



DELAWARE STATE UNIVERSITY

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**Minutes of the “Hybrid” Meeting of the Board of Trustees of  
Delaware State University, Thursday, March 17, 2022**

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DOVER, DELAWARE**

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**Call to Order**

The Board of Trustees of Delaware State University (“BoT”) held a hybrid meeting on Thursday, March 17, 2022, via in-person and WebEx. Dr. Devona Williams, Chair of the Board of Trustees, called the meeting to order at 1:36 p.m.

**Roll Call** by Ms. Tamara Stoner, University Secretary

<b><u>ATTENDEES</u></b>	
<b>BOARD MEMBERS</b>	<b>DELAWARE STATE UNIVERSITY</b>
Dr. Devona Williams, Chair ( <i>in-person</i> )	Tony Allen, Ph.D., President ( <i>in-person</i> )
Mr. John Ridgeway, Vice Chair	Dr. Sandra Delauder, Provost ( <i>in-person</i> )
Mr. John J. Allen, Vice Chair	Mr. Cleon Cauley, COO ( <i>in-person</i> )
Mr. Norman Griffiths, Esq.	Dr. Irene Hawkins, CAO and VP of Human Resources ( <i>in-person</i> )
Mr. Leroy Tice, Esq.	Dr. Stacy Downing, CAO for DSU Downtown and VP of Strategic Initiatives ( <i>in-person</i> )
Dr. Debbie Harrington ( <i>in-person</i> )	Dr. Vita Pickrum, VP of Institutional Advancement ( <i>in-person</i> )
Ms. Esthelda Parker Selby ( <i>in-person</i> )	Mr. Antonio Boyle, VP of Strategic Management ( <i>in-person</i> )
Ms. Bernadette Dorsey Whatley ( <i>in-person</i> )	Ms. LaKresha Moultrie, General Counsel, VP of Legal Affairs and Chief Risk Officer ( <i>in-person</i> )
Mr. Harold Stafford	Ms. Jackie Griffith, Special Asst. to the President, VP of Government & Community Relations ( <i>in-person</i> )
Ms. Lois Hobbs	Mr. Darrell McMillon, Chief Information Officer ( <i>in-person</i> )
Ms. Margie Lopez Waite	Mr. Bernard Pratt, AVP of Facilities Management, Planning and Construction ( <i>in-person</i> )
Gov. Michael Castle ( <i>in-person</i> )	Ms. Alecia Gadson, Athletic Director ( <i>in-person</i> )
	Mr. Anas Ben Addi, Chief Financial Officer ( <i>in-person</i> )
	Dr. Dawn Mosley, Associate Vice President of Marketing and Communications ( <i>in-person</i> )
	<b><u>Other Attendees:</u></b> Mr. Curtis Winslow, Web Developer ( <i>in-person</i> )

	Chief Bobbie Cummings ( <i>in-person</i> ) Dr. Alexa Silver Dr. Akwasi Osei Mr. Alan Brangman Mr. Cateo Hilton Dr. Cherese Winstead Mr. Carlos Holmes Dr. Clytrice Watson Dr. Gwen Scott Jones Ms. Jarso Saygbe Dr. Jasmine Buxton Ms. Katie Tabeling Ms. Kenisha Ringgold Dr. Kimberley Sudler Dr. Lynda Murray Jackson Dr. Michael Casson Dr. Melissa Harrington Dr. Patrice Gilliam Johnson Dr. Quiana Hutchins Mr. Robert Schrof Mr. Sonel Shropshire Ms. Symone Merritt
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**CONSENT AGENDA**

**Dr. Devona Williams**

- Approval of Minutes from January 20, 2022, Board of Trustees Meeting  
*[Motion to approve Minutes from January 20,2022 Board of Trustees Meeting by Trustee Castle; 2<sup>nd</sup> by Trustee Whatley; Motion carried]*

**PRESIDENT’S REPORT**

**Dr. Tony Allen**

Dr. Allen reported on the following:

- *Black History Month Bomb Threats.* Beginning January 4, 2022 to the present, about 20 HBCUs experienced bomb threats, but there have been no actual incidents.
- *DSU Riverfront Campus.* The Capital One building dedication ceremony was successful, with 300+ individuals in attendance. The site will house the graduate studies program led by Dr. Patrice Gilliam-Johnson.
- *Schwartz Center.* The Schwartz Center held its first public opening since the University took 100% ownership. A special acknowledgment to Drs. Pickrum and Mishoe.
- *Joint Finance Committee (JFC).* The University had a successful appearance before JFC. President Allen’s presentation supported the expansion of the new College of Health & Behavioral Sciences at DSU Downtown – special acknowledgment to Ms. Jackie Griffith for helping prepare the presentation.
- *Federal Appropriations.* The University secured \$3.2MM in new federal appropriations thanks to U.S. Senator Chris Coons and Congresswoman Lisa Blunt Rochester.
- *Retention Rate.* At 92%, the University has the highest Fall-to-Spring student retention rate in

recent history.

- *U.S. Department of Agriculture.* The University has identified new funding from the USDA to break ground on the first new academic building since 2010.
- *Career Fair.* The University's Career Fair, held March 15, was a success. About 600 students and 120 employers participated in the event—special acknowledgment to Mr. Terry Bankston in Career Services.
- *Improving the Physical Plant.* The University will soon begin building a new Agriculture building at an estimated cost of \$8MM. The State has provided a \$1.5MM funding match to support the project, and the USDA has set aside matching funds for the past few years. So, the aggregate total from USDA is \$7.5MM. Additional awards from the private and public sectors are expected.
- *Securing a Healthy Fiscal Future – Federal Appropriations:* Funding for two University programs and two shared initiatives with the University of Delaware (UD) was included in the \$1.5 trillion federal appropriations package passed by Congress last week. Congresswoman Blunt Rochester secured \$1MM for the Center for Urban Revitalizations and Entrepreneurship (CURE). Senator Coons requested \$900,000 for the Charles Schwab Foundation Financial Literacy Institute (FLI). Also, Senator Coons secured \$1MM for the Sustainable Energy Research program and \$900,000 for the Space Observation Center – both programs are shared with UD. The Pell Grant award has increased by about \$400.
- *Black History Month.* President Allen presented the importance of HBCUs to law firms, Wilmington Rotary, Food Bank, Urban League, Barclays, Wells Fargo, Baltimore FBI, Strada, and others. Altogether, there were 18 presentations.
- *Customer Service.* Customer Service training began in February. Fifty members of the University have been certified. Two hundred employees will be trained in April and 400 in May. All faculty and staff will be trained. The new director will be hired by the next board meeting—special acknowledgment to Trustee Whatley for her contributions to this effort.
- *Student Townhall.* About 200 students attended the Townhall led by the Student Government Association. One notable theme mentioned by students was navigating the University. Special thanks to Dr. Dawn Mosley for creating a navigation tool for students that will be updated and circulated each Fall.
- *Whitehouse Update.* On March 16, President Allen met with Vice President Kamala Harris and others. They released an opportunity called Project SERV to support HBCUs impacted by bomb threats by providing up to \$150,000 for public safety activities. In addition, Chairwoman Devona Williams and President Allen went to the Whitehouse on the last day of Black History Month. During their attendance, Mr. Cateo Hilton, an incoming DSU Freshman, spoke and announced his decision to attend DSU (*Shared Video*). Mr. Hilton briefly joined today's board meeting virtually and addressed the DSU Board of Trustees.

## **CHAIR'S REPORT**

**Dr. Devona Williams**

Dr. Williams thanked the BoT for their continuous work and leadership as committee chairs. During the March committee meetings, each chair provided an overview of their committee KPIs. In June, each chair is expected to have a KPI dashboard. June will be a full in-person board meeting.

## **COMMITTEE REPORTS**

### **Athletics Committee (ACo) – Mr. John Allen**

Mr. Allen reported the following:

During the March meeting, the committee focused on reviewing goals and KPIs relative to the goals established by President Allen. The committee voted unanimously to add DSU alum Joel Coppadge to the ACo. Ms. Gadson reported that coaches are currently recruiting new talent. She will provide the ACo with revenue and expense reports to further discussions on revenue generation. Mr. Miles Carter was selected to participate in the HBCU All-Star football team. Dr. Pickrum stated that her team is currently negotiating hotel room rates for Homecoming.

- Action Item: *[Motion to approve Joel Coppadge to become a member of the Athletics Committee by Trustee Allen; 2<sup>nd</sup> by Trustee Hobbs; Motion carried]*

*[Motion to approve ACo Report by Trustee Allen; 2<sup>nd</sup> by Trustee Hobbs; Motion carried]*

### **Audit & ERM Committee (A.C.) – Mr. Leroy Tice**

Mr. Tice reported the following from the March A.C. meeting:

- *COVID-19 & ERM Update*. Ms. Stoner reported that the COVID-19 positivity rate remains below 1% campus-wide. COVID-19 testing and vaccines/boosters are still being provided to faculty, staff, and students. The 2021 Tier II Hazardous Chemical Inventory and Title V Semi-annual and Annual Air reports were submitted to DNREC and EPA in advance of the deadline. Dr. Awele Olisemeka is the new medical director for DSU's Molecular Diagnostic Lab. Ms. Stoner provided special acknowledgement to Campus Police, Facilities, and the Marketing teams for their continuous support.
- *Insurance*. Ms. Moultrie reported that a request for proposal will be published on March 18 for insurance brokerage services. The student health premium rate for 2022-2023 is \$855 (\$56 increase from 2021-2022) for medical through United Healthcare. Vision and dental will be variable.
- *Summer Camps*. Ms. Ringgold provided an update regarding Summer Camps. A committee was established to formalize the camp approval process and help mitigate risks associated with minors on campus.
- *Internal Auditor*. Mr. Schrof established an internal audit workplan to address problematic areas and assist with risk avoidance and mitigation. Trustee Tice encouraged each trustee to review the workplan. The ethic's hotline is available to the campus community.
- *Audit Update*. Mr. Ben Addi reported the following:
  - *FY 2021 Single Audit*. The single audit is due by the end of September, but finance is on track to submit by the end of June.
  - *FY 2021 Audit Findings*. There were four new findings: salary accrual, grant accounting, OPEB entry, and investment activity. There were three repeat findings: deadline delay, cash reconciliation and p-cards. All findings were classified as material weaknesses except the OPEB entry, investment activity and p-cards. The goal is to have Mr. Schrof assess the internal controls, specifically in the p-card area. *(See Portal for details)*

- Action Item: *[Motion to approve the Student Insurance Premium Rate for 2022-2023 by Trustee Tice; 2<sup>nd</sup> by Trustee Griffiths; Motion carried]*

*[Motion to approve A.C. Report by Trustee Tice; 2<sup>nd</sup> by Trustee Hobbs; Motion carried]*

- **Governance Committee (G.C.) – Mr. Griffiths**

Mr. Griffiths reported the following:

The committee met on February 24 to discuss finalist recommendations to fill the vacant board elected seat of former Gov. Jack Markell. The committee decided to recommend the election of Mr. Chip Rossi to fill the vacant seat. On March 9, the committee approved the recommendation to appoint Mr. Rossi to fill the unexpired term of Gov. Markell. Mr. Rossi will be sworn-in at the June board meeting. The election of board officers will take place at the June board meeting. Anyone who is interested in serving should reach out to Trustee Griffiths or Ms. Moultrie.

- Action Item: *[Motion to approve the election of Mr. Chip Rossi to fill the unexpired term of Gov. Jack Markell by Trustee Griffiths; 2<sup>nd</sup> by Trustee Stafford; Motion carried].*

*[Motion to approve G.C. Report by Trustee Griffiths; 2<sup>nd</sup> by Trustee Hobbs; Motion carried]*

- **Innovation & Sustainability (I&S) – Mr. Stafford**

Mr. Stafford reported the following from the March I&S meeting:

The current combined endowment fund balance is \$40,114,348.00. The committee approved six KPIs which are in alignment with President Allen’s goals. KPI #3 will target a stretch goal of \$60MM by 2026 to prepare the University for R1 status. The University has a new partnership with Project 1954 that will focus on three areas: build a portfolio of Luminaries of at least 20 black leaders, build a thriving donor community, and influence philanthropy and the educational ecosystem to ensure black leadership is valued. The Project 1954 5-year impact is to raise \$100MM to catalyze greater recognition of and investment in Black leadership contributing to a more inclusive education ecosystem for all students. Additionally, Dr. DeLauder reported on the Braven Project, one of the Luminaries of Project 1954 who will support the Universities participation in the initiative. Dean Casson introduced Mr. Sonel Shropshire as the new director of the Global Institute for Equity Inclusion and Civil Rights. Dean Casson also reported on several grants managed under the Foundation: Capital One: Experiential Learning \$250,000; JPMC: Changing the Scope of Technology in Education Beyond COVID-19 \$1MM; and (3) Grants to support the Center for Urban Revitalization and Entrepreneurship (CURE) – PNC Bank \$150,000, Wells Fargo \$20,000, and TD Bank \$150,000. The CURE project has recently received an additional \$1MM to support its mission.

*[Motion to approve I&S Report by Trustee Stafford; 2<sup>nd</sup> by Trustee Hobbs; Motion carried]*

- **Operations Committee (O.C.) – Mr. Ridgeway**

Mr. Ridgeway reported the following from the March O.C. meeting:

The committee reviewed KPIs and approve seven contracts for recommendation to the full board. Mr. Ben Addi provided a brief overview of the quarterly financial KPIs: paid invoices (95%-within 30 days), revenues (90%-110% vs budget), expense management (90%-110% budget to actual), and quarterly p-card reconciliation.

- Action Item #1: EAB Global, Inc. Contract – Student Success Collaborative Program (\$601,263.00)  
*[Motion to Approve the contract by Trustee Ridgeway; 2<sup>nd</sup> by Trustee Stafford; Motion carried]*
- Action Item #2: Wohlsen Construction: Construction of New Agriculture Building (\$8MM)  
*[Motion to Approve the contract by Trustee Ridgeway; 2<sup>nd</sup> by Trustee Whatley; Motion carried]*
- Action Item #3: Amakor Inc.: DSU Downtown College Center (\$968,560)  
*[Motion to Approve the contract by Trustee Ridgeway; 2<sup>nd</sup> by Trustee Allen; Motion carried]*
- Action Item #4: Hoopes Fire Protection: Price Building New Sprinkler System install and ADA Improvements (\$1.9MM)  
*[Motion to Approve the contract by Trustee Ridgeway; 2<sup>nd</sup> by Trustee Hobbs; Motion carried]*
- Action Item #5: L.J. Paolletta Construction, Inc.: Loockerman Hall Full Renovation (\$1,246,000 MM)  
*[Motion to Approve the contract by Trustee Ridgeway; 2<sup>nd</sup> by Trustee Selby; Motion carried]*
- Action Item #6: Amakor, Inc.: Bank of America Building Stock Trading Classroom (\$416,795)  
*[Motion to Approve the contract by Trustee Ridgeway; 2<sup>nd</sup> by Trustee Whatley; Motion carried]*
- Action Item #7: Grounded Electrical Construction LLC: Main Campus Site Lighting Improvements (\$1,538,926 MM)  
*[Motion to Approve the contract by Trustee Ridgeway; 2<sup>nd</sup> by Trustee Selby; Motion carried]*

*[Motion to approve O.C. Report by Trustee Ridgeway; 2<sup>nd</sup> by Trustee Whatley; Motion carried]*

- **Student Affairs Committee (S.A.) – Ms. Lois Hobbs**

Ms. Hobbs reported the following from the March S.A. meeting:

The committee reviewed KPIs in the areas of student leadership and engagement; spiritual life and community service programs; community responsibility; student employment; wellness and recreation; and housing and residential education. *(See portal for details)*

*[Motion to approve S.A. Report by Trustee Hobbs; 2<sup>nd</sup> by Trustee Harrington; Motion carried]*

- **Academic & Student Success Committee (S.S.) – Dr. Debbie Harrington**

Dr. Harrington reported the following:

- Action Item #1: Request to Plan MS Nutritional Sciences

*[Motion to Approve the Request to Plan MS Nutritional Sciences by Trustee Harrington; 2<sup>nd</sup> by Trustee Whatley; Motion carried]*

- Action Item #2: Request to Plan BS Financial Wealth

*[Motion to Approve the Request to Plan BS Financial Wealth by Trustee Harrington; 2<sup>nd</sup> by Trustee Hobbs; Motion carried]*

- Action Item #3: Request to Reactivate MA Curriculum and Instruction

*[Motion to Approve the Request to Reactivate MA Curriculum and Instruction by Trustee Harrington; 2<sup>nd</sup> by Trustee Whatley; Motion carried]*

- During the meeting in March, Dr. Patrice Gilliam-Johnson provided a report on Prior Learning Assessment noting the proposed evaluation procedure for the University. Ms. Jarso Saybe provided a summary on the academic performance of Wesley legacy students. The University projects that 91 legacy students will graduate in Spring 2022. Dr. Lynda Murray-Jackson provided an update on the MSCHE site visit scheduled for March 21-23, 2022. She also provided questions to the BoT in preparation of the site visit.

*[Motion to approve S.S. Report by Trustee Harrington; 2<sup>nd</sup> by Trustee Hobbs; Motion carried]*

- **Executive Leadership Committee (E.C.) – Dr. Devona Williams**

Dr. Williams reported that the committee met on March 10 and discussed KPIs, the Diversity, Equity, Justice, and Inclusion Statement (DEJI), and the December 2021 Retreat follow-up items. The committee has ten KPIs but will focus on five. Dr. Hawkins provided an update on the top five KPI dashboard indicators: succession planning, employee annual evaluations, semi-annual employee turnover rate, critical position filled within 90 days, and employee engagement index.

- Action Item #1: DEIJ Statement

*[Motion to Approve the DEIJ Statement, by Chair Williams; 2<sup>nd</sup> by Trustee Whatley; Motion carried]*

*[Motion to approve E.C. Report by Chair Williams; 2<sup>nd</sup> by Trustee Whatley; Motion carried]*



**NO PUBLIC COMMENTS**

Trustee Selby suggested that public comments be moved to the top of the agenda, and Trustee Stafford suggested starting the board meetings at 1:15 p.m. to allow public comments during that timeframe. Chair Williams will take both suggestions under advisement.

**ANNOUNCEMENTS**

- Board of Trustees Meeting with Middle States, March 21 at 11:30 a.m. to 12:20 p.m.
- Board of Trustees & DSUAA Virtual Meet & Greet, March 24 at 6:00 p.m.
- MSCHE Virtual Meeting, March 21 (9:00-12:00 tentatively)
- AGB 2022 National Conference on Trusteeship, April 12-14
- Commencement, May 12 & May 14
- Board Committee Meetings, June 2 and 9
- Board Meeting June 16
- Board Retreat, July 14 & 15

President Allen mentioned that Trustee Selby was honored last week by the Sunshine Circle Club celebration outstanding women in Delaware. Also, Dr. Williams will receive the Kathleen M. Siegfried Leadership Award from the University of Delaware in April.

**EXECUTIVE SESSION OF THE BOARD OF TRUSTEES (Pursuant to FOIA)**

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**\*\*\*\*\*EXECUTIVE SESSION\*\*\*\*\***

*[Motion to enter Executive Session, by Trustee Harrington, 2<sup>nd</sup> by Trustee Whatley/Stafford; Motion carried]*

*[Motion to exit Executive Session, by Trustee Ridgeway, 2<sup>nd</sup> by Trustee Stafford; Motion carried]*

**\*\*\*\*\*EXECUTIVE SESSION\*\*\*\*\***

*[Motion to adjourn by Trustee Harrington; 2<sup>nd</sup> by Trustee Whatley; Motion carried]*

**ADJOURNMENT** 4:47 p.m.