelor of Science Degree in Biomedical
12 Engineering Degree Program. Motion to accept
13 this resolution as written.

14 CHAIRPERSON CRIDER: Is there a
15 second?

16 TRUSTEE ASKEW: Second.

17 CHAIRPERSON CRIDER: It's been
18 moved and second. Any discussion?

19 TRUSTEE ASKEW: Madam Chair?

20 CHAIRPERSON CRIDER: Trustee

21 Askew?

22 TRUSTEE ASKEW: All right, so I

1 got to squint to read my own writing here. So
2 let -- I guess I want to get an understanding
3 of the -- my question is actually again with
4 this particular program, it's not really about
5 the program. It's probably more so about the
6 finances and the enrollment associated with
7 it. Not the substance of what the program
8 will and will not do.

9 But one of the questions that I
10 had because I was -- there's a chart that was
11 provided that -- and it was very difficult to
12 read. And I know my eyes won't, so you know,
13 so somebody might have to help us with this
14 one.

15 But there's a chart, it sets out
16 the non-academic policy proposal, the first
17 year budget projections. It sets out --

18 TRUSTEE SCHWARTZ: What page are
19 you looking at?

20 TRUSTEE ASKEW: I'm sorry?

21 TRUSTEE SCHWARTZ: I'm sorry?

22 CHAIRPERSON CRIDER: It's page 24.

1 TRUSTEE SCHWARTZ: Okay.

2 TRUSTEE ASKEW: So what I was
3 really -- what I was trying to figure out, in
4 looking at the numbers on this page, you know,
5 the total program cost in the first year were
6 at \$115,000.00, right? And as I understand
7 it, and please correct me if I'm wrong, this
8 program is actually the -- what it said in the
9 qualitative analysis, is that we really don't
10 need any additional FTEs for this --

11 TRUSTEE SCHWARTZ: That's correct.

12 TRUSTEE ASKEW: Because they were
13 going to be taught from staff who's the
14 mechanical engineering.

15 TRUSTEE SCHWARTZ: All ready
16 onboard staff, that's correct.

17 TRUSTEE ASKEW: Right. So when I
18 saw the second year projection, and again in
19 a quantitative analysis, it says after the --
20 it said two things. It says one, and this is
21 in the fiscal impact statement as well.

22 TRUSTEE SCHWARTZ: Um-hum, yes.

1 TRUSTEE ASKEW: You know, it said
2 that we could -- there wouldn't be any real
3 additional cost. And the staff was going to
4 raise \$70,000.00 each year.

5 And in fact in the fifth year, I
6 think in the fourth or fifth year, and again
7 it's hard to read these numbers. But I think
8 it says even in the fifth year it goes up
9 until you add a person. And then they bring
10 in an additional \$30,000.00 to get you up to
11 \$100,000.00.

12 So from looking at the chart, I'm
13 trying to reconcile that the budget will stay
14 constant pretty much over the next three
15 years. And this is just a qualitative
16 analysis.

17 But when I look at the graph, the
18 chart that you have here, again the first year
19 is \$115,000.00. And again, this includes your
20 faculty -- I guess this is the faculty
21 members' salaries because this is just the
22 cost.

1 The next year the number goes
2 down. And then in the next year the number
3 goes up to \$122,000.00. And again, I do
4 understand that from some of the quantitative
5 analysis, there's going to be if -- once you
6 increase the number of students, you're going
7 to need more labs, which are going to push
8 what some of the costs are.

9 And though I see increases in
10 equipment, I don't necessarily see increases
11 on the facility side. So could somebody help
12 me -- just help me with what these numbers,
13 because maybe I'm just looking and
14 interpreting it differently and wrong.

15 So could somebody help me with the
16 numbers?

17 TRUSTEE SCHWARTZ: I'm not sure --
18 the Dean's here, thank you.

19 DR. SHETTY: I'm Dev Shetty. I'm
20 the Dean of the School of Engineering and
21 Applied Science.

22 TRUSTEE ASKEW: Okay.

1 DR. SHETTY: The numbers as you
2 said, the first year is covered by a faculty
3 member from mechanical engineering whom
4 recently we have recruited. She's the one who
5 has a degree from MIT and a Masters from
6 Stanford and Bachelors from UMass.

7 And she's leading the program, Dr.
8 Laura Thompson, she's already here.

9 TRUSTEE ASKEW: Welcome.

10 DR. SHETTY: Now the -- that
11 salary, she's a part of mechanical engineering
12 program. That shows her salary.

13 Now one of the problems we have in
14 the School of Engineering and Applied
15 Sciences, it's hard to attract new faculty
16 members at the current standard to live. The
17 ceiling of \$65,000.00. So it is very
18 difficult to attract qualified PhDs at that
19 level both in engineering and computer
20 science.

21 So what we have done is in the
22 last couple of years, we tell the faculty that

1 we give them their summer salary, so that's
2 why that remains only for two years. So that
3 is the big raise you see.

4 The \$95,140.00, then the second
5 year it goes down because the person does not
6 get the summer salary. So that's the
7 decrease.

8 And then in the third year, I mean
9 if the number of our biomedical engineering
10 program, we expect it to grow. Straight away
11 we are going, already we have seen an
12 application of 20 students to come to the
13 first year.

14 But by the third year we expect 50
15 students. And we are going to --

16 TRUSTEE ASKEW: How many?

17 DR. SHETTY: 50.

18 TRUSTEE ASKEW: 50. Okay, this
19 says 40, but okay.

20 DR. SHETTY: Yes, 40 to 50
21 students. And we are likely to have a new
22 faculty member that is what you see in the new

1 faculty member salary.

2 TRUSTEE ASKEW: Okay.

3 DR. SHETTY: The third year. And
4 then regarding the other resources, our
5 faculty had been very active in, so average
6 they raised quite a lot of grant money. Last
7 year they had raised more than one million.

8 So most of them are mechanical
9 engineering faculty. So we are averaging that
10 and showing it over five years.

11 TRUSTEE ASKEW: Okay. So then --
12 so and I also note in your qualitative
13 analysis you mention the -- you mention that
14 you're actually recruiting from within the
15 University. So in other words you're moving
16 -- it looked like you're moving students who
17 have an interest prior to their junior year,
18 who are either in mechanical engineering or
19 the computer science.

20 DR. SHETTY: Right.

21 TRUSTEE ASKEW: And so, what
22 impact -- because right now, what impact --

1 how many graduating students do you have from
2 those programs? And what impact will that
3 have on a number of mechanical engineers that
4 will be left?

5 And the reason I ask that, because
6 you know, when you determine whether you're
7 going to discontinue a particular major, is
8 based upon -- one of the major factors is how
9 many students you actually have in it.

10 DR. SHETTY: Right, right.

11 TRUSTEE ASKEW: So -- and again,
12 I'm just going on your strategy. Because it
13 seemed to be on the front end, you were really
14 recruiting from the inside. And so unless --
15 and so are you -- I understand building the
16 program, but are you -- I don't want you to do
17 yourself a disservice by now all of a sudden
18 you're not -- you're graduating very few
19 mechanical engineers and computer science
20 because you've pulled from that existing base
21 as opposed to recruiting new students to come
22 in and start the program.

1 DR. SHETTY: Right. The focus is
2 to recruit students from outside, not from
3 inside at all. You know, but in the process
4 there may be students who are in the civil
5 mechanical, electric, computer science, might
6 get interested.

7 That's what we are seeing. People
8 are inquiring about it. But most of the
9 students I think 80 to 90 percent of the
10 students will come from outside from the
11 schools -- also from the community college.
12 We're reaching out to community college, both
13 of our own community college and Montgomery
14 Community College and PG Country where we have
15 already articulation agreement.

16 So the numbers if you look at our
17 growth in the last four semesters, School of
18 Engineering and Applied Science have been
19 growing. So compared to 2012 we have 30
20 percent more students now.

21 And it is happening across the
22 lines, civil, mechanical, electrical, computer

1 science. So it will continue to grow. This
2 I see as added extra students to the existing
3 number of students because of several reasons.

4 We have been talking to a number
5 of industries who are a part of AMI,
6 Association of Minority Associate Engineers.
7 And one company, Boston Scientific has told us
8 that they are going to give us two
9 scholarships. One scholarship tuition free
10 for a biomedical engineering student. And
11 second scholarship is for the summer you know.

12 So this is just with one company.
13 But we are likely to reach out to many more
14 and try to see -- to attract more scholarships
15 to this program.

16 TRUSTEE ASKEW: Okay.

17 DR. SHETTY: So to answer your
18 question, it will not only help this program,
19 but it will also help the other programs also.
20 So it will not take away anybody from the
21 other programs.

22 TRUSTEE ASKEW: Okay.

1 DR. SHETTY: I see it as a
2 strength because there will be synergy with
3 other schools, the School of Gerontology, with
4 the College of Arts and Science where the
5 biology is being taught. So I see all the
6 development in the area.

7 And also relationship with the NIH
8 and we already had been talking to National --
9 we have a hospital, Albert Einstein Hospital
10 in New York City. So that interactions will
11 grow because of this program.

12 TRUSTEE ASKEW: Okay. And again,
13 my questions were financially based and then
14 obviously the student based, which also means
15 the finances. So I appreciate it. It looks
16 like a great program.

17 It looks like Catholic and
18 University of Baltimore are the only two
19 institutions that actually have this
20 particular program. I do like the fact that
21 because it's -- I do like the fact that it is
22 also a pathway for students to go to medical

1 school.

2 DR. SHETTY: Right. That is one -
3 - that is one other distinction. Among the 14
4 HBCUs where there are engineering programs,
5 there are 14 of those, this will be the second
6 institution. Only one other institution has
7 a biomedical engineering program.

8 And none of them in the close
9 vicinity. So that is a sort of an added
10 advantage for us.

11 TRUSTEE ASKEW: Okay, thank you.
12 Thank you Madam Chair.

13 CHAIRPERSON CRIDER: Trustee
14 Felton then Bennett.

15 TRUSTEE FELTON: Yes, Madam Chair,
16 I'm just going to add my support for that
17 strategy. Because certainly as we look at
18 other universities across the nation, these
19 are fields that where there will be jobs. And
20 the whole thing is about workforce
21 development.

22 And so this program will help the

1 University because it will bring, in my
2 opinion, you know, greater recognition and
3 certainly partnerships that have not existed
4 before. And again, as we talk about dealing
5 with the image of our University, I think this
6 is a very positive move.

7 CHAIRPERSON CRIDER: Trustee
8 Bennett?

9 TRUSTEE BENNETT: Thank you Chair.
10 Definitely, I'm in total support of the
11 program for one because I think George
12 Washington or Georgetown was just considering
13 this program as well to have it in their own
14 curriculum.

15 So I think meeting this type of
16 program I think attract more high school
17 students to looking to go into this field here
18 instead of going to other schools that are
19 probably outside of our vicinity. So I think
20 very well done program. Thanks.

21 CHAIRPERSON CRIDER: Let me just
22 ask -- I'm sorry, did I see another hand? Oh

1 no. Let me just ask. When do you anticipate
2 this program starting? And the real question
3 goes to the discussion we had before around
4 the salaries.

5 And so was the budget projection
6 included here based on current salaries, or is
7 it based on salaries going forward under the
8 Master Agreement?

9 DR. SHETTY: Yes, these are based
10 on the current salaries. Existing salaries.

11 CHAIRPERSON CRIDER: The current
12 salaries. Okay. And so the budget would need
13 to be adjusted to reflect the --

14 DR. SHETTY: The increase.

15 CHAIRPERSON CRIDER: Negotiated
16 salaries coming out of the Sixth Master Agree
17 -- Seventh Master Agreement? Or whichever
18 Master Agreement it is.

19 DR. SHETTY: Right. Right. Yes,
20 that's it.

21 CHAIRPERSON CRIDER: So I guess we
22 really need to see the chart to reflect what

1 the actual budget would be using the salaries
2 that have been negotiated under the Master
3 Agreement.

4 DR. SHETTY: Right.

5 CHAIRPERSON CRIDER: Yes.

6 DR. SHETTY: But anyway, since
7 there are existing faculty, we are not going
8 to hire anybody.

9 CHAIRPERSON CRIDER: Right, but
10 the existing sal -- the existing faculty are
11 the faculty that would get the increases
12 anticipated in the Master Agreement.

13 DR. SHETTY: Right.

14 CHAIRPERSON CRIDER: Which means
15 that your budget would increase by some
16 amount. Not because you recruited new
17 faculty, just because that faculty is here and
18 will receive those increases unless they're
19 adjunct or something like -- even the adjunct
20 I think had a -- they don't get the increase.

21 But these are full time -- this is
22 a full time faculty person.

1 DR. SHETTY: Right, full time
2 faculty.

3 CHAIRPERSON CRIDER: Who would be
4 impacted or entitled to receive that increase,
5 correct?

6 DR. SHETTY: Right. Because the
7 existing faculty is the mechanical engineering
8 faculty.

9 CHAIRPERSON CRIDER: Okay.
10 Trustee Bennett?

11 TRUSTEE BENNETT: All those
12 unionized faculty members which would fall
13 under the contract, I think that's what the
14 Chair is asking, is all the faculty who you
15 have budgeted here in this plan are a part of
16 the NEA?

17 DR. SHETTY: Right. Our faculty,
18 full time faculty are part of any union.

19 TRUSTEE BENNETT: And that's what
20 the Chair is thinking.

21 CHAIRPERSON CRIDER: Yes. They
22 just need to -- I think what we're looking for

1 is you know, what the actual budget would look
2 like for the program. I think you hear
3 support for the program itself.

4 DR. SHETTY: Right.

5 CHAIRPERSON CRIDER: But just the
6 budget document needs to be adjusted to
7 reflect what we think the budget will be based
8 on that Master Agreement.

9 DR. SHETTY: Sure.

10 CHAIRPERSON CRIDER: So I think
11 that we could vote to approve the resolution
12 and then we would ask the administration to
13 provide us with an adjusted budget for the
14 program.

15 TRUSTEE SCHWARTZ: And the FIS
16 too.

17 CHAIRPERSON CRIDER: And the FIS
18 to support that. Okay. Any other discussion?
19 Okay, all in favor of the motion vote aye.

20 (Chorus of ayes.)

21 CHAIRPERSON CRIDER: Any opposed?
22 Or abstention?

1 (No response.)

2 CHAIRPERSON CRIDER: That motion
3 carries. Thank you Dean Shetty. Yes.

4 PRESIDENT LYONS: I just want to
5 mention something to you and not open it up
6 tonight for discussion. But at some point,
7 and you may have been alluding to this in your
8 questioning.

9 At some point the University is
10 going to have to address differential salaries
11 when it comes to the specific disciplines in
12 fields. So I mean that's got to be addressed
13 at some point in the future.

14 CHAIRPERSON CRIDER: Okay. Let me
15 just say, I was going to say this as Dean
16 Shetty was taking his seat for Board members
17 who were not aware. The Engineering
18 Department just went through an accreditation
19 visit and they did very well and are expected
20 to receive back a positive accreditation. So
21 congratulations Dean Shetty.

22 (Applause)

1 CHAIRPERSON CRIDER: Okay. Thank
2 you. Mr. Chair of the Committee?

3 TRUSTEE SCHWARTZ: Yes, Madam
4 Chair committee of the whole. The next
5 resolution that the Committee took up was the
6 naming of the campus and building facilities
7 policy. Attached in your booklet is that
8 policy.

9 And we are looking to pass a
10 resolution adopting that naming policy where
11 the Board will be responsible for naming
12 buildings on the campus. So we as the Board
13 of Trustees seek to generate contributions and
14 revenue from donors and commercial entities by
15 providing naming opportunities for facilities
16 and subdivisions thereof.

17 Now therefore be it resolved that
18 the Board of Trustees of the University of the
19 District of Columbia hereby approves and
20 adopts the naming of campus buildings and
21 facilities policy as attached. Submitted 6
22 November.

1 All in favor of --

2 CHAIRPERSON CRIDER: Is there a
3 motion?

4 TRUSTEE SHELTON: The motion
5 granted, so moved.

6 TRUSTEE THOMPSON: Second.

7 (Laughter)

8 CHAIRPERSON CRIDER: Mr. Chair.

9 It's been moved and second. Discussion?

10 TRUSTEE FELTON: Yes I have a
11 question.

12 CHAIRPERSON CRIDER: Trustee
13 Felton?

14 TRUSTEE FELTON: Yes, I couldn't
15 maybe I just misinterpreted here. I couldn't
16 -- I want to be sure we don't tie ourselves
17 down in terms of particularly the honorary
18 naming and the donor naming.

19 Most universities understand there
20 should be some allowance for these honors.
21 But at the same time, it's really a means by
22 which universities are increasing their

1 revenues.

2 So I couldn't -- I couldn't tell
3 from this, and this is again policy, not a
4 specific regulation, but I couldn't -- I
5 didn't see the safeguards here to ensure we
6 don't get emotionally attached to honor --
7 having honorary -- buildings in honor of with
8 no money and very few opportunities left.

9 We don't have that many
10 opportunities here on the campuses.

11 TRUSTEE SCHWARTZ: Madam Chair, in
12 the last real statement where it says the
13 Board of Trustees seek to generate
14 contributions and revenues.

15 TRUSTEE FELTON: Right.

16 TRUSTEE SCHWARTZ: So it shows the
17 initiative here to generate funds not or in an
18 honorary fashion, but more in a fund raising
19 fashion.

20 TRUSTEE FELTON: I guess my
21 question is, would you see that as they
22 produce I guess procedures or regulations we

1 would -- because they wouldn't necessarily
2 have to come to the Board. I just want to be
3 sure that the opportunities are preserved
4 actually.

5 TRUSTEE SCHWARTZ: Yes, right.
6 Absolutely.

7 TRUSTEE FELTON: So how would we
8 do that? I mean it's not in here.

9 TRUSTEE ASKEW: Well now so
10 Trustee Felton, so the revocation of naming
11 section, is that your issue? So you're
12 concerned that if we give a building a name
13 and -- it's the concern and again, I don't --
14 Mr. Rogers can probably answer. I didn't see
15 that he was here, so I'll defer to him.

16 MR. ROGERS: Madam Chair, it's a
17 pleasure. The policy, first off the principal
18 is that it's the Board's right to name
19 buildings on this campus. And the policy sets
20 out a structure recognizing that buildings may
21 be named for several purposes.

22 One is for commercial

1 sponsorships. Another is for legacy naming,
2 which is what you're talking about.

3 TRUSTEE FELTON: Correct.

4 MR. ROGERS: So it is not -- the
5 policy does not prevent legacy namings. But
6 it does set out a structure of items to you
7 know, consider.

8 I think that most of the building
9 naming policies that I've seen have focused on
10 providing a structure for the commercial
11 naming. Because that sometimes can you know,
12 get away from you.

13 But here, this policy does not
14 limit the Board's ability to name buildings on
15 the campus after some great professor or
16 founder or whatever.

17 TRUSTEE SCHWARTZ: Or Board Chair.

18 MR. ROGERS: Or Board Chair or
19 whoever.

20 (Laughter)

21 TRUSTEE ASKEW: Nice shot there
22 General.

1 TRUSTEE FELTON: Well, my concern
2 is not that it restricts it, my concern is
3 that if you -- I mean you tell me, how many
4 buildings we have that would be subject to
5 that? And it's a finite number.

6 MR. ROGERS: That's true.

7 TRUSTEE FELTON: So my experience
8 is again the Board's going to get emotional
9 about naming because they do respect many,
10 many folks who have made major contributions
11 when in fact that does not bring us any
12 revenue.

13 MR. ROGERS: I understand. And
14 the purpose in bringing this is really more
15 focused on the revenue side, the revenue
16 opportunity. But not in any way seeking to
17 limit the Board's ability to name buildings
18 for legacy purposes if it be their desire.

19 Another principal here that we set
20 out is that we do a market analysis to try to
21 estimate the value of a naming opportunity.
22 Not just for the student center which we most

1 prominently have in mind. But for other
2 buildings on campus as well.

3 And so we may see upon doing a
4 market analysis that there's a greater
5 opportunity for some buildings in the
6 marketplace for getting naming sponsorship in
7 others, or donor ship if you will. And some
8 may be reserved for legacy.

9 But that is something that comes
10 back to the Board.

11 CHAIRPERSON CRIDER: And I think
12 if I read the proposal correctly, they're also
13 beyond buildings, they do talk about other
14 opportunities beyond buildings, so.

15 TRUSTEE THOMPSON: I have a
16 curiosity question. We have onboard on this
17 campus the David A. Clark Law School. Now I
18 remember David Clark and Antioch and they
19 weren't together.

20 And after his untimely passing,
21 the school was named for him. Was there a
22 process then?

1 MR. ROGERS: I can't answer that.
2 I don't know. If someone from the law school
3 -- that's be -- I don't recall.

4 TRUSTEE ASKEW: Well let me just
5 say this. I don't know what the Board's
6 process was, but as somebody who actually
7 testified at the Council of the District of
8 Columbia in support of naming the law school
9 the David A. Clark School of Law, I know that
10 there was discussion involving people who have
11 a vested interest in the institution.

12 What I can't speak to is what the
13 Board did. Now, again, I know what I think
14 they should have done which is similar to what
15 we're talking about now.

16 TRUSTEE THOMPSON: Yes, that was
17 my concern.

18 TRUSTEE ASKEW: But the whole
19 thing was -- and actually it wasn't the David
20 A., it was the David Clark School of Law to
21 keep it at DCSL, which was part of the
22 conversation.

1 MR. ROGERS: And I think if I
2 recall, that was done by the City Council was
3 it not?

4 TRUSTEE ASKEW: I'm sorry?

5 MR. ROGERS: Was that naming
6 opportunity was made by the City Council, not
7 by the Board of Trustees?

8 TRUSTEE ASKEW: Yes. Well, I
9 don't recall -- again, I can only speak to the
10 fact that the matter came before the Council.
11 As odd as it may seem, but again, who -- I
12 didn't know the -- I mean I had no idea.

13 But they did have a hearing
14 specifically on it. And it was the Council
15 certainly had weighed in. And whether or not
16 they had a legal right to support the naming
17 of it or not, I don't know.

18 TRUSTEE THOMPSON: Would we have
19 to go back through the Council for whatever we
20 decide on?

21 CHAIRPERSON CRIDER: I wouldn't
22 think so.

1 TRUSTEE THOMPSON: I would hope
2 not.

3 TRUSTEE ASKEW: Now the only other
4 thing is now the only reason it may get a
5 touch, I don't necessarily know if it's on the
6 name. So let's just assume -- we get a multi-
7 year contract over a million dollars, then at
8 that point in time.

9 TRUSTEE THOMPSON: That's fine.

10 CHAIRPERSON CRIDER: Trustee
11 Bennett?

12 TRUSTEE BENNETT: Thank you --
13 thank you Chair. I realize that a document
14 that we are asked to vote on today says draft.
15 So I was wondering, the explanation why it's
16 still in a draft stage when we're asked to
17 vote on it?

18 MR. ROGERS: It becomes final when
19 the Board votes.

20 CHAIRPERSON CRIDER: Everything is
21 draft until we make a vote.

22 TRUSTEE BENNETT: Okay.

1 TRUSTEE FELTON: But I think this
2 is a good example of my concern. So I just --
3 I mean, I know you're going to promise us that
4 you know, you'll take care of it in the
5 procedures. But I don't know, if my
6 colleagues are comfortable, I'm just not
7 comfortable.

8 CHAIRPERSON CRIDER: Yes. Dr.
9 Lyons and then Trustee Shelton.

10 PRESIDENT LYONS: Madam Chair I
11 think Trustee Felton raises a valid point.
12 And -- but to the extent that the Board gets
13 caught up in its emotions, then it's moving
14 away from the revenue generating experience.

15 I think your point is well taken.
16 I mean there may be one legacy individual that
17 everybody might agree to for this University.
18 But then I'm sure there are another half dozen
19 that other folks feel might rise to that
20 level.

21 And if you do all of the naming
22 without receiving a gift, then you're -- you

1 have named your buildings. And you've moved
2 away from all these numbers. But you haven't
3 generated any revenue.

4 And again, this was presented from
5 that perspective. But I don't -- other than
6 this coming back to the Board, I don't think
7 we can write anything in the policy that would
8 preclude the emotional concern that you have
9 about legacy recommendations coming forward.

10 CHAIRPERSON CRIDER: Let me just
11 say for now unless I read incorrectly. Under
12 Item G, naming when no donor gift is involved.
13 That may be the attempt to mimic that.

14 Because it says no more than one
15 facility or property at the University shall
16 be named after any one individual unless they
17 are donors. So that seems to imply that the
18 motion is already taken care of with this
19 statement so that we wouldn't be able to just
20 you know, name every building here.

21 TRUSTEE FELTON: So your
22 interpretation is there's a maximum of one

1 building that can be named?

2 CHAIRPERSON CRIDER: Well unless
3 I'm reading this wrong. And you know I did go
4 to DC regular school, which is --

5 MR. ROGERS: The policy was
6 intended to limit a legacy trust level.

7 TRUSTEE FELTON: To what?

8 CHAIRPERSON CRIDER: First it was
9 -- who was next? Jerome -- Trustee Shelton,
10 then Trustee Askew.

11 TRUSTEE SHELTON: Thank you. I
12 presume at some time there was no policy. And
13 what we're doing is establishing a policy that
14 as practice dictates, we will be operating
15 from and editing and correcting as we go
16 forward.

17 Without a policy in place, the
18 City Council, the Mayor, anybody is free to do
19 whatever they want to do. So establishing our
20 own policy as best we can, is the fundamental
21 first action that needs to be taken in this
22 process.

1 Now as we discover corrective
2 actions need to be taken, then we're
3 correcting a policy, not creating a policy in
4 crisis. So I encourage us to vote for and
5 move forward. And hopefully we will reap the
6 benefits of it.

7 CHAIRPERSON CRIDER: I do think --
8 I mean again, to Trustee Felton's point
9 though, all of us are time limited on the
10 Board. And the policy should you know, go on
11 and on and on even after we're all gone.

12 So you know, I'm looking for some
13 guidance in that area makes sense. And that
14 may -- that sentence may give us some of that,
15 I don't know.

16 TRUSTEE FELTON: Well I interpret
17 this as no more than one facility or property
18 should be named after any one individual. But
19 you could have six properties named for an
20 individual without any money.

21 CHAIRPERSON CRIDER: So I could
22 have six buildings, Felton?

1 TRUSTEE FELTON: No. But six
2 buildings could be named by the six of us.
3 That didn't bring you any money. Because you
4 have limited only one for that name, but not
5 the fact how many of the names you have.

6 CHAIRPERSON CRIDER: Okay, the
7 fact that it has different interpretations
8 means it's not clear, we need to fix it in
9 some way.

10 TRUSTEE FELTON: Yes. Right. But
11 I agree with you. I mean if we're saying
12 we're going to limit the number of facilities
13 to one unless superseded by the Board or
14 something like that, then I'm okay. But right
15 now, I can find ten people that maybe
16 everybody would like and we get no money.

17 CHAIRPERSON CRIDER: Yes, I read
18 it differently, that we could -- we could do
19 that emotional naming for one facility unless
20 you know, they were donors. And then we could
21 do more.

22 But let's figure it out. I think

1 Trustee Askew was next and then Trustee Lemus.

2 TRUSTEE ASKEW: I've got a couple
3 of clarifying and then one or two questions.
4 So I mean, but basically what you said,
5 because you point out in your memo that the
6 Board reserves the actual authority to
7 actually name.

8 MR. ROGERS: Right. That's in the
9 DCMR.

10 TRUSTEE ASKEW: That's in the DCMR
11 and in the statute.

12 MR. ROGERS: Right.

13 TRUSTEE ASKEW: Because you refer
14 to the statute. And then on the -- so for --
15 you have some definitions, and I'm looking at
16 page one, and it says the term facilities, and
17 I assume in the first definition, that is what
18 definitely needs -- because up here you define
19 facilities as a building, structure, plaza,
20 open space, recreational field, that that is
21 pretty much where the Board would have to
22 weigh in and give approval.

1 And I don't know, I'm just asking
2 the question. Am I reading it right? And
3 then in your second paragraph it says
4 facilities does not include like you know, a
5 hallway, libraries, rooms.

6 MR. ROGERS: Right, interior
7 spaces. Right.

8 TRUSTEE ASKEW: Interior spaces.
9 So just for clarity reasons is it -- is there
10 a distinction between when the Board would be
11 required to approve? And again, I haven't
12 seen the actual statute --

13 MR. ROGERS: Right. Right.

14 TRUSTEE ASKEW: To see whether or
15 not it actually defines it as a building.

16 MR. ROGERS: Okay.

17 TRUSTEE ASKEW: You know, and I'm
18 not -- and again, I'm not asking you to do
19 anything, I'm just asking the question.

20 MR. ROGERS: No, no, I understand.
21 And the emphasis is on the Board's right and
22 responsibility to name buildings.

1 TRUSTEE ASKEW: Okay.

2 MR. ROGERS: And I you know, I did
3 not separate that right between internal --
4 interior facilities and the first definition.
5 I just didn't.

6 TRUSTEE ASKEW: Okay.

7 MR. ROGERS: So if it's the --

8 TRUSTEE ASKEW: I just want to
9 avoid the -- because I know how things work
10 here.

11 MR. ROGERS: Right.

12 TRUSTEE ASKEW: See we will -- you
13 know, you'll have a Board member such as you
14 know, I don't know, myself and Dr. Crider or
15 Reggie, you know, may interpret it you know,
16 a little bit differently.

17 And again, I just want to make
18 sure that there is a clear process so that
19 there's no disruption associated with you
20 know, what the interpretation of where the
21 Board actually can. Because I do think that
22 there are -- there may be situations where you

1 don't necessarily need Board approval you
2 know, for a \$10,000.00 naming right for a
3 classroom for the year.

4 I don't know. I'm just throwing
5 something like that out.

6 MR. ROGERS: The Board policy on
7 that is if we establish policies that set out
8 the threshold level for naming particular
9 spaces, then that's the policy.

10 TRUSTEE ASKEW: Yes.

11 MR. ROGERS: Then that's the
12 policy. And then the Board does not have to
13 be you know, involved in the actual naming as
14 long as it meets that criteria.

15 For instance, if a boardroom is
16 designated to be -- require a \$50,000.00 gift
17 and that's what the Board has determined,
18 that's the value of that naming opportunity
19 and we get that, we tell you who provided the
20 gift. Not for approval, but for information
21 because you've already established a policy
22 under which we've been operating.

1 And let me say as an addendum to
2 that, I think that further in our development
3 and advancement, we want to come back with
4 just that kind of layout of as we look around
5 the campus and put a value on the naming
6 opportunities across the campus so that you
7 can establish that policy. And we can follow
8 those procedures.

9 TRUSTEE ASKEW: And then on the --
10 and this is on page three, and this is the
11 part of G, Roman Numeral two, and this -- at
12 the end of the sentence, it says when a
13 proposal for naming in honor of an individual
14 involves services to the University in an
15 academic or administrative capacity, proposal
16 shall not be made until the individual has
17 been retired or deceased for at least five
18 years.

19 And so I'm just trying to figure
20 out the relevancy. I mean I know historical
21 practice is that you don't recognize somebody
22 until they've been you know, have passed away.

1 But I do think there's a trend these -- I
2 think there's a trend these days where you
3 know, maybe that school of thought is not as
4 relevant today.

5 And particularly when somebody is
6 you know, very accomplished and may you know,
7 excel in those particular. So was there a re
8 -- was there a particular -- and it may be, is
9 there a reason for waiting until the
10 individual has been retired? And does retired
11 mean dead here? It says retired, I don't
12 know.

13 TRUSTEE: Retired or, then you
14 resend in it.

15 TRUSTEE DYKE: There is a
16 difference between retired and dead. I will
17 respond to that.

18 (Laughter)

19 TRUSTEE ASKEW: I hope so, yes.

20 MR. ROGERS: Well, let me just
21 say, on that policy, you know, we looked at a
22 lot of you know, policies around. And this is

1 one -- this is not a hard sale. It seemed to
2 be that in a lot of the policies that this
3 kind of policy was represented.

4 But in terms of our preference
5 here, I think you know, it's whatever the
6 Board's preference is.

7 TRUSTEE ASKEW: Yes, Madam Chair
8 I, you know again just because you know, for
9 example you know, Dorothy Heights, you know I
10 mean I've heard her speak on a number of
11 occasions. And she talked about just how much
12 she appreciated the things -- the in kind
13 things that people did for her before she
14 actually -- and we know she really didn't
15 retire.

16 And so in my mind you know, a
17 little discretion in this particular area. So
18 maybe it is our general practice. But I would
19 hate to be in a position where we've said
20 you've got to basically be retired or have
21 been deceased for five years prior to -- and
22 again, I don't know if we'll ever get to that

1 point. But I do think that we're mature
2 enough to have a little flexibility in that
3 area.

4 TRUSTEE DYKE: Madam Chair, I'm
5 going to have to drop off. I hope you still
6 have quorum without me here.

7 CHAIRPERSON CRIDER: I do. I do,
8 thank you.

9 TRUSTEE DYKE: Okay. And by the
10 way, I need to give you a call tomorrow for
11 another matter then that.

12 CHAIRPERSON CRIDER: All right,
13 I'll be around.

14 TRUSTEE DYKE: Okay. Bye, bye.

15 CHAIRPERSON CRIDER: Bye, bye.

16 TRUSTEE TARD: I'm just looking
17 at item eight here that gives -- that says
18 flexibility. And I think that this item gives
19 us the flexibility.

20 TRUSTEE ASKEW: What is that item
21 eight?

22 TRUSTEE TARD: I'm looking at

1 page six.

2 CHAIRPERSON CRIDER: Yes. I got
3 it, all right.

4 TRUSTEE TARDD: We may never, yes
5 -- and we -- and it's a policy. If the Board
6 feels strongly about something, we can amend
7 that policy.

8 TRUSTEE ASKEW: Yes, but why would
9 you bring it if you -- and again to me, to use
10 this section to override the other section,
11 it's a -- it's an apparent conflict.

12 CHAIRPERSON CRIDER: I mean we
13 could just add -- I mean I think to your
14 point, I mean we could just add language there
15 that says you know, unless the Board you know,
16 determines some other appropriate -- I don't
17 know the language.

18 But you could add something that
19 would you know, let this be the general
20 practice or theory. But gives us the ability
21 if we wanted to specific here. I mean I think
22 I had a similar question on number -- see if

1 I remember my Roman numerals. It must be
2 four.

3 Because this reads no facility or
4 property shall be named after seated, elected
5 or appointed officials.

6 TRUSTEE SHELTON: That was my only
7 shot.

8 CHAIRPERSON CRIDER: Oh, I'm
9 sorry, well I want you to --

10 TRUSTEE SHELTON: No, I'm just
11 teasing.

12 (Laughter)

13 CHAIRPERSON CRIDER: I share -- I
14 share all the time, so.

15 TRUSTEE SHELTON: No, that's not
16 what I meant, my only chance, yes.

17 CHAIRPERSON CRIDER: No, I'm not
18 offended. So I guess I'm -- I had a similar
19 question then. Why would -- why wouldn't we?
20 I mean you know, President Obama has school
21 buildings named for him all over the place,
22 right? And he's certainly seated, elected and

1 appointed.

2 And he's over everything over
3 here. At least I think he is. So, I'm not
4 certain why. And I think we would look for
5 some of the same flexibility there. If there
6 is an elected official or appointed person or
7 even somebody that's seated that we thought
8 made an extraordinary contribution, why
9 wouldn't we have the flexibility to name, so?

10 TRUSTEE FELTON: Madam Chair?

11 CHAIRPERSON CRIDER: Trustee
12 Felton?

13 TRUSTEE FELTON: Okay, in response
14 to you, I think the difference between this,
15 two and four, it says no property should be
16 named, which gives us the flexibility, we're
17 not bound. The problem with number two, it
18 says shall not be. And perhaps that could
19 simply be should not, which could give you the
20 flexibility that that is.

21 CHAIRPERSON CRIDER: Okay. We
22 could do that. Are you comfortable with that

1 Trustee Askew? Of changing the --

2 TRUSTEE ASKEW: That's a wrong --
3 that's probably the wrong question to ask an
4 attorney just because shall or shall not is a
5 term of legal art.

6 CHAIRPERSON CRIDER: Okay.

7 TRUSTEE ASKEW: And should is not.
8 But you know what? You know to me again,
9 Madam Chair you've raised the exact same --
10 I'm having the same if we wanted to name a
11 building. And I think that there is something
12 in here that -- because I mean, I assume some
13 of these would just be in kind -- kind of like
14 we're honorary, you know.

15 Because I don't think President
16 Obama is going to negotiate a deal with us for
17 a couple of million for his library with his
18 name on it, right? It really is going to be
19 -- but I think that there is some language in
20 here related to --

21 TRUSTEE FELTON: So you're saying
22 that should would not work for you, is that

1 the bottom line?

2 TRUSTEE ASKEW: You know, if Madam
3 Chair and you're good with the should, then
4 I'm fine.

5 CHAIRPERSON CRIDER: Well see,
6 that's when I take -- you know, I take off my
7 lawyer hat periodically. And I'm looking at
8 our law student over there agreeing with you.

9 TRUSTEE ASKEW: But you know, I
10 would be more -- I -- I don't know that --
11 right.

12 CHAIRPERSON CRIDER: I think maybe
13 you know, if we could -- in general I think
14 there's agreement from the Board that this
15 makes sense. There's a couple of rough edges
16 that we need to just work through.

17 But I don't want to you know, if
18 we -- we don't have to sit here and maybe
19 belabor all of that. I think in generally
20 what you're hearing is that the Board wants to
21 preserve its right to be able to make some
22 exceptions to what you have here so that it is

1 not viewed as something that we cannot do,
2 despite I think what you've pointed out
3 Trustee Tardd, that language being there.

4 I think we are looking for more
5 flexibility, particularly in Section G around
6 what the Board is able to do. So what I would
7 suggest is that we take the vote on approving
8 the policy -- I know you have something. And
9 then we can work on you know, getting language
10 that we're comfortable with.

11 MR. ROGERS: Yes. And I think
12 that's appropriate. Let me say that the
13 overriding guideline is we wanted procedures
14 under which we could make revenue off of our
15 real estate.

16 Secondly, not to take away at all
17 the Board's right to do legacy naming. These
18 under this Section G, this provided some
19 guidelines. It says right up at top, in rare
20 instances when no donor gift is involved, we
21 recommend the following.

22 Now we can simply change that word

1 to give more flexibility in saying should if
2 Trustee Askew in number two would accept that
3 as a way to go. Given the overall intent of
4 the policy is to preserve the Board's right as
5 the ultimate naming authority in the future.

6 CHAIRPERSON CRIDER: Well I think
7 what I would suggest you guys do and Trustee
8 Lemus want's to have a comment, and then I'd
9 like to move this on.

10 TRUSTEE ASKEW: I got one. I got
11 one -- one --

12 CHAIRPERSON CRIDER: Okay. I'll
13 give you one more. But let me just say, I
14 think that this is going to fall under your
15 committee anyway.

16 TRUSTEE ASKEW: Is it my
17 committee?

18 TRUSTEE BENNETT: It is now.

19 TRUSTEE ASKEW: Okay, it is now.

20 CHAIRPERSON CRIDER: Didn't it
21 come up in your committee last week?

22 TRUSTEE ASKEW: No, it was his

1 committee.

2 CHAIRPERSON CRIDER: Okay, was it
3 yours? Oh, okay. Well maybe this should be
4 a joint Academic and Operations, I don't --
5 because advancement falls under you.

6 TRUSTEE ASKEW: No, it falls under
7 him.

8 CHAIRPERSON CRIDER: Advance is un
9 -- I can't even remember what I did. I'm
10 losing my mind.

11 (Laughter)

12 CHAIRPERSON CRIDER: So I mean
13 what I would suggest again, so that we're not
14 sitting here in this meeting trying to
15 wordsmith, is send it back. We can vote on
16 the proposal, but there's still a policy that
17 has to be developed that goes with this.

18 And that you know, that's going to
19 be maybe run through the Committee. And I'm
20 looking at you, I'm looking the right way?
21 Right Joe? Looking the right way?

22 TRUSTEE ASKEW: Yes, yes.

1 CHAIRPERSON CRIDER: Okay. And
2 maybe we could do that instead of trying to
3 belabor here it should say this word versus
4 that word. I think you hear the concerns that
5 the Trustees have voiced. And then we can fix
6 it and that.

7 TRUSTEE ASKEW: He's just going to
8 have to make sure that the language in the
9 actual policy is clear. Because what he'll be
10 doing is really guidelines which are -- and
11 you know, which is basically has -- this is
12 the framework.

13 MR. ROGERS: Right.

14 TRUSTEE ASKEW: Which you'll have
15 to work from. That's fine with me Madam
16 Chair.

17 CHAIRPERSON CRIDER: Okay, great.
18 Now you have one more comment and then Gabby?

19 TRUSTEE ASKEW: After that.

20 CHAIRPERSON CRIDER: Trustee
21 Lemus?

22 TRUSTEE LEMUS: Thank you. So my

1 comment is more a conceptual one. I do a lot
2 of fund raising constantly, actually. And I
3 do not believe that a legacy naming
4 necessarily has to preclude fund raising.

5 I think what we could do is you
6 know, let's say the students voted and they
7 wanted to name on the faculty, they wanted to
8 name something after a wonderful professor or
9 something, and that professor is still alive
10 and not retired. Because they've
11 accomplished, I don't know they got a Nobel
12 Prize in physics.

13 I'm aspiring here, I'm very
14 aspirational. I think we could do --
15 obviously do a fund raiser around that. And
16 then that's another opportunity. Everything
17 is an opportunity for fund raising. And I'll
18 leave it there conceptually.

19 TRUSTEE FELTON: I like that. I
20 agree.

21 CHAIRPERSON CRIDER: Trustee
22 Askew?

1 TRUSTEE ASKEW: Okay, so then my -
2 - I'm sorry. So then just on -- this is on
3 the naming duration.

4 TRUSTEE FELTON: What page?

5 TRUSTEE ASKEW: And this is on
6 page five. And you may have -- and this may
7 have been -- and this is just on a building or
8 a facility's name in recognition of a donor
9 would generally be effective for the useful
10 life of a -- useful life of the
11 building/facility. Right?

12 And I -- and I think I may have
13 answered my own question or there may be --
14 well my question was why not more defined?
15 You know, like if you give us however many
16 millions of dollars, and again, depending
17 because you said in your analysis, that
18 typically -- and I guess you used Coastal
19 Carolina as an example.

20 And you basically said that if
21 it's a \$40 million facility, you typically get
22 like from four to 24 percent, 25 percent of

1 whatever that range is. And that almost to me
2 should dictate how long you actually have name
3 rights.

4 Because if you come in on a short
5 end and you get the same value that you
6 potentially could have gotten you know, and I
7 do believe that there should be flexibility,
8 and maybe in the guidelines you'll kind of set
9 some -- set out more specifically some of the
10 thresholds, but I don't think that if we give
11 some -- if somebody gives us let's say the
12 four percent of \$40 million, I don't think for
13 -- you're looking at useful life on the
14 building, I mean they're really getting --
15 their getting a -- I mean, they're getting a
16 very good deal.

17 And so would just want to make
18 sure that you know, in that particular area,
19 you know, I mean the useful life of the
20 building, you know is there a way we can come
21 up with something a little bit more that you
22 know, it maybe useful life of the building.

1 But you know, you're coming with a lot of
2 money.

3 MR. ROGERS: I think -- let me
4 tell you where that comes from.

5 TRUSTEE ASKEW: Okay.

6 MR. ROGERS: I'm thinking back as
7 doing the drafting. We started at a point, if
8 you remember our first discussion in the Audit
9 Committee, at a 51 percent contribution for
10 new construction. So the building -- the
11 policy that says for the useful life, the
12 contribution was for the useful life was
13 really intended for those contributions that
14 would reach that threshold.

15 Further research determined that
16 the -- not to say it will never happen, but
17 the probability of getting to 51 percent is
18 much less. But if you look at the bottom of
19 that paragraph under 5(a), it says at the
20 discretion of the University, naming may be
21 time limited.

22 And what I had in mind there for

1 instance, if for one of our buildings, if
2 someone wants to have a license agreement for
3 a period of time based on our evaluation of
4 what they should pay, then it should be time
5 limited for a period of time. It may be five
6 years, it may be ten years.

7 So I think the policy does give us
8 discretion to do that. But if someone comes
9 and say you know, I really want to be
10 associated you know, with this University for
11 the rest of my life and my family to be
12 associated. And you're building this new
13 building, and here's 51 percent, I think that
14 might call into play you know, naming for the
15 useful life of the building.

16 So it's still in policy that's
17 there.

18 TRUSTEE ASKEW: Yes, again, I
19 think that is good as long as there's the
20 flexibility to do these deals where you know,
21 we can define what the number of years are
22 based upon the investment. And just like you

1 have in another section, maybe they get first
2 right of refusal after like ten years.

3 MR. ROGERS: Right.

4 TRUSTEE ASKEW: And we go and you
5 know, we would kind of reset kind of where we
6 are. And if you're comfortable with that Mr.
7 President and the administrations comfortable
8 with that, because you did add that.

9 MR. ROGERS: Right.

10 TRUSTEE ASKEW: So I mean, so I do
11 appreciate that. I understand.

12 CHAIRPERSON CRIDER: Okay. Any
13 other discussion, questions? You're good?

14 TRUSTEE FELTON: I'm just not
15 clear on the actual language of the motion.

16 CHAIRPERSON CRIDER: The motion --

17 TRUSTEE FELTON: That you expect.

18 CHAIRPERSON CRIDER: The motion
19 itself was that which was laid out by the
20 Committee Chair. And where we have landed --
21 that was motioned and second. Where we've
22 landed is you know, essentially we're going to

1 vote whether we accept or not this motion.

2 And then it will go back to the
3 Committee for some of the specific languaging
4 that looks like Trustee members are going to.

5 TRUSTEE SCHWARTZ: Madam Chair, we
6 are voting on the resolution and the backing
7 to the resolution would be the policy itself.
8 We have identified some areas that need some
9 fine tuning.

10 CHAIRPERSON CRIDER: Yes.

11 TRUSTEE SCHWARTZ: The refined
12 policy will then come back to the Committee
13 for final vote.

14 TRUSTEE ASKEW: Madam Chair?

15 CHAIRPERSON CRIDER: Yes, Trustee
16 Askew?

17 TRUSTEE ASKEW: Just on the issue,
18 because I'm thinking through it, and again, it
19 may be that Trustee Felton can give me some
20 help with this. I'm sorry, I just don't want
21 -- when things -- when there's a conflict
22 where one thing says useful life and then the

1 other thing says you've got discretion of the
2 University may be limited, I mean how do you
3 -- if somebody asks about that, how do you
4 reconcile the conflict between the two?

5 I mean again, I support the
6 overall thing. But maybe we can -- as you
7 look at some of the wording, maybe we can
8 clarify some of that language so it doesn't
9 seem -- because again if I read -- when I read
10 useful life and then I come down and say at
11 the discretion of the University, I'm a little
12 bit conflicted between -- I mean, what is the
13 actual policy?

14 Is it at your discretion? You
15 know, length of time? Or is it useful life?
16 And again, I'm just going through --

17 MR. ROGERS: Well, you have the
18 option of useful life if in your determination
19 the donation warrants that.

20 TRUSTEE ASKEW: Okay.

21 MR. ROGERS: But if the donation
22 doesn't warrant that, then that last sentence

1 gives the administration the discretion to
2 bring back to the Board a deal that is more of
3 a license deal.

4 TRUSTEE ASKEW: And all I'm asking
5 is just -- I support what you're saying, I
6 just would like for it to be more clearly
7 stated in the policy, that's all.

8 MR. ROGERS: Okay. All right.

9 CHAIRPERSON CRIDER: And I think
10 the Chair of the Committee understands where
11 you're going and what you're looking for. And
12 that we will rest assured that he'll give us
13 that, right? Make sure we get that.

14 TRUSTEE SCHWARTZ: Yes, ma'am, we
15 still need to refine.

16 TRUSTEE FELTON: And the same with
17 the multiple namings, I want to clarify this.

18 CHAIRPERSON CRIDER: Right. I
19 think the whole when it goes back to the
20 Committee in terms of the policy itself,
21 you've heard the concerns and that he'll be
22 able to make sure that the policy reflects

1 what the concerns have been stated here. And
2 we should be okay.

3 TRUSTEE ASKEW: But we're voting
4 on it today?

5 CHAIRPERSON CRIDER: We're voting
6 on the resolution today. On the resolution
7 today.

8 TRUSTEE ASKEW: Okay.

9 CHAIRPERSON CRIDER: Any further
10 discussion?

11 TRUSTEE FELTON: But the
12 resolution says you adopt the language as
13 attached.

14 CHAIRPERSON CRIDER: But this is
15 not the policy.

16 TRUSTEE BENNETT: It is the
17 policy.

18 CHAIRPERSON CRIDER: Okay, it does
19 say that.

20 TRUSTEE ASKEW: Yes, but you know,
21 I think this is -- can't we just use the
22 technical and I mean this is really a

1 technical, it's not -- you know, we're not
2 really changing the substance of it.

3 CHAIRPERSON CRIDER: Yes.

4 TRUSTEE ASKEW: There's really a
5 technical and clarifying change that we often
6 give the general counsel in the office.

7 CHAIRPERSON CRIDER: Yes. And so
8 what's the language that we usually use?

9 TRUSTEE SCHWARTZ: From the
10 amendments? We do some.

11 TRUSTEE ASKEW: Technical and
12 clarifying.

13 CHAIRPERSON CRIDER: So there's --
14 so how would you state that in terms of --

15 TRUSTEE ASKEW: Of who would leave
16 to make technical and clarifying --
17 clarifying, right.

18 CHAIRPERSON CRIDER: Okay. So do
19 we understand the revised mo -- can you
20 restate the revised motion Mr. Chair?

21 TRUSTEE SCHWARTZ: Technical and -
22 -

1 TRUSTEE ASKEW: So we're not -- so
2 all we're doing

3 TRUSTEE FELTON: Adopt that
4 consistent with the technical and blah, blah,
5 blah.

6 TRUSTEE BENNETT: Yes. Subject to
7 technical amendments.

8 TRUSTEE FELTON: Subject to
9 technical and clarifying changes.

10 TRUSTEE BENNETT: Yes.

11 CHAIRPERSON CRIDER: It's good to
12 have a law student at the table. Okay.

13 TRUSTEE SCHWARTZ: Substitute to
14 technical changes.

15 TRUSTEE BENNETT: No, clarifying.

16 TRUSTEE ASKEW: Technical and
17 clarifying.

18 TRUSTEE SCHWARTZ: And clarifying
19 changes.

20 TRUSTEE BENNETT: Yes.

21 CHAIRPERSON CRIDER: Okay. All in
22 favor of the revised resolution as we have

1 just discussed, vote aye.

2 (Chorus of ayes.)

3 CHAIRPERSON CRIDER: Any opposed?

4 (No response.)

5 CHAIRPERSON CRIDER: Or

6 abstentions?

7 (No response.)

8 CHAIRPERSON CRIDER: Okay. That

9 motion carries. Okay.

10 TRUSTEE SCHWARTZ: Madam Chair we

11 move to Resolution F dealing with the revised

12 procedures for the conduct of elections for

13 alumni members of the Board of Trustees

14 University of the District of Columbia.

15 Therefore, be it resolved that the

16 Board of Trustees of the University of the

17 District of Columbia hereby approves the

18 attached procedure for conduct of elections

19 for alumni members of the Board of Trustees.

20 TRUSTEE FELTON: Second. Are you

21 moving it or are you done?

22 TRUSTEE SCHWARTZ: I'm good.

1 TRUSTEE FELTON: I have a
2 question.

3 CHAIRPERSON CRIDER: Yes, let me -
4 - so it's been moved and second. Discussion?
5 Now Trustee Felton?

6 TRUSTEE FELTON: Yes, I just had a
7 clarification on 2.0, official mailing list.
8 I can understand why you would eliminate six
9 months as being probably not necessary. But
10 in the absence of having to find some period,
11 it leaves sort of the alumni, I'm not sure
12 when they might receive the list. See 2.2?

13 CHAIRPERSON CRIDER: Yes.

14 TRUSTEE FELTON: I mean maybe
15 there was some discussion in Committee
16 meeting?

17 CHAIRPERSON CRIDER: You're
18 looking for a response, right?

19 TRUSTEE SCHWARTZ: I'm trying to
20 remember did we discuss --

21 MR. ROGERS: Mr. Chair, we had
22 proposed to eliminate the six month

1 requirement because --

2 TRUSTEE FELTON: No, I understand
3 the elimination of six.

4 MR. ROGERS: Okay. And we did not
5 put in a substitute for that because we are
6 every day up until we get this memo out, we
7 are correcting that database to get it as you
8 know, have it as accurate as we can.

9 We have built a database based on
10 if you recall the discussion, the alumni
11 directory project from last summer with Harris
12 Connect. And they came back and as Trustee
13 Thompson said, we -- it wasn't a -- it did not
14 produce the results that we had hoped.

15 We got three thousand changed
16 address in that process out of 35 thousand
17 plus that were sent. We have worked with
18 putting those addresses that we have against
19 the National Change of Address database. That
20 has yielded some other changes in the
21 database.

22 We have identified alumni from

1 various subgroups in the city like you know,
2 D.C. teachers et cetera. And trying to
3 collect addresses there.

4 So we expect once these procedures
5 are approved and the RFP is finished for us to
6 select an election consultant to have this
7 memo ready to go within the next couple of
8 weeks so that we can start the process. And
9 at that point, the database will be as up to
10 date as we could possibly have it given all of
11 our efforts.

12 So we -- this is a continuing
13 process.

14 TRUSTEE FELTON: Oh, I understand.
15 But by eliminate -- by having no time frame,
16 I just don't see how, you're just subject to
17 so many charges and allegations.

18 TRUSTEE ASKEW: Now, now Madam
19 Chair, and thank you Trustee Felton, because
20 I had the same question. And maybe it
21 shouldn't be six months. But I do know that
22 if you are an alumni, the alumni mailing list

1 is your base of people who you know who
2 actually can vote for you.

3 I know for me I -- you can sign up
4 for the alumni mailing list. You can sign up
5 and I leveraged the mailing list in order to
6 educate people on my campaign. And if you
7 leave that up until -- I mean if we don't --
8 I mean if you just -- if you don't have a
9 finite time when you've got a specific kind of
10 mailing group, you could either create an
11 advantage or disadvantage.

12 Because I mean, you just don't
13 know. And so for me, it was always good to
14 know what that base of people based upon
15 what's been certified and you know, by the
16 folks, to know that you know, by the mailing
17 list that I'm working off of you know, again
18 without knowing when it -- that mailing list
19 -- I don't know how to -- or a potential
20 alumni doesn't know how to get to those people
21 to educate them.

22 MR. ROGERS: You don't get to them

1 until the election period. And a call for
2 petitions has been issued. And then
3 everything that we have is available to the
4 candidates.

5 And let me say this --

6 TRUSTEE ASKEW: No, no, the
7 mailing list is the list that has already been
8 scrubbed and determined that these people are
9 eligible to --

10 MR. ROGERS: Right, right.

11 TRUSTEE ASKEW: Right. So what's
12 the distinction you're making?

13 MR. ROGERS: The distinction I'm
14 making, that is the list. What I'm saying is
15 that once you have qualified as a candidate,
16 that's when you begin the process of
17 communicating to people --

18 TRUSTEE ASKEW: Correct.

19 MR. ROGERS: To sign your petition
20 and to support your campaign. That's when
21 what we have in terms of a mailing list is
22 available to you.

1 But let me say this. These elec -
2 - these rules are for the eminent campaign.
3 We cannot meet a two month deadline or else we
4 cannot meet the election for this time around.

5 So for future elections, if you
6 want to re-institute the six months or I think
7 sometimes three months is probably more
8 reasonable, then that's fine. But for this
9 campaign, changing the policy now would put us
10 behind the eightball.

11 TRUSTEE ASKEW: We're creating
12 exceptions.

13 TRUSTEE FELTON: Clarify, the
14 policy says six months. The current policy is
15 six months.

16 MR. ROGERS: The current pol --
17 no, the policy was applicable for the last
18 election five years ago. And we proposed
19 these rules for this election. That's why we
20 eliminated the proposed elimination of the six
21 months because we had this continuing
22 challenge of sorting through the alumni

1 database.

2 It's triggered by --

3 TRUSTEE FELTON: So it's only for
4 this election? And we'll have different rules
5 for the next one?

6 MR. ROGERS: Excuse me?

7 TRUSTEE FELTON: And we shall have
8 different rules for the next one?

9 MR. ROGERS: I think so, because
10 there was discussion in our previous
11 conversation about some changes that some
12 Board members wanted for -- to these election
13 rules. And it was discussed with the Alumni
14 Society and they asked that there not be
15 changes for this time, but they would consider
16 them for the next time and be supportive for
17 the next round of elections.

18 CHAIRPERSON CRIDER: Right. But
19 it doesn't seem to me that each time we face
20 an alumni election that we would have to
21 approve election procedures. I mean if there
22 are you know, parts of the procedure that need

1 to be changed, that's one thing.

2 But to have to come back and re-
3 vote each time there's an alumni election, a
4 new set of procedures doesn't make sense to
5 me. Trustee Bennett, did you have some -- did
6 I see your hand?

7 TRUSTEE BENNETT: I did have one
8 small comment to ask. Remember in our last
9 Committee meeting, Trustee Thompson, she
10 pointed out that the mailing list was -- the
11 accuracy of it. And you alluded to it earlier
12 about the study was less than successful.

13 So I was wondering, the level of
14 technology that we put into finding these
15 addresses, for example, I was an investigator
16 and how I would track down where people live
17 is using the software on the websites that are
18 available. And you can find anyone, even
19 their phone numbers.

20 So how have we been using that to
21 become more efficient?

22 MR. ROGERS: Harris Connect as the

1 contractor used -- employed some of those
2 procedures. We have not employed those
3 procedures as yet. And that is a -- that's
4 a further measure.

5 But I think that one thing that we
6 are working on is to make it -- simply make it
7 easier for alumni to change their addresses
8 online on our website. It is not the easiest
9 thing to do now.

10 And I think some software we
11 bought just several years ago did not work
12 out. And we discontinue it. And so we're
13 looking to make it easier for alumni to change
14 their addresses and to communicate with them
15 and give them a basis to be more interested in
16 what happens here. And over time we'll get
17 more of them involved.

18 TRUSTEE BENNETT: Okay, thanks.

19 CHAIRPERSON CRIDER: Let me just
20 ask, what's the time line with respect to the
21 alumni election so I can fully understand this
22 issue related to this updating of the list?

1 MR. ROGERS: The time line goes
2 until November to February. Our target was
3 February 15 for a candidate to be declared the
4 winner. So that we would have time should
5 there be a protest, to sort out the protest so
6 that a -- someone could be seated by the May
7 15 deadline.

8 CHAIRPERSON CRIDER: Okay. And in
9 the past, what was the time line like?
10 Because you're saying November to February.

11 MR. ROGERS: February.

12 CHAIRPERSON CRIDER: And that
13 included the nomination process.

14 MR. ROGERS: Yes, yes.

15 CHAIRPERSON CRIDER: The
16 campaigning process.

17 MR. ROGERS: Yes.

18 CHAIRPERSON CRIDER: And the
19 actual vote.

20 MR. ROGERS: Stacy you want -- you
21 have any further on the past? You don't?
22 Okay, fine. All right. Since I wasn't here.

1 But based on what I've seen, that
2 has been the window.

3 CHAIRPERSON CRIDER: So, okay.

4 TRUSTEE THOMPSON: In my memory,
5 for what's it worth --

6 CHAIRPERSON CRIDER: Yes, I'm
7 looking at the Trustees here for mine.

8 TRUSTEE THOMPSON: It seemed like
9 we were involved from November until the end
10 of February. And around March it was
11 announced what the outcome was. And then we
12 took place when the next person moved out.

13 MR. ROGERS: Right.

14 TRUSTEE THOMPSON: So that's kind
15 of where it's been for my two rounds.

16 MR. ROGERS: For the last two
17 elections that I've looked at, you know the
18 material, that was the time frame.

19 CHAIRPERSON CRIDER: Okay.

20 TRUSTEE SHELTON: But just for the
21 record, the last three elections have been
22 this kind of race to -- the last three

1 elections have been this race to completion,
2 okay. And the Board has been challenged to
3 deliver a practice that gets us through to the
4 end of the election.

5 And then for whatever circumstance
6 it fades into the foreground. The effort by
7 management to complete this task is critical
8 that it be done now. Warts and all. That's
9 why I'm not listing a number of concerns that
10 I've already addressed because we will have to
11 come up with a final for the next election.

12 We hope that administration will
13 give us a timely process for the election of
14 alumni and student representatives to the
15 Board. Each of those elections have been
16 challenged in their processing over the last
17 three elections, or -- that I'm aware of.

18 Okay, so this is just another
19 effort to get it done so we that we can move
20 forward and hopefully --

21 CHAIRPERSON CRIDER: All right.
22 And I don't think that you hear people saying

1 we don't want to do this. I think it's again
2 a question of clarity and exactly you know,
3 what will happen.

4 I mean, if in fact the period was
5 November to you know, November to February,
6 we're into November now already. So you know,
7 this notion of you know, updating at whatever
8 point, prior to the conduct of the election,
9 you know, I think is the one we're trying to
10 debate now.

11 And whether it makes sense to
12 leave it like it so up to the day before, I
13 could be updating stuff. That doesn't seem to
14 make sense. I think if we could propose an
15 alternative to that, you know that makes sense
16 and understanding that for this election it
17 may not work.

18 But I don't think it makes sense
19 to have us coming back every, you know every
20 election time to approve a policy. We can
21 accept -- we can accept a policy and approve
22 a policy and create an exception for this one

1 election. We can do that.

2 You know, but I'm not comfortable
3 with the idea of if these are the procedures
4 that make sense as Trustee Shelton says, warts
5 and all, that we take the warts and all. But
6 you know, -- well, I won't be here five years
7 from now, so I guess I don't have to deal with
8 it.

9 TRUSTEE SHELTON: And I think
10 that's been the philosophy all along.

11 CHAIRPERSON CRIDER: What's been
12 the philosophy?

13 TRUSTEE SHELTON: Ma'am, there --

14 CHAIRPERSON CRIDER: So that is
15 not the philosophy I'm dealing with.

16 (Laughter)

17 TRUSTEE ASKEW: Madam Chair?

18 CHAIRPERSON CRIDER: Yes?

19 TRUSTEE ASKEW: You know, I'd like
20 to propose an amendment here. Again, I mean
21 I do think, I am supportive of what's being
22 provided here. And as you can recall, you

1 know, we asked some of these questions or we
2 started asking some of these questions at our
3 last meeting.

4 And I think most of my -- or and
5 others' concerns can be you know, addressed.
6 I still do firmly believe that there needs to
7 be an official mailing list within a certain
8 period of time prior to the conduction of the
9 elections.

10 And you know, if the -- if the
11 candidates are found to be eligible, and again
12 someone will have to help me with this by
13 January or whenever it is. Because I can't
14 remember when our eligibility was established
15 to be a candidate.

16 And you want to have the -- if
17 you want to have it in March you know, April
18 or March, I know the rules require that you
19 know, you just got to make sure you have the
20 -- and I think you get a little bit longer
21 than that. I think you get into April when
22 the elections actually have to take place per

1 the stat -- for our regulations I think it's
2 April.

3 Which to me you know, so maybe
4 changing this to you know, three months prior
5 to, will satisfy not only this current issue,
6 but I think you won't necessarily have to come
7 back to us. The reason that this language
8 prior to -- six months prior to was put in
9 here, is because of the constant -- and I'm
10 not putting this on you Mr. Rogers.

11 But I'm telling you from
12 historically, since I have been a part of the
13 alumni elections process, and I think there
14 are others who can attest to this, there has
15 been a breakdown in this particular area along
16 with others. And so there was a thought that
17 the Board needed to ensure that the
18 administration that was responsible for these
19 elections, had some direction as to when these
20 candidates should receive this.

21 So Madam Chair, you know having
22 said that, I'd like to propose an amendment to

1 change that to not less than three months
2 prior to the conduct of the elections. And
3 again, based upon the time line that's been
4 given, and again I don't know if Stac -- I'm
5 thinking, I'm pretty sure it's April.

6 Somewhere the elections have to have around
7 about April.

8 I think that that will give -- and
9 again, the email -- the mailing list will
10 never be perfect. I mean there's not an
11 institution -- right, we know that. But I do
12 think that based upon the information we've
13 heard, the database supposedly is much better
14 than what it was five years ago.

15 And every time I turn around I'm
16 getting something in the mail that asks me.
17 And I'm happy to see that, that asks me has
18 your email address changed? Has your number
19 changed?

20 TRUSTEE THOMPSON: I haven't
21 gotten one.

22 TRUSTEE ASKEW: Not emails, I've

1 gotten little post cards. I don't know.

2 TRUSTEE FELTON: You got a
3 postcard?

4 TRUSTEE THOMPSON: Not one thing?

5 TRUSTEE ASKEW: Yes, yes. I do
6 see those, you know. But my point is, is that
7 I do believe though not perfect, I do think
8 that the -- as I understand it, that we're in
9 a better place. As long as you've gotten
10 Mary's email addresses that she has hand
11 delivered to the administration, you're good
12 -- on more than one occasion, you know. I'm
13 sorry.

14 MR. ROGERS: I keep trying to get
15 Mr. Shelton's list from D.C. teachers, but he
16 won't hand it over.

17 TRUSTEE SHELTON: I keep sending
18 you dribs and drops as they come in.

19 TRUSTEE ASKEW: But Madam Chair,
20 I'd like to propose --

21 TRUSTEE SHELTON: I second.

22 TRUSTEE ASKEW: Thank you very

1 much.

2 (Laughter)

3 CHAIRPERSON CRIDER: I'm sorry, I
4 do have one other discussion -- one other
5 question though, and that's I guess a
6 procedural question that I probably don't want
7 to hear the answer. But does this have to go
8 to that comment period and all of that?

9 Because it's in -- it doesn't have
10 to do that? Okay. I like that answer. All
11 right.

12 Okay, so all in favor of the
13 motion as amended vote aye.

14 (Chorus of ayes.)

15 CHAIRPERSON CRIDER: Any opposed
16 or abstention?

17 (No response.)

18 CHAIRPERSON CRIDER: That motion
19 carries.

20 TRUSTEE SHELTON: Just a point of
21 information?

22 CHAIRPERSON CRIDER: Yes?

1 TRUSTEE SHELTON: 1.4, Mr. Rogers,
2 if you will look at the minutes from the
3 Committee meeting, there was an adjustment to
4 that paragraph. But I will not belabor the --

5 MR. ROGERS: That 1.4, if you look
6 at the draft it has the comments in it.

7 TRUSTEE SHELTON: Oh, okay. Okay,
8 I'm looking at the wrong one. Thank you. My
9 apologies everyone.

10 MR. ROGERS: It's been
11 accommodated sir.

12 TRUSTEE SHELTON: Okay, I'm done.

13 TRUSTEE ASKEW: And Madam Chair --
14 Madam Chair, just one last thing. Again, I do
15 for those that -- there was a discussion last
16 time, because I asked whether or not we had
17 discussed the inclusion of the Community
18 College, a graduate from the Community
19 College, a degree was actually eligible.

20 And I see, and I will note that I
21 understand that this has been discussed with
22 the Alumni Association. And everybody's on

1 the same page that someone who has graduated
2 and received a degree is also added.

3 The other thing is --

4 CHAIRPERSON CRIDER: So the
5 addition of Associate Degree satisfies that,
6 right?

7 TRUSTEE ASKEW: Yes. And
8 Associates and it's a degree, so it's -- but
9 I would just for purposes of you know, because
10 I know we have a section that says official
11 alumni mailing. I don't have a definition in
12 front of me.

13 But depending upon who you talk to
14 and what generation, a mailing may not be an
15 email, right. And so I would think just for
16 clarity purposes that you may want to define
17 what mailing actually means.

18 And again, you may have to -- I'm
19 sure the University does a combination of
20 both. And it should. But I just note that
21 mailing means different things to different
22 generations these days. And you might want to

1 care for that.

2 And particularly since we just
3 added a base of -- a population that could be
4 you know, 18, 19 years old and they're -- like
5 that's just not the way that you communicate
6 with them.

7 MR. ROGERS: So for clarification
8 purposes going forward, so as I understand the
9 Board's actions tonight, we cannot begin the
10 election process until 90 days from the date
11 on which the Board Chair signs the resolution?
12 Or is it tonight?

13 TRUSTEE ASKEW: No, the election
14 process is under the existing -- yes, so you
15 don't need any -- you don't need, I don't
16 think you need any Board action with the
17 exception of just the mailing list.

18 TRUSTEE SHELTON: The Board has
19 approved this to go forward.

20 TRUSTEE SCHWARTZ: That's correct.

21 MR. ROGERS: Okay. Is a mailing
22 list available?

1 TRUSTEE ASKEW: But I see your
2 question. Because one of the things that may
3 not be redlined, because I think we also took
4 away the signature. Or I think it reduc --
5 didn't you reduce the signature requirement
6 from like 100 to 25?

7 MR. ROGERS: No, no. That was a -

8 -

9 TRUSTEE FELTON: That's for the
10 students, the student trustee.

11 TRUSTEE ASKEW: Oh, sorry. Okay,
12 sorry.

13 TRUSTEE SCHWARTZ: Which one are
14 we?

15 TRUSTEE ASKEW: No, no, they
16 corrected me. I was wrong.

17 CHAIRPERSON CRIDER: Yes, that was
18 a different -- the other elections.

19 MR. ROGERS: Okay, I understand
20 the Board's actions.

21 CHAIRPERSON CRIDER: Okay, thank
22 you.

1 TRUSTEE SCHWARTZ: Madam Chair?

2 CHAIRPERSON CRIDER: Yes?

3 TRUSTEE SCHWARTZ: We return to
4 Resolution A?

5 CHAIRPERSON CRIDER: Yes.

6 CHAIRPERSON CRIDER: Under the
7 Seventh Master Agreement for clarifying
8 discussion has already been moved and second.
9 And we can now do some clarifying discussion
10 on the scale.

11 MS. PETTY: The first shows the
12 step scale as of 2007 and 2013. The second,
13 the banded merit schedule as of 2007/2013.
14 And if you'll look at those, you'll see that
15 each of them actually, you see the three
16 percent reflected there in the increases in
17 the scales.

18 Every current faculty member is on
19 currently the 2007 -- a 2007 scale. The new
20 scales will take them to their new three
21 percent increased salary scale. This will
22 provide us a basis for actually determining

1 the back pay that's due for them for FY '14
2 and establish their new salary for FY '15.
3 Okay.

4 You can see that very clearly on
5 the step scale. But you can't see it on the
6 banded scale. But rest assured, every faculty
7 member at each of those ranks is at some point
8 on the band, the appropriate band. Okay.

9 And so what we'll be doing is --
10 it's already been done actually in the
11 calculations of the costs of the increase.
12 We've calculated three percent for each of
13 their salaries along that banded scale.

14 I'll stop there. Are there any
15 questions on that?

16 TRUSTEE ASKEW: So is that a three
17 percent per -- is that a three percent per
18 year?

19 MS. PETTY: Not three percent per
20 year.

21 TRUSTEE ASKEW: Okay, then right.

22 MS. PETTY: Actually the agreement

1 gave a lump sum payment for back years to
2 faculty depending upon the length of their
3 tenure at the University. But it awarded to
4 faculty members a three percent increase for
5 fiscal year '14, 2014. Okay, effective
6 October 1, 2013. Okay?

7 The last submission that you have
8 in your Board package actually was an error.
9 The law school combines its professor and
10 distinguished professor ranks. And that --
11 not the numbers from that scale, but that
12 configuration was used. It's incorrect.

13 If you'll notice the last -- the
14 2007 banded scale had separate scales for
15 distinguished professor and professor. And
16 you see that now carried forth into 2013.

17 There has always only been one
18 salary on the step scale for distinguished
19 professor. Okay? And that continues in 2013,
20 with just a single salary. There is currently
21 one distinguished professor at the University,
22 and that's his salary. Okay?

1 So you have the correct scales
2 now. And I'll entertain any questions about
3 them.

4 CHAIRPERSON CRIDER: Trustee
5 Bennett?

6 TRUSTEE BENNETT: Thank you Chair.
7 Thank you so much for clarifying why we now --
8 so currently what we're being -- what we're
9 voting on is the collapsed distinguished
10 professor into the professor, correct?

11 MS. PETTY: No, no, no, no. What
12 you're voting on are the FY 2013 scales.

13 TRUSTEE BENNETT: Right.

14 MS. PETTY: Both banded and step.

15 TRUSTEE BENNETT: So this is the
16 new one that we were asked. Because the one
17 that's in our packet combines them.
18 Distinguished and --

19 MS. PETTY: Right. And it's
20 incorrect.

21 TRUSTEE BENNETT: So that's
22 incorrect?

1 MS. PETTY: That's incorrect.

2 TRUSTEE BENNETT: So this is the
3 one?

4 CHAIRPERSON CRIDER: This is
5 correct.

6 TRUSTEE BENNETT: Okay. So my
7 other question then if we were not using a
8 step system in 2007, but yet we have some type
9 of range here also. So did we use the ranges
10 in the step system to come up with the ranges
11 we have here? Is that right?

12 MS. PETTY: No, in 2007 there were
13 two separate scales, faculty under the Sixth
14 Master Agreement could opt to be either on the
15 step system or the banded system.

16 TRUSTEE BENNETT: Got you.

17 MS. PETTY: In -- under the new
18 contract that's being approved tonight, every
19 faculty member will move to the banded scale.
20 But in order to do the calculations of salary
21 for that three percent increase that was to
22 take effect on October 1, 2013, we've devised

1 a salary scale for the salary -- for the step
2 scale also.

3 TRUSTEE BENNETT: Totally
4 understood.

5 MS. PETTY: Okay.

6 TRUSTEE BENNETT: Yes, that
7 answered my question on that. The last
8 question to that was in our last meeting the
9 issue came onboard that the agreement was
10 signed by the Faculty Board. Has that been
11 resolved?

12 MS. PETTY: It has not been
13 signed.

14 TRUSTEE BENNETT: It has not been
15 signed? Okay, thank you.

16 CHAIRPERSON CRIDER: Trustee
17 Askew?

18 MS. PETTY: I want to add one
19 other point. And that is that the contract
20 calls for a 15 percent increase in the upper
21 limit of the lower three ranks. So
22 instructor, assistant professor, associate

1 professor.

2 In FY '15 those bands will
3 increase at the upper end by 15 percent. Or
4 at both ends by 15 percent. Okay? They'll be
5 adjusted by 15 percent. And that will relate
6 -- that's designed really to facilitate
7 hiring.

8 If you'll notice the salary scales
9 are very low at those levels. And we hire at
10 those levels. And for the faculty that are at
11 those levels, they're very low. So there will
12 be a 15 percent adjustment on both ends of
13 those bands.

14 CHAIRPERSON CRIDER: Thanks for
15 adding, that makes a little more sense. And
16 also, did you apply the back pay before you
17 did this adjustment?

18 MS. PETTY: Well there was no --
19 the back pay is a lump sum, one time payment.

20 CHAIRPERSON CRIDER: So this was a
21 lump sum. So you applied the lump sums and it
22 brought -- so it would have brought all the

1 professors up to this minimum salary?

2 MS. PETTY: No, the lump sum does
3 not get added to base.

4 CHAIRPERSON CRIDER: Okay.

5 MS. PETTY: The base salary that
6 we use for the calculation of the three
7 percent is the current faculty's salary.

8 CHAIRPERSON CRIDER: That's on
9 this --

10 MS. PETTY: That the faculty
11 member earns wherever they are on the step or
12 banded scale.

13 CHAIRPERSON CRIDER: Okay. Right,
14 and so -- you know, I'm a little slow, so if
15 I'm at step ten today, right? That says
16 \$91,063.00.

17 MS. PETTY: You're a professor
18 step ten.

19 CHAIRPERSON CRIDER: I'm a
20 professor at step ten.

21 MS. PETTY: All right.

22 CHAIRPERSON CRIDER: And if I do a

1 three percent, then that's \$93,794.00,
2 somewhere in that range?

3 MS. PETTY: No. If you were a
4 professor ten today, your salary would be
5 \$88,411.00. Step ten, right?

6 TRUSTEE BENNETT: No, that's step
7 nine you just read.

8 CHAIRPERSON CRIDER: Okay, so
9 that's in 2007.

10 MS. PETTY: But that would be your
11 salary today. We use that for the
12 calculation.

13 CHAIRPERSON CRIDER: Okay. So
14 what's the \$91,063.00 that says effective
15 October 1, 2013?

16 MS. PETTY: That would be where
17 your salary would go as of October 1, 2013.

18 CHAIRPERSON CRIDER: Okay. I
19 think my question is still the same though.

20 MS. PETTY: Okay.

21 CHAIRPERSON CRIDER: Whether it's
22 \$88 or \$91. If I am at \$88,411.00 today, you

1 apply three percent to that, right? Which
2 takes me somewhere around what, \$92?

3 MS. PETTY: \$91,063.00, it's on
4 the top scale.

5 CHAIRPERSON CRIDER: See I was
6 right, okay. So we still will have -- or will
7 we still have this variation in salary?
8 Because not everybody is going to hit this
9 minimum salary, right? Will all of the
10 professors wherever they are along this line
11 end up at the minimum of \$108,974.00?

12 MS. PETTY: Well, the minimum --
13 that's for distinguished professors. The
14 minimum for professor --

15 CHAIRPERSON CRIDER: I'm sorry --
16 of \$66,201.00?

17 MS. PETTY: Right. Everybody who
18 is a professor will be higher then \$66,201.00
19 when we move them over to the scale.

20 CHAIRPERSON CRIDER: But less then
21 the \$110?

22 MS. PETTY: But less then the

1 \$110, exactly.

2 CHAIRPERSON CRIDER: So it's still
3 a bunch of steps, right? It's still a bunch
4 of steps.

5 TRUSTEE CURRY: If you look at
6 step one, that's where the bases are.

7 CHAIRPERSON CRIDER: Right.

8 TRUSTEE CURRY: If you go from
9 professor all the way down. And then this
10 would have graduations along the way, there
11 are gradations along the way.

12 CHAIRPERSON CRIDER: Right.
13 Right. But it's still -- you know, I guess
14 I'm reading this as it's still a bunch of
15 steps. Because -- you can call it a band or
16 whatever you want, but it's still a bunch of
17 salaries along the way to get from the \$66 to
18 the \$110.

19 MS. PETTY: But you don't have to
20 be limited to an increment that is the
21 difference between the steps here. You can
22 perhaps move by \$3,000.00 or \$5,000.00 rather

1 then the \$1,000.00 or \$2,000.00 difference
2 that's on the end there.

3 CHAIRPERSON CRIDER: Right.

4 MS. PETTY: Does that help?

5 TRUSTEE SCHWARTZ: Based on some
6 merit process.

7 MS. PETTY: Yes.

8 CHAIRPERSON CRIDER: Right.

9 Because I mean it sounds to me like the only
10 difference really, I mean we adjusted the
11 salaries by three percent in each band, each
12 step, right? And now instead of it being an
13 automatic increase as you do in a step, it is
14 an increase based on merit, but it's still in
15 a step.

16 TRUSTEE: But it doesn't have to
17 be just that step.

18 TRUSTEE ASKEW: The step is not --

19 CHAIRPERSON CRIDER: I understand.
20 Right, but it's still a step, right? It's
21 still a step.

22 TRUSTEE LEMUS: It's an improved

1 step.

2 MS. PETTY: Well, it's an amount.
3 It's an increment. Yes.

4 CHAIRPERSON CRIDER: Okay. I may
5 not be using the right terminology, but it is
6 not two salaries, a minimum and a maximum.
7 There are a bunch of salaries in between --

8 MS. PETTY: Oh yes. That's
9 correct.

10 CHAIRPERSON CRIDER: That minimum
11 and that maximum, that range. And you get to
12 the range because you used what was the steps
13 before, applied three percent and you come up
14 with what their new base is.

15 MS. PETTY: Well we get to where
16 we place them in the range.

17 CHAIRPERSON CRIDER: On the range.

18 MS. PETTY: Right.

19 CHAIRPERSON CRIDER: Right.

20 MS. PETTY: Yes.

21 CHAIRPERSON CRIDER: And so if I
22 could have 100 people in four different

1 ranges, I'm going to apply three percent, I
2 might apply six percent, whatever I choose.
3 I'm not going to have all of the professors at
4 \$110,282.00.

5 They're going to be somewhere
6 between those two. And that wasn't clear to
7 me initially with what was presented to us.

8 MS. PETTY: All right.

9 CHAIRPERSON CRIDER: So you're
10 still using in my mind -- you're still using
11 the steps to get up to some new base. And
12 from that you'll do your merit increases on
13 whichever you want to.

14 MS. PETTY: That's correct. Well,
15 for some segment of the faculty we're using
16 the steps.

17 CHAIRPERSON CRIDER: Right.
18 Unless they merit an increase, they won't get
19 an increase.

20 MS. PETTY: That's right.

21 CHAIRPERSON CRIDER: It's not like
22 the old day where you just move from -- I got

1 that part.

2 MS. PETTY: Okay.

3 CHAIRPERSON CRIDER: Well it was
4 not clear from what was presented before how
5 you got from this minimum to this maximum.
6 And I think that's where we got a little
7 stuck.

8 Did you have something Trustee
9 Askew?

10 TRUSTEE ASKEW: No, no. You know,
11 I'm just -- and again I apologize, I'm just
12 trying to -- I'm still stuck on the
13 distinguished professor.

14 TRUSTEE SHELTON: There's only
15 one.

16 TRUSTEE ASKEW: Is there only one?

17 MS. PETTY: Well on the step scale
18 there is only one. I think he's -- there's
19 only one salary there on the step scale for
20 distinguished professor.

21 TRUSTEE ASKEW: Right. So how did
22 you get to -- right, exactly.

1 MS. PETTY: But we had a banded
2 scale since 2007 that had a low point and a
3 high point.

4 TRUSTEE ASKEW: Okay.

5 MS. PETTY: If you look at -- and
6 look at your second -- look at this one.

7 TRUSTEE ASKEW: Yes, I see this
8 one. I just don't see it on the -- I was
9 again, because we're comparing the two.

10 MS. PETTY: No, not necessarily.
11 They are different scales.

12 TRUSTEE ASKEW: Okay. Okay. I'm
13 looking at -- because the numbers are the
14 same, they're starting off you know, --

15 MS. PETTY: Some of the numbers
16 are the same.

17 TRUSTEE ASKEW: It's start -- you
18 know, so when you got \$38,746.00, I see
19 \$73,846.00. And so that's -- it's throwing me
20 -- you're saying they're not the same, look at
21 them differently. But I'm not quite under --
22 I'm still caught on the distinction.

1 And particularly again, I'm just
2 you know, if the \$108 started somewhere on
3 like step number nine or something and it went
4 up to \$117 then I -- or let's say in this case
5 \$112 or something like that. And then you did
6 the three percent.

7 And I could see -- maybe I could
8 rationally see how you might have gotten to
9 the \$117. But I just -- it's just sitting
10 there on its own. But you're telling me not
11 to compare, don't look at them, they're apples
12 and oranges.

13 MS. PETTY: Well you can compare
14 it here. This \$117 is three percent higher
15 then the \$114 that was the maximum on the
16 distinguished professor scale in 2007.

17 TRUSTEE ASKEW: Okay.

18 MS. PETTY: Okay?

19 TRUSTEE ASKEW: Well previously
20 you didn't -- okay, I got it.

21 MS. PETTY: All right.

22 CHAIRPERSON CRIDER: Trustee

1 Shelton?

2 TRUSTEE SHELTON: Two points --
3 two -- when you're computing salaries for
4 employees, you use an average salary to
5 compute the generic amount of money that goes
6 up to. You use a generic salary of all your
7 people.

8 You don't just -- you eventually
9 come down to the individual cases, but you
10 start off with a generic projection based on
11 the midline salary for all the employees you
12 had.

13 MS. PETTY: Oh, yes.

14 TRUSTEE SHELTON: You base your
15 fundamental estimation on that group of
16 people. And then you build the salaries for
17 each individual off of that projection.

18 What we appear to have here is a
19 collective projection but not an individual
20 projection of the salaries. And it's -- we
21 really need to understand that this is a
22 projection of the spread of salaries in that

1 professor group.

2 But the individual salaries will
3 be established based on where they are right
4 now.

5 MS. PETTY: Right.

6 TRUSTEE SHELTON: That's number
7 one. This is an arithmetic problem that HR
8 does. They do the arithmetic. All they're
9 letting us know is that it will be in this
10 range, okay.

11 Now that's my addressing this
12 arithmetic.

13 CHAIRPERSON CRIDER: All right, I
14 think I got that.

15 TRUSTEE SHELTON: Okay, but we're
16 -- but we can't say what each salary is going
17 to be. We can only say that the lowest person
18 in line will get this much and the highest
19 person in line will get this much at the
20 beginning. And that's it.

21 CHAIRPERSON CRIDER: Right. But I
22 don't think that anybody -- unless I'm misin

1 --

2 TRUSTEE SHELTON: Okay, well
3 that's what I said, I have two. So I can get
4 that on in.

5 CHAIRPERSON CRIDER: Unless I
6 misinterpreted the question, I don't think
7 anybody was asking what did Professor Shelton
8 get or what will Professor Bennett get. That
9 wasn't the confusion for me. That wasn't the
10 confusion.

11 TRUSTEE SHELTON: Okay, all right.

12 CHAIRPERSON CRIDER: So.

13 TRUSTEE SHELTON: I missed the
14 confusion.

15 CHAIRPERSON CRIDER: Okay.

16 TRUSTEE SHELTON: But my question
17 that I'm going to try to shift and you can
18 come back to it later, is we're being asked to
19 sign this document as a Board approved. And
20 the organizations that we've negotiated with
21 have not signed.

22 What is the impact on our

1 authorization to this contract without an
2 agreement from the workforce?

3 MR. BARASH: Scott Barash, General
4 Counsel. It's really a question of timing.
5 Some -- sorry.

6 CHAIRPERSON CRIDER: All right
7 Scott.

8 MR. BARASH: It's really a
9 question of timing. We have been told by the
10 Association's counsel that they don't have any
11 objection to the language of the Agreement.
12 The Board has to take action at this regularly
13 scheduled meeting.

14 We have to send this down to the
15 Council as well as I think you know. And
16 we're hoping to do that in time of the Council
17 to take action on -- at it's December 2
18 session on an emergency basis.

19 So that's the timing. There are a
20 lot of moving pieces here. And there's no
21 reason to think that it won't get signed by
22 the Association.

1 CHAIRPERSON CRIDER: I think let
2 me just ask maybe one question. This went to
3 arbitration, right?

4 MR. BARASH: Yes.

5 CHAIRPERSON CRIDER: This went to
6 arbitration --

7 MR. BARASH: Yes.

8 CHAIRPERSON CRIDER: And I thought
9 what happens in arbitration is that each side
10 is represented by somebody and the arbitrator
11 makes a decision based on the facts as
12 presented by both sides. And that the
13 arbitration then is binding.

14 Is there something that is not
15 binding about this arbitration?

16 MR. BARASH: No. This is binding
17 arbitration. You are absolutely correct.

18 CHAIRPERSON CRIDER: Okay. So to
19 the extent that we have a decision by the
20 arbitrator, is that the right word?

21 MR. BARASH: Arbitrator.

22 CHAIRPERSON CRIDER: By the

1 arbitrator -- we have a decision by the
2 arbitrator, then it is up to the University
3 and the Faculty Association to live by that
4 arbitration person's decision.

5 MR. BARASH: That is correct.

6 CHAIRPERSON CRIDER: If they
7 don't, what happens?

8 MR. BARASH: We would bring an
9 action to enforce that. But we have no reason
10 to think that that will not happen.

11 CHAIRPERSON CRIDER: Right. I'm
12 not saying that it would. But I thought I
13 heard Mr. Shelton's concern was if there is
14 not buy in by the faculty yet on this
15 decision, why are we discussing this?

16 And I guess my question is, does
17 the arbitration essentially take care of that?
18 Whether they agree totally or not.

19 MR. BARASH: Yes. It is binding
20 arbitration. You're absolutely right.

21 CHAIRPERSON CRIDER: Right.

22 TRUSTEE BENNETT: Thank you.

1 CHAIRPERSON CRIDER: I'm not
2 taking questions from the audience.

3 TRUSTEE BENNETT: And is
4 everything in the agreement arbitrated? All
5 the elements that we're asked to vote on
6 tonight, are they terms that have been
7 arbitrated or are there some that are not?

8 MR. BARASH: There were some terms
9 that were negotiated and agreed to prior to
10 the arbitration. There were two broad points
11 that went to arbitration.

12 The compensation piece that we've
13 talked a lot about. And the faculty
14 evaluation piece. Those were subject to the
15 binding arbitration process. So there were
16 two parts to it.

17 TRUSTEE BENNETT: So the follow up
18 to that. So therefore the parts that were not
19 arbitrated, currently, they're not binding
20 even if we vote yes tonight?

21 MR. BARASH: But they've been
22 agreed to.

1 TRUSTEE BENNETT: Okay.

2 TRUSTEE SHELTON: And the money
3 will be -- we're authorizing the money --
4 we're authorizing the money as of the vote.
5 Is that what we're doing? When we make this
6 vote, whether they sign it or not, we've
7 authorized the economic gains?

8 MR. BARASH: It has to be approved
9 by Council. And they will -- the Association
10 will have to sign the agreement.

11 TRUSTEE SHELTON: Before it's
12 approved by Council?

13 MR. BARASH: Yes.

14 TRUSTEE SHELTON: Before at least
15 --

16 MR. BARASH: Well actually, I'm
17 not sure about that. I'm not sure about that.

18 CHAIRPERSON CRIDER: When you say
19 by Council, you mean City Council? It goes
20 down to City Council?

21 MR. BARASH: City Council.

22 TRUSTEE SHELTON: So you're saying

1 in the norm -- my experience with the process
2 is that managers sign last. Labor agrees and
3 then the management signs.

4 What I'm discovering here is
5 management is signing and labor is still
6 negotiating.

7 MR. BARASH: I don't think anybody
8 is still negotiating.

9 TRUSTEE SHELTON: But still, they
10 haven't signed.

11 MR. BARASH: I don't think anybody
12 is still negotiating.

13 TRUSTEE SHELTON: They have not
14 signed. So therefore they're -- they're still
15 open. Let me say it that way rather than
16 negotiation they're still open. They have not
17 signed.

18 MR. BARASH: We have no reason to
19 believe that there's any issue with the
20 contract, either the binding arbitration or
21 the proceeding items that were negotiated. We
22 have no reason to think that.

1 TRUSTEE SHELTON: Please
2 understand at my hesitation is because this
3 has been a very extended negotiation
4 culmination --

5 MR. BARASH: Yes it has.

6 TRUSTEE SHELTON: That has gone
7 steps forward, backwards and sideways in the
8 five years I've been here. And I would like
9 to finally have it come to a culmination so
10 that we can move fully forward. And I don't
11 want a surprise.

12 MR. BARASH: I don't want a
13 surprise either. This has been a challenging
14 process I think for everyone long before I got
15 here. And I think that we are hopeful that we
16 are bringing it to a close.

17 And again, we have no reason to
18 believe that it won't come to a successful
19 close and that the Council won't approve it.
20 And that the Board will approve it. And that
21 the Faculty Association will formally approve
22 it as well.

1 TRUSTEE SHELTON: Thank you.

2 CHAIRPERSON CRIDER: Trust -- I
3 mean Dr. Lyons?

4 PRESIDENT LYONS: Madam Chair.
5 Trustee Shelton, we -- I guess when I say
6 Trustee Shelton, it turns off the things.

7 (Laughter)

8 PRESIDENT LYONS: You know, as you
9 said this has been going on a long time. Both
10 parties submitted proposals. The arbitrator
11 ruled in our favor. Now it has to be
12 ratified.

13 And I don't -- I don't see any
14 reason why after we have submitted a proposal,
15 it has been accepted by the arbitrator, that
16 we would not get your approval this evening.

17 TRUSTEE SHELTON: Well, I'm not
18 saying that I'm not. I just want to make sure
19 that -- I'm trying to make sure that the
20 discussion about the potential options that
21 are still out there, is presented from the
22 chair I sit in. Because that potential is

1 there until they sign.

2 And I don't know you know, how we
3 got to here exactly. But we got to here by a
4 long road. And I would like to have this in.
5 And I would like for the employees to get
6 whatever compensation has been agreed to as
7 quickly as possible.

8 PRESIDENT LYONS: Well that starts
9 with your approving the --

10 TRUSTEE SHELTON: And I'm not just
11 starting to make sure the discussion --

12 PRESIDENT LYONS: that starts with
13 your approving it this evening. If you don't
14 approve it this evening, we couldn't go
15 forward with the faculty bonuses, et cetera
16 that are on the table.

17 TRUSTEE SHELTON: Yes, I know,
18 that's the --

19 CHAIRPERSON CRIDER: Trustee Askew
20 and then Trustee Bennett.

21 TRUSTEE ASKEW: Yes, so just let
22 me say, I mean I do understand what Trustee

1 Shelton is saying. I mean in an ideal world
2 I think the parties, the direct parties who
3 are involved you know, would have both parties
4 would have signed it.

5 And we would have been celebrating
6 as the actions of both the faculty members as
7 well as the actions of the administration so.
8 And I think that just because of the history
9 of us getting to this point, 2007 you know,
10 that we just want to make sure that -- and
11 again, this is not about delaying.

12 This is just wondering if there
13 are any particular outstanding issues that are
14 known to us today that would prevent them from
15 signing it. I don't think -- I don't think we
16 should delay it. And I don't think Trustee
17 Shelton is saying that we should delay it.

18 He's just merely pointing out the
19 fact that the party -- one of the most
20 important parties has not signed the document.
21 Though, it looks as if they've received it.
22 And so I think that that's just a natural

1 question.

2 But let me just ask a question on
3 the financing or the funds to support the lump
4 sum as well as the three percent COLA going
5 back to 2007. Right, we're going back to 2007
6 correct?

7 CHAIRPERSON CRIDER: 2007.

8 TRUSTEE ASKEW: Have those funds
9 been -- has I believe -- have those funds been
10 put in a fund? Have they been sitting in an
11 account and are the funds you know, available
12 to ensure that we can you know, accommodate
13 and meet our commitment to the Agreement?

14 MR. RICKFORD: Yes, Don Rickford,
15 CFO. Yes, all of the funds have been accrued.
16 And we are ready to pay it as soon as you all
17 have passed it. And when it is signed we will
18 be in a position to pay that immediately.

19 TRUSTEE ASKEW: All right. And
20 just one other question related to this.
21 Since you're up there now and for the non-
22 union issue that we're taking up next. And

1 we're doing that because there would be some
2 unfairness if the non-union employees did not
3 receive a COLA increase.

4 Is that money in the budget? Is
5 three percent in the budget?

6 MR. RICKFORD: We've accrued for
7 that already.

8 TRUSTEE ASKEW: Okay. Thank you.

9 CHAIRPERSON CRIDER: Trustee
10 Bennett?

11 TRUSTEE BENNETT: Just to
12 supplement what Trustee Askew spoke about. I
13 don't think any of us as Board members are
14 opposed to having a happy faculty. As a
15 student I am all for having my faculty happy
16 and their salaries paid.

17 So we're just trying to make sure
18 that the I's are dotted and the T's are
19 crossed. And make sure everyone leaves the
20 table what they deserve at the end of the day.

21 CHAIRPERSON CRIDER: I think you
22 know, essentially it is our responsibility or

1 our obligation as trustees to sign off on what
2 has been negotiated. It's up to the faculty
3 group to sign off when they feel com -- I
4 can't -- you know, we can't control what or
5 when they sign off.

6 If there's unreadiness, I think
7 they have to deal with that. But our
8 obligation is to sign off on this agreement
9 that has been presented to us.

10 And you know, we have the option
11 if we're uncomfortable with what's being
12 presented to vote no if that's what we want.
13 You know, if we feel that there is some
14 unreadiness.

15 But I think we are trying to act
16 responsible here in you know, accepting and
17 agreeing to this tonight. Okay? Any further
18 discussion?

19 TRUSTEE BENNETT: Call for the
20 question.

21 CHAIRPERSON CRIDER: All in favor
22 vote aye.

1 (Chorus of ayes.)

2 CHAIRPERSON CRIDER: Any opposed?

3 (No response.)

4 CHAIRPERSON CRIDER: Abstentions?

5 (No response.)

6 CHAIRPERSON CRIDER: The motion
7 carries. Thank you.

8 The next one is the non-faculty.
9 And for the record, I'd just like to just put
10 on the record that we did receive a written
11 correspondence from the President of the Union
12 on this issue. So -- and that was circulated
13 to each Board member.

14 TRUSTEE SCHWARTZ: Madam Chair?

15 CHAIRPERSON CRIDER: Yes?

16 TRUSTEE SCHWARTZ: The next
17 resolution deals with the approval of the
18 terms for the compensation of the department
19 chairs and continuing full time non-faculty
20 members -- non-union members.

21 Now therefore be it resolved that
22 the Board of Trustees hereby accepts the

1 recommendation of the President. And hereby
2 approves the terms for compensation of the
3 department chairs and continuing full time
4 non-union faculty.

5 There is a financial impact
6 statement that follows this resolution which
7 certifies that the funds are available.

8 PRESIDENT LYONS: Move acceptance.

9 TRUSTEE BENNETT: Second.

10 CHAIRPERSON CRIDER: So moved --
11 moved and second. Any discussion on this
12 resolution? Discussion? Trustee Bennett?

13 TRUSTEE BENNETT: I would just say
14 it's only fair. All the members who, the same
15 faculty, they should have the same pay scale
16 as what we just approved. So it's only fair
17 that we do so.

18 CHAIRPERSON CRIDER: Other
19 discussion? Questions? All in favor vote
20 aye.

21 (Chorus of ayes.)

22 CHAIRPERSON CRIDER: Any opposed

1 or abstentions?

2 (No response.)

3 CHAIRPERSON CRIDER: That motion
4 carries as well.

5 TRUSTEE SCHWARTZ: Madam Chair --

6 CHAIRPERSON CRIDER: Thank you
7 Trustee Schwartz.

8 TRUSTEE SCHWARTZ: That completes
9 this.

10 CHAIRPERSON CRIDER: This is
11 Trustee Schwartz' meeting. Okay, let me just
12 say though, I want to thank both -- all of the
13 Trustees really. This was the first time we
14 had a -- our Committee meetings with the new
15 configuration.

16 And I think the Chairs did a
17 remarkable job in dealing with the issues in
18 Committee and moving them forward. So I thank
19 -- I really do thank you guys.

20 (Applause)

21 CHAIRPERSON CRIDER: Okay. The
22 next is the -- that was all of the action

1 items, right? Great. So report of the
2 Chairperson. I don't have one at this point.

3 Report of the President, Dr.
4 Lyons?

5 PRESIDENT LYONS: Yes Madam Chair.
6 I in the interest of time I would like to move
7 to the presentation related to Title IX if
8 that's okay?

9 But let me do two things. First
10 of all, I want to welcome a new member of the
11 family, Dr. Diane Phillips, the CEO of the
12 Community College. Dr. Phillips started when,
13 Monday?

14 DR. PHILLIPS: Monday.

15 PRESIDENT LYONS: And so she's
16 busy on the job on the case. Dr. Phillips,
17 would you please stand and we'd like to just
18 hear from you.

19 (Applause)

20 PRESIDENT LYONS: If you can give
21 us one minute.

22 DR. PHILLIPS: I'm curious with

1 the process here.

2 (Laughter)

3 DR. PHILLIPS: So this is my first
4 Board meeting. I've been onboard two days
5 now. Let me say, I am honored with the
6 opportunity to be here as the CEO of the
7 University of the District of Columbia
8 Community College.

9 I spent this day, day two
10 traveling all through the building, 801 N.E.
11 Capital Street -- North Capital Street N.E.,
12 I'm still learning. And I met students,
13 faculty, staff. I spent the day with
14 students, faculty and staff.

15 And the thing that kept coming
16 from that experience is that the University of
17 the District of Columbia Community College is
18 no ordinary community college. The students
19 are absolutely fabulous. They are delighted
20 with the faculty.

21 I heard time and time again from
22 the students in the building what a wonderful

1 educational experience they have. And how
2 delighted they are with the education they're
3 getting and with the faculty.

4 And I got to be honest with you,
5 as the new Chief Executive Officer, that is
6 exactly what I wanted to hear from the
7 students. And today that was just a meeting.

8 I hope to begin my tenure with
9 what I call a listening tour. I've got some
10 folks on the staff, I had a staff meeting
11 yesterday, they're putting together a
12 transition plan for me on people that I'll be
13 meeting inside the institution and externally.

14 Tomorrow I'll be meeting with Dr.
15 Petty and her -- and the Deans and her staff.
16 So it has begun. I've met with several Board
17 members already. And I just want to say it's
18 a fabulous time to be here. I have nothing
19 but hope for the future of this institution.
20 Thank you.

21 CHAIRPERSON CRIDER: Thanks Dr.
22 Phillips.

1 (Applause)

2 PRESIDENT LYONS: As you can see,
3 she's a bundle of energy. Madam Chair, I have
4 to tell you this, during a previous visit to
5 town, Dr. Phillips was in the car and Dean Kim
6 Ford took her to a certain location.

7 And when I told one of the members
8 of City Council that the two of them were in
9 the car together, he said you know, that car
10 must have flown on its own, there was so much
11 energy between the two of them sitting in the
12 same car. So -- but we're happy to have her
13 with us.

14 And I do want to thank the members
15 of the Search Committee, which was chaired by
16 Mamei Willie-Bonglo. The members were
17 Patricia Myers, Dean Carl Peters, Trustee
18 James Dyke and Mr. Donald Rickford. Ms.
19 Marilyn Hamilton and Ms. Kim Ford.

20 They did a tremendous job. And I
21 want to thank them for their work.

22 CHAIRPERSON CRIDER: Can I just --

1 let me just add to that. I'd like to thank
2 the Trustees too who were able to interview
3 with the candidates. And I was very pleased
4 that the Trustees fell out at the same place
5 as the Search Committee. That doesn't always
6 happen.

7 And so I think it proves that the
8 formula worked. We got it right. And
9 supported being able to support what the
10 Search Committee recommended.

11 And also you know, one of the
12 things that was important to us is that we you
13 know moved forward. We are one University.
14 That the Community College is in fact a
15 college within the University System.

16 And that to the extent that you
17 know, that is the position that the Board of
18 Trustees has taken and we will continue to
19 take that as long and as far as I can see from
20 this point on. And Dr. Phillips understood
21 that that was important to us.

22 And so we are excited about her

1 being here and being able to take over the
2 helm of the Community College. We expect
3 great things. Expect a lot of support from
4 your staff. And it sounds like it's working
5 already. So, glad to have you here.

6 PRESIDENT LYONS: I'd also like to
7 make another introduction. A number of years
8 ago, some of us were concerned about the
9 dearth of black college Presidents. If we
10 removed those who have worked in historically
11 black colleges, there were few.

12 And so a group of those Presidents
13 that left that meeting put together a program.
14 And it's called the Millennium Leadership
15 Institute. It was initially established to
16 help identify individuals that might move into
17 a Presidency -- African-American individuals.

18 But then the program was later
19 expanded to include women and other academics
20 of color. We are assigned, those of us who
21 have been involved in the program, are
22 assigned a protégée. And I want to introduce

1 my protégée who is here tonight, Dr. Welden
2 Jackson.

3 He's the Provost and Vice
4 President for Academic Affairs at Bowie State
5 University. So I wanted you to meet my
6 protégée.

7 (Applause)

8 PRESIDENT LYONS: And so he will
9 be shadowing me, following me. I hope he'll
10 help take some of the blows and that -- they
11 didn't tell you that that comes with it. But
12 we're happy to have him here.

13 I had indicated to you that I was
14 going to try to bring a special topic to the
15 Board each meeting. We're going to focus on
16 the self study at the next full Board meeting
17 and share with you where we are. And raise
18 some issues that we have concern in terms of
19 the visit.

20 But tonight we're going to talk
21 about Title IX. As I said to you before,
22 there's probably no item effecting higher

1 education right now that's having more of an
2 impact then Title IX.

3 Just this afternoon for example,
4 the Commissioner of our athletic conference
5 and I were talking and the NCAA is even having
6 a special session for University Presidents at
7 its annual meeting to deal with Title IX. And
8 our own Director of Athletics, Pat Thomas has
9 been invited to participate in a panel at the
10 NCAA annual meeting this year. A panel on
11 Title IX.

12 So we had planned at our last
13 meeting to have Sislana and Mr. Ramsey -- Bill
14 Ramsey present to you, but we bumped them in
15 favor of enrollment management. But they
16 remain faithful and said that they would come
17 back at this meeting and make a presentation.

18 So I've asked them to come
19 forward. Dr. Ledbetter, would you like to
20 step forward. We say about -- we'll I know
21 you'd like to do. You've been waiting for
22 three months to do this.

1 So we'd like you to take about 15
2 minutes. I know you've prepared an hour
3 presentation. But take about 15 minutes. And
4 then we'd like to give the Board members an
5 opportunity to interact with you and raise
6 questions.

7 DR. LEDBETTER: All right. Dr.
8 Sislana Ledbetter, Director of Counseling and
9 Student Development.

10 MR. RAMSEY: Brian Ramsey, Title
11 IX Coordinator.

12 DR. LEDBETTER: And we're here to
13 talk about three things that really represent
14 the protection of all assault victims. So
15 we're here to talk about Clery, which is the
16 reporting act that you probably are hearing a
17 lot about, it's in the news.

18 We're here to talk about the
19 Violence Against Women Act. And we're also
20 here to talk about Title IX. And all of that
21 really is the culmination of a big effort that
22 started many, many, many years ago.

1 But in January 2014 the Obama
2 Administration decided that they were going to
3 launch a new commission. And the culmination
4 of that commission was released in a report in
5 October 2014. And it's called the Not Alone
6 Report.

7 So we're going to kind of take
8 turns so as not too bore you, talking about
9 Clery, Title IX and the Violence Against Women
10 Act. And Brian is going to talk more about
11 the details of the Title IX reporting.

12 Because it really, really, really,
13 sexual assault happens on campuses every day
14 to women and to men. And it's a very, very
15 serious issue. For UDC we are -- if you've
16 noticed in our Clery report, our numbers are
17 pretty low. And that's for several reasons.

18 And one is because we don't have
19 on campus housing. So Clery recommends --
20 Clery requires that we report all sexual
21 assaults that happen or issues of domestic
22 violence. Any interpersonal violence that

1 happens on campus.

2 So our numbers are really low
3 because we don't have those reports because we
4 don't have official housing. Except for the
5 150 students that are in the Consulate in
6 Archstone.

7 MR. RAMSEY: All right. For Title
8 IX, which is prohibition of sex
9 discrimination, which basically is now the
10 focus of sexual assault, sexual violence,
11 stalking, domestic violence. For too many of
12 our nation's young people, college doesn't
13 turn out the way it's supposed to.

14 One in five women are sexually
15 assaulted while on college. Most often it
16 happens during the Freshman year or Sophomore
17 year. And a great majority of the cases, 70
18 to 80 percent, she knows her attacker, whether
19 as an acquaintance, a classmate, friend or ex-
20 boyfriend or boyfriend.

21 Many of the survivors are what is
22 called incapacitated assault. Basically this

1 is where someone has been sexually abused
2 while they were drugged, passed out, drunk or
3 otherwise incapacitated. It's unfortunate.

4 And although fewer and it's harder
5 to gauge, college men are also being
6 victimized. The administration is committed
7 to turning the tide.

8 The White House Task Forces to
9 protect students from sexual assault was
10 established January 22, 2014. Which was a
11 mandate to strengthen Federal enforcement
12 efforts and provide schools with additional
13 tools to help combat sexual assault on
14 campuses.

15 And Dr. Ledbetter is going to talk
16 about some of the initial steps. There's many
17 more steps that we're going to be taking, but
18 these are the initial steps that we have
19 started.

20 DR. LEDBETTER: So to come into
21 compliance, and we don't have to be in full
22 compliance because the rule of the legislation

1 says that we have to make a good faith effort.
2 So that is the rubric by which we measure this
3 year.

4 We have to be in full compliance
5 as of October 1, 2015. So we have a year to
6 get our act together. But we've been working
7 really hard.

8 We've created a climate survey
9 that students have reviewed as well as staff
10 members. And that is going to be launched on
11 December 3.

12 MR. RAMSEY: Right there is also
13 training that's launched by Human Resources,
14 which I'm a part of, for staff. And it's
15 being procured by the same agency which is
16 Workplace Answers.

17 We actually launched it in
18 October, the end of October. And we're hoping
19 that all the staff members will be in full
20 compliance in the sense that they've actually
21 taken the training. We're hoping by the end
22 of this year that that will take place.

1 DR. LEDBETTER: And we're using
2 the same vendor because we think it's
3 important that students, faculty and staff see
4 the same information. So Workplace Answers
5 will also be doing the video, the training
6 called Student Empower.

7 And after much discussion about
8 how it will be launched, we're going to be
9 requesting that it comes behind the MyUDC
10 portal so that all students have an
11 opportunity to not only take that. But also
12 take a campus safety video we're procuring.
13 And also take the alcohol policy so that we
14 remain in compliance with Title IV.

15 So we are bundling it and despite
16 the funding, we're -- the lack of funding,
17 we're making sure that we commit the necessary
18 resources to make sure that we remain in
19 compliance.

20 We're also going to be working
21 with Dr. Petty and Dr. Webster on faculty
22 development. And doing a training with them.

1 We've got a lot of information to share. So
2 we're hoping that we'll be able to buy a
3 little bit of time during faculty development
4 week in January.

5 We did a training with 120
6 athletes in October 2014 talking about
7 interpersonal violence. Working really
8 closely with Pat because whenever issues come
9 up with athletes, we have an extremely close
10 relationship with the counseling center.

11 We also have a great partnership
12 with Men Can Stop Rape. That is an
13 organization, nonprofit organization in the
14 District of Columbia. And we've been working
15 with them on several partnerships.

16 In 2012 we launched an app called
17 UASK, University Assault Services Knowledge.
18 And that app has for all of the consortium
19 universities, information at every student's
20 fingertips if they download the app on any
21 smart phone where they can access resources
22 where if they find themselves on Georgetown,

1 they can pick up UASK, tap the app and find a
2 counseling center.

3 If they find themselves at
4 Catholic, they can tap the app. So it's an
5 extremely useful tool. And students have
6 reported that they have actually used it.

7 We also are partnering with Men of
8 Strength because part two of the 901 Report
9 says that we have to find a way to engage men.
10 So we're working with Men Can Stop Rape and
11 we've already started a group called Men of
12 Strength.

13 And we've had -- they meet every
14 other Friday on campus. The first meeting was
15 two Fridays ago. And there were 22 men in
16 attendance. It was phenomenal to see the
17 multiple generations in the same room just
18 rapping, barbershop talk about things that are
19 really taboo.

20 Because when you get brothers
21 and/or sisters in a room and you start talking
22 about things like sexual assault, when you

1 start talking about all the myriad of social
2 issues because any oppression is raw
3 depression, then you really see something
4 organic happening.

5 And that's what we -- I had to
6 hold the sisters back because they were trying
7 to enter to get a slice of pizza or to get a
8 flyer. But we really did honor that boundary
9 and allowed the guys to talk about some of the
10 things that they can do.

11 Because most often, although we do
12 know that you know, there are three million
13 victims of domestic violence and interpersonal
14 violence a year that are women -- that are men
15 and four million that are women, we know that
16 there are -- that most often the perpetrator
17 is the man against the woman, okay.

18 We have procured funding,
19 \$7,500.00 a year for the next three years.
20 The first check will be cut September 2015 if
21 we signed on the dotted line, and I think we
22 did. D.C. Coalition Against Domestic

1 Violence. We're in partnership with them in
2 a consortium grant.

3 And really what it is, is to
4 create branding messages and to develop
5 training. And it's not a lot of money. But
6 we know how to make a little bit of money go
7 really far.

8 So we're excited to be a part of
9 that effort. And we've been meeting with them
10 for the past couple of years. Every couple of
11 months they call a meeting and we talk. So
12 we're excited to be at the forefront of that.

13 And I think I'm standing in front
14 of you as payback because Dr. Lyons was called
15 in on a meeting. As he said, I gave up his
16 email address and his phone number. And so he
17 was called in.

18 But he was able to meet Eric
19 Holder and did a lot of good things. So they
20 really look to UDC as a leader in this effort.
21 And we're excited because when I see the names
22 across, I see his name right there. And he's

1 always on point.

2 Then -- you talk about the It's On
3 Us Campaign, because --

4 MR. RAMSEY: That's right. There
5 was an It's On Us campaign launch at the White
6 House a couple of months ago. Dr. Lyons
7 honored me by allowing me to use his
8 invitation to go to the White House.

9 It was an awesome experience.

10 PRESIDENT LYONS: Would you repeat
11 that?

12 (Laughter)

13 CHAIRPERSON CRIDER: Yes, repeat
14 that. You don't have to.

15 MR. RAMSEY: Well when I went, I
16 really was able to see the impact all the way
17 from the President of the United States and
18 also the Vice President of the United States.
19 I was really -- been able to see how important
20 it is to the administration.

21 And it's just as important to us
22 here at UDC. Especially I can feel the impact

1 from Dr. Lyons wanting me to go. And it was
2 an honor for you to allow me to go.

3 So I did repeat that.

4 DR. LEDBETTER: Okay, all right.

5 MR. RAMSEY: Also Dr. Ledbetter is
6 -- there was a video added to the public
7 safety presentation. It's called One Too
8 Many. And also Ledbetter, Dr. Ledbetter is --
9 has taped a domestic violence promo with UDC
10 TV in September 2014, this year.

11 And also I just wanted to mention,
12 I'm also on MyUDC as a contact person for
13 students. So they know who to report it to.
14 They know that they have a resource. And
15 also, I am also on the monitors throughout the
16 campuses including the Community College. I'm
17 on the monitor.

18 So I'm hoping that my name will
19 get out there and that there will be more
20 reports.

21 DR. LEDBETTER: Right. Because
22 that's what you often see. And sometimes when

1 you look at Clery next year and you hear you
2 know, that the chief has entered a significant
3 in -- you see a significant increase in
4 reporting, it doesn't necessarily mean that
5 there are more assaults happening on campus.

6 Oftentimes as we've seen since the
7 NFL fi -- the video. Since that was released,
8 we've seen a spike in reports. And I expect
9 with more news in the media with sexual
10 assault, I suspect that it's going to continue
11 to increase.

12 We are also developing a sexual
13 assault bill of rights that the students and
14 staff are now reviewing. And they've given me
15 back a draft. And the one thing that they
16 don't have that I would like for them to
17 include is an amnesty clause.

18 And basically what that simply
19 means is if you're caught doing something
20 within reason, but if you're caught doing
21 something and you know it's not right, but you
22 witness or a party to a sexual assault, we

1 will grant you amnesty if you come forward and
2 report that sexual assault.

3 Because we know that when there's
4 a fear of being reported, that the numbers for
5 reporting go up. So we're working on that.

6 Then we have a -- so item number
7 three is how can the government help schools
8 respond effectively when a student is
9 assaulted? We're partnering with the Office
10 of Public Safety to procure an app called Live
11 Safe.

12 And essentially what this app is,
13 it's an escort, it's a texting tool, it is a
14 tool that will allow you to connect with
15 either friends, either you know, public
16 safety. And it essentially allows you to
17 video or take pictures of your surroundings.

18 So all you do is turn the app on
19 and for example sometimes I'm up in my office
20 late at night. And maybe public safety
21 doesn't have someone who can walk me down. I
22 can turn on the app and say Todd or Chief or

1 Brian, I need you to walk with me to my car.
2 You touch the app and it starts recording.

3 The other thing that we're doing
4 is we are convening a sexual assault response
5 team. We have a threat assessment team that
6 we are both a part of and work pretty often
7 and very diligently on that sexual assault re
8 -- on their assessment team.

9 But we're going to be expanding it
10 to include faculty and staff members. Because
11 we're going to need a larger voice. And we
12 are going to -- so we're going to need
13 everybody's voice, health services, athletics,
14 academic affairs, to work with us on that.

15 You can jump in at any time if I'm
16 going -- if I'm saying too much. And then the
17 last thing is we're improving and making more
18 transparent the work that we're doing.

19 In the coming months, the
20 categories if you -- I'm going to call it out
21 because you probably have heard that we got
22 dinged on the Clery Reporting.

1 So the Huffington Post while it is
2 not necessarily a peer review journal, dinged
3 us, right. And they dinged us on failing to
4 report three categories. The domestic
5 violence, the sexual assault and stalking.

6 So those three categories were
7 left off. And the government is saying you
8 can't leave them off. Even though our numbers
9 were zero, you can't leave them off.

10 We're not a great thing, but that
11 did mean that we're not in compliance. Okay,
12 we have until October 1, 2015 to become
13 compliant, okay.

14 So we will have those categories.
15 I believe that Mr. -- Chief Culmer has gone
16 back and amended that report as we discussed.
17 And then we're also going to be amending our
18 judicial code.

19 So we've got a judicial code that
20 is pretty broad. And while we have been
21 dealing with sexual assaults and domestic
22 violence and interpersonal violence globally,

1 we've been dealing with it and adjudicating
2 it, we have to include the language. The law
3 says it's not enough to deal with it, you have
4 to have the specific language in your
5 policies.

6 Which brings me to policy. We
7 have a sexual -- we have a harassment policy,
8 a Title IX harassment policy.

9 MR. RAMSEY: Right. Anti-
10 Discrimination and Harassment Policy.

11 DR. LEDBETTER: That's right.

12 MR. RAMSEY: It was just revised
13 in July of this year.

14 DR. LEDBETTER: Um-hum. But we
15 don't have a sexual assault, dating violence
16 and stalking policy. Smruti and I have been
17 going back and forth. OGC and I have been
18 going back and forth on whether to create a
19 separate policy or integrate the language into
20 the present policy.

21 And I think right now our best
22 thinking is we need to have it separate.

1 Because we want victims and users, consumers
2 of this policy to be able to access this
3 policy, use it and there's a presumption that
4 the policy that we have now, the Anti-
5 Discrimination feels more staff and employee
6 driven. Whereas the sexual assault, domestic
7 violence, is clearly to protect our students.

8 MR. RAMSEY: But just to be clear,
9 if someone were to come forward, with the
10 Anti-Discrimination and Harassment Policy as
11 it currently stands, if it's stalking,
12 domestic violence or dating violence, those
13 categories that are supposed to be included,
14 that would all -- that would be taken in
15 consideration. Because it's still considered
16 sex discrimination.

17 It falls under that category and
18 it would be investigated by me. But it just
19 needs to be actually delineated out and
20 actually said. As opposed to just covered.

21 DR. LEDBETTER: And last two items
22 is that we are -- when we work with all of our

1 policies, from soup to nuts, including our
2 trainings, we will be making it clear that
3 victims have a right to report or not report.
4 To seek medical attention or to go to
5 authorities.

6 Right, so they can go to
7 authorities. They can go to counseling or
8 they can choose not to report. And that is
9 about making sure that we empower the victim.
10 It's a victim empowerment model where we allow
11 them to take control.

12 And that's why oftentimes you see
13 victims come out years later. It's because
14 perhaps who knows how the case was handled.
15 They might not have felt empowered for coming
16 forward.

17 And then finally, we have a Red
18 Folder campaign that we're going to be
19 launching. And that is going to include our
20 crisis protocol. It's going to be four sides.
21 It literally looks like a folder, back and
22 forth.

1 But it's going to share with the
2 entire University community on how to address
3 students who seem to be in distress. From
4 those who have been sexually assaulted to just
5 those who have been assaulted. To those who
6 have been victims of any type of injustice
7 related to assault or distress.

8 And we'll be launching that
9 probably in the -- what semester are we in?
10 Spring? Fall?

11 MR. RAMSEY: Fall now so it will
12 be spring.

13 DR. LEDBETTER: Spring. In the
14 spring. So we're finalizing it now. So that
15 is it.

16 PRESIDENT LYONS: Chair before you
17 open it up, I just wanted to say that we're
18 working very hard on sort of two fronts. One
19 is compliance, which we've got to do. And it
20 seems like stuff comes to us every week.

21 But we're also concerned about the
22 safety of students. And being victim

1 advocates to the extent that we can. And
2 that's demonstrated of course by the many --
3 excuse me, activities that we have going.

4 But they're definitely two fronts.
5 And they're both a lot on our plates. But the
6 staff is working very hard to get it done.

7 CHAIRPERSON CRIDER: That's great.
8 Great. Thank you. I think the presentation
9 was wonderful. And you know, very thorough
10 and information that we needed to hear.

11 Before I open it up for questions
12 on this, let me just acknowledge and thank --
13 I think our student Trustee was responsible
14 for this. There are a number of students that
15 are in the audience. And I'm really glad to
16 see that we have students here.

17 And I just want before they tip
18 out, acknowledge that we have several
19 students. And we're glad that you are
20 engaging with us. And hope to see you at most
21 of our meetings.

22 (Applause)

1 CHAIRPERSON CRIDER: And I'd like
2 to open it up for questions or comments
3 related to Title IX.

4 TRUSTEE SCHWARTZ: Madam Chair?

5 CHAIRPERSON CRIDER: Trustee
6 Schwartz?

7 TRUSTEE SCHWARTZ: One of the
8 opening lines that I have within my agency is
9 that sexual assault is a crime. And we treat
10 it as a crime first where we call local
11 authorities and they deal with the issue right
12 up front.

13 Is that the strategy we're using
14 here on campus also?

15 MR. RAMSEY: Well under Title IX
16 it's a different standard in terms of the
17 investigation. It's a preponderance of the
18 evidence. And regardless of whether a
19 criminal investigation goes forward or even if
20 the threshold is met beyond a reasonable doubt
21 in a criminal case, the investigation for
22 Title IX purposes still goes forward.

1 So it's completely a separate
2 track. So one of the -- I think one of the
3 great things about Title IX is that it allows
4 victims to actually have a case without having
5 to meet the threshold of beyond a reasonable
6 doubt.

7 And where they have to be
8 sometimes even traumatized by going to a court
9 and facing vigorous cross examination and of
10 course it's a part of a due process and
11 everything else. But I think Title IX gives
12 that possibility that someone can go forward
13 with a case with Title IX and possibly not be
14 able to go forward with a case in criminal
15 court.

16 CHAIRPERSON CRIDER: Trustee
17 Felton?

18 TRUSTEE FELTON: Yes, thank you.
19 It was an excellent presentation. I have two
20 short questions. One, you said the numbers
21 are low. But I have no sense of what low
22 means. Can you just share those numbers?

1 And two, are our campuses within
2 the metro area rated or ranked? And if so,
3 where do we stand in relation to others in the
4 area?

5 DR. LEDBETTER: So regarding those
6 three categories, we're at zero for 2012,
7 because the report lags a year behind.

8 TRUSTEE FELTON: Okay.

9 DR. LEDBETTER: Right? I have a
10 full report, it's 22 pages with all of our
11 categories. I can tell you that the highest
12 is alcohol abuse.

13 So we report everything from what
14 happens off campus, like if P.R. Harris has a
15 shooting, we report that. If UD -- not the
16 student involved. But if anything happens
17 near the campus you'll get that in the report,
18 VNS as well.

19 So we've got pretty robust
20 numbers. But for domestic violence, stalking
21 and what's the third one -- domestic -- and
22 dating violence, those were zero for our

1 reports.

2 And those -- the categories again,
3 we thought we could leave them off, and they
4 were left off, but they can't be. You have to
5 put the categories and put zero. So --

6 MR. RAMSEY: But again, it's just
7 good faith effort at this point.

8 DR. LEDBETTER: Right.

9 MR. RAMSEY: Because it's not
10 until the 2014 numbers come out next year that
11 compliance is going to be an enforcement.

12 TRUSTEE FELTON: So is it your
13 impression that other campuses are having a
14 little more difficulty?

15 DR. LEDBETTER: They are.

16 TRUSTEE FELTON: Okay.

17 DR. LEDBETTER: In fact so I can't
18 -- I don't -- this is not necessarily factual,
19 but I do -- I have heard that some of our
20 campuses with residential facilities on them
21 have far higher numbers of sexual assaults.

22 CHAIRPERSON CRIDER: Trustee

1 Bennett?

2 TRUSTEE BENNETT: I want to thank
3 you Dr. Ledbetter and you gentlemen for doing
4 such a great job, a great presentation. I do
5 have though a comment about the judicial code.

6 I'm so glad that that was brought
7 up. Currently on the Hill there was a blip
8 with some code issue where a young man sued
9 the university. And got like million dollars
10 on damages based on their judicial code.

11 And it turned out that it you
12 know, his incident was not true. And he sued
13 for the damages that resulted from that.

14 Because as we know, sexual
15 assaults and stuff bears on someone's moral
16 turpitude, that what we call it? And so it
17 influences you getting into law school or any
18 other profession of that nature when you have
19 that on your transcript.

20 So we have to make sure that our
21 code is in a way where we are not making
22 decisions that will affect where -- we want to

1 consider the victim most definitely. But we
2 also want to consider the person being accused
3 of the offense. So we have to find our
4 balance there.

5 DR. LEDBETTER: That's right.
6 That's right. And we're working on that
7 because you know, we just had a presentation
8 today that the laws are constantly changing.
9 I suspect that you know, every other day I get
10 a training opportunity across my desk.

11 So I believe the training and the
12 iterations of training will catch up with the
13 laws once we're actually fully compliant. But
14 I suspect that we have yet to reach which
15 looks like a final say on how this execution
16 will really roll out when we start talking
17 about changing our judicial policies.

18 MR. RAMSEY: Well one of the
19 things that we -- that I can do as a Title IX
20 coordinator if an investigation has launched,
21 I can actually institute interim relief under
22 the Anti-Discrimination and Harassment Policy,

1 even without having any findings of facts.

2 So I can arrange for relief with
3 the Office of Public Safety to make sure that
4 they get escorts to and from the classroom.
5 And other types of relief without even having
6 found against the respondent yet.

7 But that's one of the great things
8 about Title IX is that you can do that.
9 Whereas if it's a criminal case, you're not
10 necessarily going to be able to get that type
11 of protection.

12 You may be able to find a
13 protective order, you might be able to get
14 one. It's just a higher standard with the
15 criminal case as well as protective orders.
16 Whereas Title IX I'll be able to institute
17 relief right away without having a full-blown
18 hearing in front of a court or tribunal.

19 CHAIRPERSON CRIDER: Trustee
20 Lemus?

21 TRUSTEE LEMUS: Thank you. Thank
22 you so much for doing this. I'm a big

1 believer of an ounce of prevention is worth a
2 pound of cure.

3 So I kind of have a three point
4 question and it seems divergent now that I'm
5 looking at it. Do we have an LGBTQ sort of
6 sub-policy? The other is on the issue of
7 counseling and because I do feel that
8 counseling is a very important aspect of all
9 of this.

10 And then the third point is around
11 -- and I'm sorry if you said it and I missed
12 it. Have we reviewed our facilities in terms
13 of lighting and all these types of things?

14 I mean it's another burden cost
15 wise, but it's important. Especially garages
16 and moving from point A. I mean I appreciate
17 the app. You know, it's always nice, but
18 lights are good.

19 DR. LEDBETTER: Lights are good.
20 So the first one was TAG. We have a TAG
21 Alliance. That's our LGBTQ group and they are
22 covered under very explicitly under our Anti-

1 Discrimination and Sexual Harassment Policy.
2 Very explicitly.

3 And then your second question was
4 counseling. And we provide counseling
5 services. We have three licensed counselors.
6 Two of them are psychologists. One of them is
7 a licensed clinical social worker.

8 We have five GW residents that
9 work in our counseling center. And we have
10 three psychiatric residents and an MOU with
11 St. Elizabeth Hospitals that partner with us
12 and can prescribe medication to themselves
13 down at 35th and K Street.

14 So we have them covered. We
15 partner with outside if they come with their
16 own clinical teams, we can partner with them.
17 It is free. We are confidential and we
18 provide them with a full range of services and
19 then their facilities.

20 So we got a grant a couple of
21 years ago to get money to redo all of the --
22 I don't know if you even know this Kim, to

1 redo all of the lighting at your facility. I
2 don't know, did you know that? Right again.

3 Okay, I don't know about that
4 answer, but we -- we are in full recognition
5 that lighting at some of our campus sites is
6 not quite up to par as you know, VNS campus is
7 -- redone it's lighting.

8 And -- but this Live Safe app is
9 really sort of our stop gap given the
10 resources that we have. Because we had a --
11 I believe we budgeted upwards of like \$170 to
12 \$200 thousand in just lights for that grant.

13 But you know, we weren't funded,
14 we don't get them all. But we go after many.
15 So yes. So to that answer, we are definitely
16 thinking about lighting because lighting is
17 good. And we're just kind of doing the best
18 that we can with what we have.

19 CHAIRPERSON CRIDER: Other
20 questions?

21 TRUSTEE BENNETT: No, just a com -
22 - a follow up question to the question that

1 you asked Trustee Lemus. Have we been talking
2 with our facilities to see how they may be
3 able to help out with the lighting issue that
4 the Trustee brought up?

5 DR. LEDBETTER: Yes. So we're in
6 partnership with them. In fact we're in
7 partnership with them with Live Safe, the app.
8 So we work -- we, Title IX, threat assessment,
9 counseling center, all of us, we work pretty
10 closely together with the campus community.

11 So you know, if Barbara wants to
12 drop \$170 thousand on the counseling center to
13 help install -- she's probably thinking the
14 other way around, right?

15 MS. JUMPER: No, I'd like to think
16 you've made some significance --

17 DR. LEDBETTER: Yes, yes.

18 MS. JUMPER: In lighting around
19 the campuses throughout. It has absolutely
20 more to do with the existing ones.

21 DR. LEDBETTER: Yes, that's right.

22 MS. JUMPER: And a lot of

1 surveillance.

2 DR. LEDBETTER: Oh, that's right,
3 surveillance cameras are up, that's right.

4 PRESIDENT LYONS: Barbara would
5 you come to the mic please so that we can pick
6 up your comments. Thank you.

7 MS. JUMPER: Good evening. I was
8 just saying, I'm sorry I spoke from the back
9 of the room. But I would say that we have
10 made some significant investments in lighting
11 throughout every campus to include P.R.
12 Harris.

13 But not enough. We know there's
14 more to be done. In addition, I think we've
15 done a significant improvement in terms of
16 surveillance on every campus. So there is
17 almost no where you can go on any campus now
18 and not see a camera that will be recording
19 activity.

20 So I don't want to leave the
21 impression we have not made investments. We
22 really have. There's always room for more.

1 And we will always continue to focus on that
2 I don't think there was anything
3 else there. Was there any other question?

4 TRUSTEE BENNETT: Thank you.

5 MS. JUMPER: Um-hum.

6 TRUSTEE ASKEW: Okay, Just one
7 other question, just because if you had said
8 there were -- just because you said that they
9 were shooting near P.R. Harris. So how many
10 of those did we report?

11 DR. LEDBETTER: Let's see, how
12 many shootings? I know you have this
13 committed to memory, I just wanted --

14 TRUSTEE ASKEW: Yes, which is --

15 DR. LEDBETTER: Hold on. Okay, so
16 aggravated assault, two. Arrest, robbery,
17 hold on. Or robbery. Okay, so three.

18 Three 2010, zero reported in 2011.
19 Two reported in 2012 on campus and one off
20 campus, non-campus building or property. No
21 sorry, non-campus building or property one in
22 2012. Public property two. So none on

1 campus, just around campus.

2 TRUSTEE ASKEW: Okay and that's
3 robbery? You said that was robbery versus --

4 DR. LEDBETTER: Yes.

5 TRUSTEE ASKEW: But with a weapon?

6 DR. LEDBETTER: Yes, yes.

7 TRUSTEE ASKEW: Okay, all right.

8 TRUSTEE SHELTON: Were they
9 student victims or were they citizen victims?

10 DR. LEDBETTER: Well, I don't know
11 of any student victims.

12 TRUSTEE SHELTON: Because one of
13 the things that our media does very well is
14 report the largest facility in the area of
15 these events.

16 DR. LEDBETTER: Right. Right.

17 TRUSTEE SHELTON: Rather than
18 defining where they are. But it is negotiable
19 if you can get in contact with the media
20 centers and outlets to reduce your name. I
21 know that it happens in Montgomery County and
22 I know it has happened in the District to try

1 to keep you name off of the association with
2 the street events that are not your
3 responsibility.

4 DR. LEDBETTER: That's right.

5 CHAIRPERSON CRIDER: I'd just like
6 to ask one, unless somebody else has a
7 question? I'd just like to ask one question.

8 You talked about a committee that
9 you have that you're putting together, that
10 you will include all of the departments. I
11 think that's what I heard you say. And it
12 sounds like it's a planning group?

13 DR. LEDBETTER: Yes.

14 CHAIRPERSON CRIDER: Okay. And I
15 just wanted to know how you engage students in
16 that and is it your plan to include students
17 as part of that group or not?

18 DR. LEDBETTER: Yes. So the
19 sexual assault response team, I think is to
20 what you're referring.

21 CHAIRPERSON CRIDER: Okay.

22 DR. LEDBETTER: Will be a lot

1 broader. We have a core threat assessment
2 team and we debated about whether we would
3 keep it a core group or we thought we would
4 expand it to include all of the you know,
5 really engaged and interested parties. That
6 would be students.

7 That would also be athletics,
8 academic affairs and all of the groups that
9 really have a vested interested, which is
10 everybody. But that can afford the human
11 resources to participate whenever there's a
12 sexual assault.

13 And to also help us with the
14 launching and the planning of all these
15 activities that are really going to be
16 legislated for us to do. We have to do these
17 things. So we're trying to spread the wealth.

18 CHAIRPERSON CRIDER: Okay. Thank
19 you. And is there other questions? Did you
20 have something else?

21 TRUSTEE LEMUS: Very briefly. And
22 I had asked if there were fraternities and

1 sororities on campus? Oftentimes you find
2 that when there's parties and those kinds of
3 things that where you kind of see the
4 challenges. So engaging them up front might
5 be helpful.

6 DR. LEDBETTER: Yes, absolutely.

7 CHAIRPERSON CRIDER: Okay, thank
8 you.

9 DR. LEDBETTER: Thank you.

10 MR. RAMSEY: Thank you.

11 (Applause)

12 PRESIDENT LYONS: That concludes
13 our report.

14 (Laughter)

15 PRESIDENT LYONS: Let me just
16 mention two things though. We didn't talk a
17 lot about alcohol. Now I do want to say that
18 there was nothing in this report intended to
19 speak against campus housing. So I don't want
20 anybody to think that we don't want campus
21 housing.

22 CHAIRPERSON CRIDER: Well, it's a

1 much -- well, why are you looking at me?

2 PRESIDENT LYONS: Madam Chair I
3 wasn't looking at you. I wasn't looking at
4 you Madam Chair.

5 CHAIRPERSON CRIDER: My housing
6 issues are much bigger than this.

7 PRESIDENT LYONS: Oh, I
8 understand. I wasn't talking about you. But
9 you know, you do have -- no.

10 You do have additional problems
11 when you have campus housing. There's no
12 question about it. And so you know, we have
13 to deal with that.

14 The other thing is alcohol.
15 Because there's a very direct connection
16 between alcohol and some of the behavior that
17 you have. And I know that we're on that
18 piece.

19 And finally, they kept mentioning
20 threat assessment teams -- well you knew I was
21 going to say that anyway. Well, I've got some
22 concerns about whether the treat assessment

1 team can handle the Title IX stuff.

2 And you know, it's conversation.

3 I mean the threat assessment team does good
4 work. Don't misunderstand me. But on Title
5 IX I'm just wondering whether the new
6 committee you're putting together might better
7 -- work better.

8 So we're having those kind of
9 ongoing conversations. Thank you Madam Chair.

10 CHAIRPERSON CRIDER: Okay. Thank
11 you. The Committee Reports from the Executive
12 Committee. The only thing that I would like
13 to report is that the Board is moving forward
14 with the Presidential search. And a
15 communication went out from the President that
16 identified the Search Committee members.

17 So we are hoping that we will be
18 able to accomplish and complete that by the
19 early to late spring so that we can have a new
20 President in place before the start of the
21 next school year. It's aggressive, but this
22 is probably the most important task that we

1 have in front of us for this year.

2 And so the Committee members, co-
3 chairs for that Search Committee are Trustee
4 Askew and Trustee Schwartz. And I will thank
5 them in advance because they may not be
6 talking to me after it's all over. But I do
7 thank them for stepping up and agreeing to Co-
8 Chair that.

9 And we certainly expect and need
10 to have the commitment of everybody on the
11 Committee to make the meetings first of all,
12 all of the meetings that the Co-Chairs will
13 have that the Committee will have. So that we
14 can conduct a fair search and to get that
15 done.

16 So thank all of you that have
17 agreed. It does include, you know everybody
18 always wants to be on every committee that you
19 create. That's never going to happen. But we
20 did try to get broad representation including
21 someone from the community to sit on the
22 Search Committee as well.

1 So, don't have a Committee of the
2 Whole report. Academic and Student Affairs,
3 Trustee Schwartz, any additional?

4 TRUSTEE SCHWARTZ: No additional.
5 We occupied half of your meeting tonight. And
6 the biggest --

7 (Laughter)

8 TRUSTEE SCHWARTZ: The biggest
9 issue we had to discuss was it going to be
10 academic and student affairs or student
11 affairs and academic affairs. And I think Dr.
12 Petty won.

13 CHAIRPERSON CRIDER: Dr. Petty
14 won. Always.

15 TRUSTEE SCHWARTZ: Thanks. Thank
16 you.

17 CHAIRPERSON CRIDER: Okay. As
18 part of your Committee, we have two tasks
19 force.

20 TRUSTEE SCHWARTZ: That's correct.
21 The alumni and --

22 CHAIRPERSON CRIDER: One is new

1 for the alumni. Mr. Shelton?

2 TRUSTEE SHELTON: Briefly, small
3 groups have been identified from the histor --
4 a group has been -- volunteers from the
5 historic schools. I spoke today with an
6 alumnus of the Community College. I'll be
7 talking to the Community College about
8 recommending other alums.

9 I have an alum who is attending
10 the law school, who I haven't had a chance to
11 speak to about it. But I intend to. She's
12 sitting right here to my left. So that we can
13 combine the student effort and the alumni
14 effort to try to service it better.

15 And we should be meeting in early
16 December.

17 CHAIRPERSON CRIDER: Okay. And
18 let me on the record thank Mr. Shelton. He
19 agreed to take on the -- he agreed to sit on
20 a third committee so that he could in fact
21 take on the responsibility of chairing and
22 creating. This is the first time since I've

1 been on the Board that we really have given
2 some directed attention to alumni.

3 And I'm certainly hoping that this
4 results in better relationships with the
5 alumni society and greater participation from
6 that body. And so I thank him for agreeing to
7 take this on.

8 And then the student
9 communications task force?

10 TRUSTEE BENNETT: Thank you Madam
11 Chair. The student communication task force
12 will convene tomorrow at 10:30 at 801 North
13 Capital.

14 We are trying to -- one of my
15 biggest moves is to incorporate having student
16 leaders move around to campuses and to include
17 -- we're going to move to P.R. Harris next,
18 the law school, flag ship, because I think the
19 presence is needed at every single institution
20 here.

21 In the age of communication, I
22 realize that communication is this

1 University's biggest problem unfortunately.
2 And it is my hope that that meeting will
3 convene the structure of the communication
4 task force as well as to address some
5 concerns.

6 I must applaud Student Life, Ms.
7 Kimberly Pennerman, if she's not here. Or if
8 she's here. I want to just applaud her for
9 the effort, she's been working with me very
10 closely in getting the message out to the
11 students. Email reminders of the Board of
12 Trustee meetings.

13 I think there is advocacy in
14 presence. I'm a big proponent of that
15 concept. That you've been present in
16 advocating even with your -- just being there
17 you have advocated for yourself.

18 One of the other issues that we'll
19 be having also is addressing the type of
20 leadership concerns that we are having where
21 students don't know where to go. Trying to
22 build out a hierarchy. We've been working

1 with Dr. Epps on that hopefully to have it
2 incorporated in the handbook that they will be
3 giving out in our next academic year.

4 So we just having the work cut out
5 for us and working with other administrators
6 and staff members in building out what we want
7 this University to be. So thank you.

8 CHAIRPERSON CRIDER: Thank you.
9 Audit, Budget and Finance. Mr. Felton?

10 TRUSTEE FELTON: Yes, thank you
11 Madam Chair The Audit, Budget and Finance
12 Committee did meet on November 6. Again, we
13 talked about the two issues, one is the FY '14
14 financial close out and audit.

15 We thought we would have had that
16 completed by the end of October but it has
17 taken longer. The auditors arrive on November
18 17. And they expect the completion of that
19 audit by mid-December.

20 The draft financials are due to
21 the District CFO by the middle of December.
22 And it looks as if there's a preliminary

1 projected surplus of \$3 million. But however,
2 that's derived primarily from our endowment
3 income.

4 Our endowment balance is as of
5 September 30 is approximately \$44 million.
6 But as we all know, that's mostly restricted.

7 The other issue had to do with the
8 FY 2016 budget. Development, the first
9 meeting of the University Operating Budget
10 Committee was held October 30.

11 The Budget Committee has a
12 subcommittee that is responsible for analyzing
13 the budget data and developing initial budget
14 parameters. That subcommittee met four to
15 five times in preparation for the October 30
16 Budget Committee meeting.

17 In addition we talked about
18 several unfunded Tier One items which are
19 being considered to address critical issues
20 that are legally and contractually mandated.
21 And then the other of course was the Committee
22 did hold a closed session in which a matter

1 related to contacting and budget was
2 discussed.

3 CHAIRPERSON CRIDER: And we will
4 be going into closed session tonight to
5 discuss one issue related to that.

6 TRUSTEE FELTON: Thank you.

7 CHAIRPERSON CRIDER: Okay, thank
8 you Mr. Felton. The Community College?
9 Anyone from the Committee have a report on the
10 Community College of whether you met?

11 TRUSTEE THOMPSON: We did not.

12 CHAIRPERSON CRIDER: You did not
13 meet. Okay, thank you. Operations. Mr.
14 Askew?

15 TRUSTEE ASKEW: Thank you Madam
16 Chair. The Operation -- newly formed
17 Operations Committee met on November 10.

18 For those of you who are not
19 aware, this Committee has several different
20 areas of responsibility which range from
21 facilities, human resources, contracting and
22 procurement, marketing and branding,

1 information technology, general counsel and
2 government relations. That's it. That is it.

3 So you know, as a way to kind of
4 really focus our Committee, I work with Mr.
5 Rogers as well as several of the folks that
6 are part of this cluster, a number of the Vice
7 Presidents, to really have our first session
8 really focus in on information. And kind of
9 level setting kind of where the institution is
10 today.

11 The purpose of doing some of that
12 is to really find some real focus on some top
13 priorities that this Committee will focus its
14 attention on. There's no way with that number
15 of areas of responsibilities, all of which
16 have their own priorities, that you can --
17 that I could figure out a way where I could
18 achieve a result.

19 So the direction, working with the
20 Board Chair, was really ask the Departments to
21 really begin to work cross-functionally. To
22 talk about what are the top priorities for the

1 institution that are within your groups?

2 You know, and understanding that
3 just because you know, the top three
4 priorities may be in a particular area, say
5 facilities for example, that that was any
6 discredit to the high priorities that are in
7 human resources. But really what the
8 institution really needs is for everybody
9 regardless of what area you're in, for us to
10 agree on you know, what we're going to achieve
11 on a step by step basis.

12 So really and my boggy was set for
13 what can we achieve? What are some of the
14 things that we realistically can achieve and
15 measure over the next six months? And if we
16 can't achieve them in six months, what about
17 a year?

18 That doesn't mean that the other
19 priorities are forgotten about. But it is a
20 recognition of you know, what is our high
21 priorities? Because I think sometimes we've
22 gotten to this mind set that we're just trying

1 to do so many things at once that we don't --
2 sometimes it doesn't feel like we achieved
3 anything.

4 And so I do believe that our first
5 Committee meeting was a great step towards
6 understanding what the priorities are in some
7 of the units. And from that we will work
8 together to come up over the next month or so,
9 come up with what we think are you know, the
10 top you know, five or six that we can measure
11 and make significant progress.

12 So you know, with that, you know,
13 we started off with a document that I believe
14 Ms. Franklin shared with the entire Board?
15 Maybe not? Okay. But I'll ask her if she can
16 share it with the entire Board.

17 So we started off with a document
18 that had scope and responsibility of you know,
19 each area. What their structure and personnel
20 looks like both today and in 2015. There was
21 a lot of discussion about the FTEs the NTEs.

22 And though Trustee Felton, some of

1 it was probably in your area as it relates to
2 a dollar amount, when you get information like
3 that, and you see these increases and
4 decreases and you think about what our Vision
5 2020 Plan. But I didn't mean that you know,
6 really we were also focused on Vision 2020 as
7 well.

8 There was a significant amount of
9 discussion on whether or not this was
10 consistent with our Vision 2020 already
11 initially. So if we saw significant increases
12 in FTEs, we also associated that there's a
13 cost associated with that. Right?

14 And we just went through an HR --
15 over the last year and a half we've gone over
16 personnel or position reductions. And so if
17 we see numbers that are creeping up, you know,
18 our FTEs are increasing significantly, but our
19 enrollment is going down and we haven't
20 brought in any additional revenue, is that
21 consistent with where we are seek -- of the
22 objectives we are seeking to achieve?

1 So again, the document that was
2 provided gave us at least an opportunity to
3 start those discussions as we began to look at
4 it. We also looked a little bit at you know,
5 at the budgets associated with it.

6 And we also talked about you know,
7 what did the units -- you know, what did the
8 units accomplish in 2014? What are their
9 major accomplishments? And we got a couple of
10 them which were good.

11 And we also looked at what you
12 know, 2015 major initiatives would be. And
13 again, from that major initiative you know,
14 we'll begin to weed out and come up with what
15 we think are some of the priorities.

16 We also -- they also did a good
17 job of kind of like setting some metrics for
18 each unit. Like you know, we had categories
19 where you had like on the metrics and this was
20 what was recommended. Like the number of
21 major gifts.

22 You know, we know we want our

1 target for 2014 is going to be two major
2 gifts, percentage of alumni giving per year at
3 five percent. And again, some of these you
4 know, it's hard because some of these kind of
5 cross over to other Committees. But it is
6 still good information despite the fact that
7 it might be a little bit out of our view --
8 our purview.

9 But that's you know, we spent a
10 lot of our time again, you know we went
11 through each unit. We know that one of the
12 biggest issues that the Committee will be
13 faced with or at least coming up with a
14 relatively decision soon is what we're going
15 to do with 801 North Capital Street.

16 We've asked that there be
17 information provided to the Board as to what
18 our options are so that we can finally come to
19 a conclusion as to you know, really you know,
20 what we want to do. And I think that you
21 know, once we make our decision, I think the
22 University will be better positioned.

1 Because I think you know, just you
2 know, the number that keeps stuck in my head
3 is \$4.5 million every year that we are -- and
4 every moment that we don't have a secure
5 source of funding to fund that \$4.5 you know,
6 are resources that you know, quite frankly
7 could probably be used in other areas of the
8 institution given the fact that you know, we
9 may have space.

10 But again, there are other options
11 out there that need to be explored. And I
12 hope to be able to come back to the next Board
13 meeting with a recommendation for the Board to
14 consider.

15 We've also been asking for a good
16 informa -- substantive information on a kind
17 of where do we stand? Like again, we went
18 through all these reductions in positions.

19 So what we want to know now is we
20 want to have a clear picture of okay, you
21 know, here's where we were before these
22 abolishment initiatives as it relates to FTEs

1 and the costs associated with them. Here's
2 where we are you know, right after the
3 abolishment. Here's our goals that we set as
4 a part of 2020. And then here is you know,
5 where we are currently today.

6 Because again, I think that in
7 order for us to have these conversations with
8 the people that told us we needed to right
9 size, you know, we need to be able to speak to
10 all of these different areas. And
11 particularly are issues that have been raised
12 by some of our external and to be quite frank,
13 have been raised by the Board and others.

14 So we look forward to the
15 substantive conversation that will come out of
16 that. Again, we're working to be as focused
17 as we possibly can. We welcome other members
18 if they have an interest in knowing what the
19 Committee is taking up.

20 And I want to thank all the
21 Committee members who participated and gave of
22 their time. And in fact they probably gave of

1 you know, three plus hours just for us to go
2 through the number of areas of responsibility
3 the Committee is engaged in.

4 But I'm excited about it. So
5 thank you Madam Chair.

6 CHAIRPERSON CRIDER: Thank you
7 Trustee Askew. And let me just say there were
8 well at least one other area with respect to
9 the HR that we are looking for information.
10 And that is you know, we did a RIF, it hasn't
11 been a year ago.

12 And we have some obligations under
13 the DCMR with respect to people on the RIF
14 list. And we are very interested in seeing
15 where we are with respect to that. Have there
16 been new positions created? Have there been
17 new hires? What does it look like with
18 respect to people that are on the RIF list
19 having been brought back into employment?

20 Because we want to make sure that
21 we first honor those people that in fact we
22 had to let go last year. So we are very

1 interested in that. And certain positions
2 that have been created, certainly have been
3 filled, should have been filled and hopefully
4 were filled by people who were on the RIF
5 list.

6 So we'll be looking at that as
7 well. And just let me say to the Trustees
8 overall, I think that if you really want to
9 get a good feel for what's working or not
10 working and what goes on on a daily basis,
11 this is the Committee that you want to visit.

12 Because they really are touching,
13 it's great to understand academics, it's great
14 to understand what's going on in student
15 affairs. You obviously can't do much without
16 a budget you know.

17 But you also need to understand
18 that there is an operational aspect of a
19 University. The business end of the
20 university. And that's what this Operations
21 Committee is attempting to do.

22 And without the business end, it

1 doesn't matter if you have you know, students
2 and everybody else. Unless we are conducting
3 our business right, we won't have any of them
4 for very long.

5 And so we really need to put some
6 focus on trying to clean up our business
7 operations. And that's what this Committee
8 will be looking at. So I really appreciate
9 that.

10 Is there any unfinished business
11 that we have or new business? If not, I am
12 going to move for -- to go into executive
13 session. And we will not be returning to this
14 room after executive session. We'll close out
15 the meeting.

16 A voice vote please. Okay, so in
17 accordance with Section 2-57510 of the D.C.
18 Code, the Board of Trustees hereby gives
19 notice that it may conduct an executive
20 session for the purpose of discussing the
21 appointment, employment, assignment,
22 promotion, performance evaluation,

1 compensation, discipline, removal or
2 resignation of government appointees,
3 employees or officials.

4 Ms. Franklin can you call the --
5 or take the vote please. Oh, I'm sorry, may
6 I have a motion to go into executive session.

7 TRUSTEE ASKEW: So moved.

8 TRUSTEE FELTON: Second.

9 CHAIRPERSON CRIDER: It's been
10 moved and a lot of seconds. All in favor?

11 MS. FRANKLIN: Enter the roll
12 call.

13 CHAIRPERSON CRIDER: Okay and the
14 roll call vote.

15 MS. FRANKLIN: Mr. Askew?

16 TRUSTEE ASKEW: Yes.

17 MS. FRANKLIN: Mr. Bell?

18 (No response)

19 MS. FRANKLIN: Ms. Bennett?

20 TRUSTEE BENNETT: Yes.

21 MS. FRANKLIN: Ms. Castillo?

22 (No response)

1 MS. FRANKLIN: Dr. Crider?
2 CHAIRPERSON CRIDER: Yes.
3 MS. FRANKLIN: Dr. Curry?
4 TRUSTEE CURRY: Yes.
5 MS. FRANKLIN: Mr. Dyke?
6 (No response)
7 MS. FRANKLIN: Mr. Felton?
8 TRUSTEE FELTON: Yes.
9 MS. FRANKLIN: Dr. Lemus?
10 TRUSTEE LEMUS: Yes.
11 MS. FRANKLIN: Dr. Lyons?
12 PRESIDENT LYONS: Yes.
13 MS. FRANKLIN: General Schwartz?
14 TRUSTEE SCHWARTZ: Yes.
15 MS. FRANKLIN: Mr. Shelton?
16 TRUSTEE SHELTON: Yes.
17 MS. FRANKLIN: Dr. Tardd?
18 TRUSTEE TARD D: Yes.
19 MS. FRANKLIN: Ms. Thompson?
20 TRUSTEE THOMPSON: Yes.
21 MS. FRANKLIN: Mr. Vradenburg?
22 (No response)

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MS. FRANKLIN: Mr. Wyner?

TRUSTEE WYNER: Yes.

(Whereupon, the above-entitled
matter went off the record at 8:38 p.m.)

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C E R T I F I C A T E

This is to certify that the foregoing transcript


In the matter of: Board Meeting

Before: UDC

Date: 11-18-14

Place: Washington, DC

was duly recorded and accurately transcribed under my direction; further, that said transcript is a true and accurate record of the proceedings.



Court Reporter

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