

AGENDA

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS
Standing Committees/Regular Meeting**

Date: Thursday, February 10, 2022
Time: 8:30 AM
Place: Texas Southern University - Library Learning Center, 5th Floor
3100 Cleburne St.
Houston, TX 77004

Chair: Albert H. Myres
Vice Chair: Marc C. Carter
Second Vice Chair: Pamela A. Medina
Secretary: James M. Benham

I. Call to Order

II. Roll Call

III. Prayer

IV. Open Forum

V. Conflict of Interest

VI. Board Business

A. Approve Minutes for past meetings of the Board of Regents 4
Action Requested: Approval

B. Texas Southern University's Vision and Mission 14
Action Requested: Approval

C. Board of Regents' Committee Assignments 17
Action Requested: Approval

D. Chairman's Comments

VII. President's Report

A. President's Update 19
Action Requested: Information

VIII. Academic Affairs, Research and Student Life

Presenters: Regent Pamela A. Medina, Dr. Lesia L. Crumpton-Young, President & Dr. Lillian B. Poats, Acting Provost/Vice President for Academic Affairs

- A. Request Approval For Texas Southern University’s Proposed College of Transdisciplinary Studies 31
Action Requested: Approval

IX. Administration and Finance

Presenters: Regent Mary Evans Sias, Dr. Lesia L. Crumpton-Young, President & Ms. Anita L. Lockridge, Acting Chief Financial Officer

- A. Request Approval for Financing through the Texas Public Finance Authority 49
Action Requested: Approval
- B. Provide Information Regarding the Endowment Performance (November 30, 2021 and December 31, 2021) 58
Action Requested: Information

X. Development & Legislative Affairs

Presenters: Regent James M. Benham, Dr. Lesia L. Crumpton-Young, President & Ms. Melinda Spaulding, Vice President for University Advancement

- A. No Agenda Items

XI. Personnel and Litigation

Presenters: Regent Caroline Baker Hurley, Dr. Lesia L. Crumpton-Young & Mr. Hao P. Le, General Counsel

- A. Request Approval to Appoint the Vice President of Research and Innovation 59
Action Request: Approval
- B. Request Approval to Appoint the Vice President of Enrollment and Student Success 75
Action Requested: Approval

XII. Physical Facilities

Presenters: Regent Marc C. Carter, Dr. Lesia L. Crumpton-Young, President & Mr. Hao P. Le, Acting Vice President for Administration & General Counsel

- A. No Agenda Items

XIII. Audit

Presenters: Regent Marilyn A. Rose, Dr. Lesia L. Crumpton-Young, President, Ms. DeAnna M. Nwankwo, Vice President/Chief Compliance Officer & Ms. Charla Parker-Thompson, Chief Audit Executive

- A. Tasks in Progress Report 99
Action Requested: Information

XIV. Athletics

Presenters: Regent Stephanie D. Nellons-Paige, Dr. Lesia L. Crumpton-Young, President & Mr. Kevin L. Granger, Vice President of Intercollegiate Athletics

A. No Agenda Items

XV. Consent Docket

A. Request Approval to Extend the Office Supply Agreements with Challenge Office Products and Standard Office Products 100
Action Requested: Approval

B. Request Approval to Extend Contract with Ricoh USA Inc. for the University Copier Fleet 101
Action Requested: Approval

C. Request Approval to Ratify Investment Manager Contracts 102
Action Requested: Approval

D. Request Approval to Extend the Banking Services Contract with JPMorgan Chase Bank 103
Action Requested: Approval

E. Request to Appoint Acting Vice President of Administration 104
Action Requested: Approval

XVI. Executive Session

XVII. Reconvene in Open Session to Consider Action on Executive Session Items as Necessary

XVIII. Adjourn

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Board Business

ITEM: Approve Minutes for past meetings of the Board of Regents

DATE PREVIOUSLY SUBMITTED: N/A


SUMMARY:

- Standing Committee/Regular Meetings on October 14, 2021
- Virtual Special Called Meeting on December 9, 2021

**SUPPORTING
DOCUMENTATION:** Draft Minutes

FISCAL NOTE: No Fiscal Impact

ACTION REQUESTED: Approval



BOARD CHAIR Albert H. Myres

DATE 1/18/22

**MINUTES OF THE
TEXAS SOUTHERN UNIVERSITY BOARD OF REGENTS
STANDING COMMITTEES/REGULAR MEETING**

Thursday, October 14, 2021 8:30 A.M.

Present

Mr. Albert H. Myres, Chair
Mr. Marc C. Carter, Vice Chair
Ms. Pamela A. Medina, 2nd Vice Chair
Mr. James M. Benham, Secretary
Ms. Caroline B. Hurley
Mr. Ron J. Price
Ms. Marilyn A. Rose
Dr. Mary E. Sias
Ms. Aaliyah M. Fleming, Student Regent

Absent

Ms. Stephanie D. Nellons-Paige

I. Call to Order

The Standing Committees/Regular Board Meeting of the Texas Southern University Board of Regents was called to order by Chairman Myres at 8:36 A.M.

II. Prayer

Chairman Myres announced that Reverend White would deliver the prayer.

III. Roll Call

Attendance and a quorum were confirmed by roll call. The meeting was held on the campus of Texas Southern University, Houston, Texas, in the Library Learning Center, 5th Floor. The meeting was also available via Live Streaming: <https://primetime.bluejeans.com/a2m/live-event/egdhxscq>.

IV. Open Forum

Chairman Myres reminded the speakers addressing the Board of the open forum rules that are governed by the Board's Bylaws.

The following individuals participated in Open Forum in this order:

- Ms. Markicia Horton
- Mr. David Maly
- Mr. Dominique Roberts
- Ms. Emily Joubert

**MINUTES OF THE
TEXAS SOUTHERN UNIVERSITY BOARD OF REGENTS
STANDING COMMITTEE/REGULAR MEETING
Thursday, October 14, 2021 8:30 A.M.**

- Mr. Lawrence Snowden, Staff Council President

V. Conflict of Interest Statement

Chairman Myres reminded the Regents of the Conflict of Interest statement and to acknowledge any conflict by completing the form and submitting it to the Board Relations office at the earliest practicable time.

VI. Board Business

- A. Approve Minutes for past meetings of the Board of Regents

Action: Regent Myres motioned for approval, seconded by Regent Benham.
Motion passed.

- B. Election of Board Officers

Action: Officers for the board were nominated and voted on.

Regent Albert H. Myres was elected Chairman of the Board.

Regent Marc C. Carter was elected Vice Chair of the Board.

Regent Pamela Medina was elected Second Vice Chair of the Board.

Regent James M. Benham was elected Secretary of the Board.

- C. Chairman's Comments – Chairman Myres and the Regents applauded and encouraged students to always speak up for themselves and be assured that the Board and Administrations is working hard to do everything in their power to make this educational experience one that they will be proud of and remain part of their lives going forward.

Lastly, the Chairman stated with certainty that the students remain the primary focus of the Board and the Administration.

- D. President's Report

President Young outlined her first 100-days using a powerpoint. She outlined the goals, priorities and initiatives that she hopes to achieve during her first year.

**MINUTES OF THE
TEXAS SOUTHERN UNIVERSITY BOARD OF REGENTS
STANDING COMMITTEE/REGULAR MEETING
Thursday, October 14, 2021 8:30 A.M.**

Following the President's report, Chairman Myres and Vice Chair Carter spoke about the need to reach out to all TSU students who are/were affected by Hurricane Ida to provide the assistance they may require.

VII. Administration and Finance

- A. Request Approval Regarding the Negotiation and Execution of Contracts Related to Capital Expenditure Plan, HEERF, Title III, Health & Safety, and Real Estate

Action: Regent Hurley motion to amend the request for HEERF amount from \$25 million to \$50 million, second by Regent Carter. Motion passed.

Regent Hurley motioned for approval for Administration and Finance committee to move forward with any necessary expenditures during the four-month period of October 14, 2021 through February 10, 2022 with the amended cost of \$50,000,000. Seconded by Regent Carter. Motion passed.

- B. Request Approval to Procure Additional Student Housing

Action: Regent Sias motioned for approval, seconded by Regent Carter. Motion passed.

Regent Price asked to get an update on the P-3 project that was introduced in October 2019 regarding student housing. President Young assured the Board that a full report on this issue will be presented at the February 2022 board meeting.

- C. Request Approval to Purchase CCure Security Management Upgrade

Action: Regent Sias motioned for approval, seconded by Regent Carter. Motion passed.

The Board Members requested to have something visual put on the campus letting the students know the technology progress that is being made on the campus.

- D. Request Approval to Purchase Transact Upgrade

Action: Regent Sias motioned for approval, seconded by Regent Carter. Motion passed.

- E. Request Approval to Contract with Risk Management Services and Workers' Compensation Claims Administration

Action: Regent Sias motioned for approval, seconded by Regent Hurley. Motion passed.

VIII. Personnel and Litigation

**MINUTES OF THE
TEXAS SOUTHERN UNIVERSITY BOARD OF REGENTS
STANDING COMMITTEE/REGULAR MEETING
Thursday, October 14, 2021 8:30 A.M.**

- A. Request Approval to Renew the Employment Contract for the Vice President for Intercollegiate Athletics
Action: Regent Hurley moved for approval of the contract for a term of 3-years, seconded by Regent Sias.

IX. Physical Facilities

- A. Request Approval to Acquire Campus Living Villages U.S.'s Leasehold Estate
Action: Regent Carter moved for approval of the contract for a term of 3-years, seconded by Regent Price.
- B. Request Approval to Purchase Real Estate Property
Action: Regent Price moved for approval of the contract for a term of 3-years, seconded by Regent Benham.
- C. Provide Information Regarding Elevator Maintenance Services
Action: Regent Benham moved for approval of the contract for a term of 3-years, seconded by Regent Price. Motion passed.

X. Audit

- A. Fiscal Year 2022 (Proposed) Annual Internal Audit Plan
Action: Regent Rose moved for approval of the contract for a term of 3-years, seconded by Regent Carter. Motion passed.
- B. Request Approval to Purchase Additional Compliance Modules with Navex Global
Action: Regent Rose moved for approval of the contract for a term of 3-years, seconded by Regent Carter. Motion passed.

XI. Bylaws and Policy

- A. Request Approval to Texas Southern University Board of Regents Revised Bylaws (Sections 7.3, section 8.2 (a), Section 8.2 (b), and Section 8.2 (c)
Action: Regent Carter moved for approval of the contract for a term of 3-years, seconded by Regent Hurley. Motion passes.

XII. Consent Agenda

- A. Fiscal Year 2022 Board of Regents Meeting Calendar

**MINUTES OF THE
TEXAS SOUTHERN UNIVERSITY BOARD OF REGENTS
STANDING COMMITTEE/REGULAR MEETING
Thursday, October 14, 2021 8:30 A.M.**

- B. Request Approval Regarding Banking Resolutions and Signatory Changes with Unity Bank
- C. Request Approval Regarding Installation Services by Nash Industries, Inc.
- D. Request Approval Regarding Repairs by Blackmon Mooring
- E. Request Approval Regarding Waterproofing Windows at General Services Building
- F. Request Approval Regarding Services by DTECH Services, Inc.
- G. Request Approval Regarding Heating, Ventilation and Air Conditioning (HVAC) Cleaning by Blackmon Mooring
- H. Request Approval Regarding Comprehensive Life Safety Systems and Preventative Maintenance
- I. Request Approval Regarding Remediation Services by Arrow Services, Inc.
- J. Request Approval to Purchase Equipment from Omega Fields, Inc.

Action: Regent Price moved for approval, seconded by Regent Sias.
Motion passed.

XIII. Executive Session

- A. Texas Government Code - Section 551.071 - Consultation with University Attorney(s).
- B. Texas Government Code - Section 551.072 - Deliberations concerning Purchase, Lease or Value of Real Property.
- C. Texas Government Code - Section 551.073 - Deliberations about Negotiated Contracts for Prospective Gifts or Donations.
- D. Texas Government Code - Section 551.074 - Personnel Matters, including Appointment, Evaluation or Dismissal of Personnel.

The Board adjourned at 10:42 A.M. for executive session.

**MINUTES OF THE
TEXAS SOUTHERN UNIVERSITY BOARD OF REGENTS
STANDING COMMITTEE/REGULAR MEETING
Thursday, October 14, 2021 8:30 A.M.**

XIV. Reconvene in Open Session to Consider Action on Executive Session Items as Necessary

The Board reconvened in open session with a roll call to reconfirm a quorum at 2:14 P.M. A quorum was present.

XV. Adjourn

The standing committees and regular meeting adjourned at 2:22 P.M.

(Please note that the full agenda was addressed; however, certain items were addressed out of order).

Others Present:

President Lesia Crumpton-Young	Mario Berry	Kevin Granger
Kenneth Huewitt	Hao Le	Anita Lockridge
Teresa McKinney	DeAnna Nwankwo	Charla Parker-Thompson
Mellany Patrong	Faith Ruiz	Melinda Spaulding

SIGNATURE OF APPROVAL

I CERTIFY that the foregoing minutes constitute a true, correct and complete record of the regular board meeting of the Board of Regents of Texas Southern University, held in Houston, Texas on October 14, 2021. Due to technical difficulties, some parts on the livestream video are inaudible and at a very low volume.

Faith Ruiz, Executive Director for Board Relations

Date Approved by the Board

James M. Benham, Secretary

**MINUTES OF THE
TEXAS SOUTHERN UNIVERSITY BOARD OF REGENTS
VIRTUAL SPECIAL CALLED MEETING**

Thursday, December 9, 2021 9:00 A.M.

Present

Mr. Albert H. Myres, Chair
Mr. James M. Benham, Secretary
Ms. Stephanie D. Nellons-Paige
Mr. Ron J. Price
Dr. Mary E. Sias
Ms. Aaliyah M. Fleming, Student Regent

Absent

Mr. Marc C. Carter, Vice Chair
Ms. Pamela A. Medina, 2nd Vice Chair
Ms. Caroline Baker-Hurley
Ms. Marilyn A. Rose

I. Call to Order

The Virtual Special Called Board Meeting of the Texas Southern University Board of Regents was called to order by Chairman Myres at 9:07 A.M.

Chairman Myres certifies that the meeting will follow the provisions of sections 551.041 and 551.045 of the Texas government code, pursuant by the public notice of this meeting.

II. Roll Call

Attendance and a quorum were confirmed by roll call. The meeting was available via Live Streaming: <https://primetime.bluejeans.com/a2m/live-event/sfbjggwk>.

III. Conflict of Interest Statement

Chairman Myres stated to the Regents to please acknowledge any Conflict of Interests by completing the form provided in their package that was sent by the Board of Relations office.

IV. Administration and Finance Committee

Regent Sias presided over the meeting introducing Anita Lockridge to present the action item.

A. Request Approval for Financing through the Texas Public Finance Authority.

- Senate Bill 52 authorizing Texas Southern University to finance through the assurance of the bond for:
 - Facilities Maintenance and Construction
 - Facilities Renovation and upgrades

**MINUTES OF THE
TEXAS SOUTHERN UNIVERSITY BOARD OF REGENTS
VIRTUAL SPECIAL CALLED MEETING
Tuesday, December 9, 2021 9:00 A.M.**

- 4 projects that are solicited in Senate bill 52
Anita Lockridge then introduced President Crompton-Young to continue the presentation.

President Crompton-Young:

Described the vision for the use of the TRB authorization:

1. New Health Science Facility
2. TSU Community Health Sciences Center
3. Nabrit Science Building renovation
4. Wayfinding and signage project

President Crompton-Young concludes by stating that to begin the TRB Financing:

- The University seeks approval from the Board of Regents to pass the resolution
- The University will send a formal request for financing to the Texas Public Finance Authority (TPFA).
- The University will request approval for an alternative project from Governor Greg Abbott and the Legislative Budget Board.
- The University will prepare a budget and schedule for the completion of the institutional projects.

President Crompton-Young also stated once this is completed, it will go forth in the February Board meeting to ask the Board to approve the reimbursement resolution and update the Board on the status of the institutional projects.

Before presenting the resolution to be passed President Crompton-Young answers questions from the Regents. The passing of the resolution was moved to Executive session.

V. Executive Session

- A.** Texas Government Code - Section 551.071 - Consultation with University Attorney(s).
- B.** Texas Government Code - Section 551.072 - Deliberations concerning Purchase, Lease or Value of Real Property.
- C.** Texas Government Code - Section 551.073 - Deliberations about Negotiated Contracts for Prospective Gifts or Donations.
- D.** Texas Government Code - Section 551.074 - Personnel Matters, including Appointment, Evaluation or Dismissal of Personnel.

The Board adjourned at 10:14 A.M. for executive session.

**MINUTES OF THE
TEXAS SOUTHERN UNIVERSITY BOARD OF REGENTS
VIRTUAL SPECIAL CALLED MEETING
Tuesday, December 9, 2021 9:00 A.M.**

VI. Reconvene in Open Session to Consider Action on Executive Session items as Necessary

The Board reconvened in open session with a roll call to reconfirm a quorum at 12:27 P.M. A quorum was present.

Chairman Myres delegated meeting back to Regent Sias. Regent Sias stated that she would like to make a motion to table the request for approval for financing through the Texas Public Finance Authority and requested to have an additional meeting for further discussion and then approval.

Motion accepted.

VII. Adjourn

The Virtual Special Called Board meeting adjourned at 12:29 P.M.

Others Present:

Lesia Crumpton-Young

Anita Lockridge

Faith Ruiz

Kenneth Huewitt

Hao Le

SIGNATURE OF APPROVAL

I CERTIFY that the foregoing minutes constitute a true, correct and complete record of the regular board meeting of the Board of Regents of Texas Southern University, held in Houston, Texas on December 9, 2021.

Faith Ruiz, Executive Director for Board Relations

Date Approved by the Board

James M. Benham, Secretary

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Board Business

ITEM: Texas Southern University's Vision and Mission

DATE PREVIOUSLY SUBMITTED: N/A


SUMMARY:

The Board of Regents will review and approve the updated Texas Southern University's Vision and Mission.

SUPPORTING DOCUMENTATION: Vision Document

FISCAL NOTE: No Fiscal Impact

ACTION REQUESTED: Approval



BOARD CHAIR Albert H. Myres

DATE 1/18/22

Texas Southern University Vision Document

<p>CORE VALUES</p>	<p>T--TEAMWORK is our strength. We, at TSU, believe that working together, we achieve more. S--STUDENT SUCCESS, FIRST in everything we undertake; if students see it, they can do it. U--UNPRECEDENTED in our resolve to succeed and be ACCOUNTABLE for what we do. P--PROUD to be an INDEPENDENT, URBAN UNIVERSITY, committed to SERVING OUR STUDENTS & COMMUNITY. R--RESEARCH-DRIVEN and resolved in our commitment to COLLABORATION and EXCELLENCE. O- OPTIMISTIC in our ability to be INNOVATIVE AND ENTREPRENEURIAL in deriving and advancing new ideas. U--UNITED in everything we do, UNBEATABLE at what we do, and UNRELENTING in our approach to progress. D--DISTINCT in our academic programs and in DIVERSITY of thought.</p>				<p>4 YEAR GOALS</p>											
<p>Vision, Niche and Mission</p>	<p>Vision: Texas Southern University is one of the nation's preeminent comprehensive urban universities recognized by the excellence of our programs, the quality of our instruction, and our innovative research. We are committed to being a contributing partner to our community, state, nation, and world.</p> <p>Mission: Texas Southern University is a student-centered comprehensive doctoral university committed to ensuring equality, offering innovative programs that are responsive to global challenges, and transforming diverse students into lifelong learners, engaged citizens, and creative leaders.</p> <p>Description: Texas Southern University is the ONLY independent, top tier, urban, public HBCU in the state of Texas.</p>				<p>Goal Date: August 1, 2025</p> <p>By the Numbers:</p> <table border="1" data-bbox="1524 488 2032 800"> <tr> <td>10,000 students</td> <td>\$50M in Research Awards</td> <td>60% career placement rate</td> </tr> <tr> <td>\$125M endowment</td> <td>On campus housing for 2500</td> <td>>50% freshman progression rate</td> </tr> <tr> <td>30% 4 year graduation rate</td> <td>35% 6 year grad rate</td> <td>75% freshman persistence rate</td> </tr> </table>			10,000 students	\$50M in Research Awards	60% career placement rate	\$125M endowment	On campus housing for 2500	>50% freshman progression rate	30% 4 year graduation rate	35% 6 year grad rate	75% freshman persistence rate
10,000 students	\$50M in Research Awards	60% career placement rate														
\$125M endowment	On campus housing for 2500	>50% freshman progression rate														
30% 4 year graduation rate	35% 6 year grad rate	75% freshman persistence rate														
<p>VISION MAY 2032</p>	<table border="1" data-bbox="390 813 1497 943"> <tr> <td>15,000 students</td> <td>50% 6 year graduation rate</td> <td>\$100M in Research Awards</td> <td>3 Branch Campuses</td> </tr> <tr> <td>\$250M endowment</td> <td>50% 4 year grad rate</td> <td></td> <td>Main campus housing for 5000</td> </tr> </table>				15,000 students	50% 6 year graduation rate	\$100M in Research Awards	3 Branch Campuses	\$250M endowment	50% 4 year grad rate		Main campus housing for 5000	<p>What does it look like?</p> <ul style="list-style-type: none"> • Excellent graduation rates (all above __%) • Appropriate, enforced admission standards • Dedicated Recruiters covering all of Texas • Dedicated Development Officers for Fundraising • Dedicated Government Relations Office for State and Federal Activity • Healthy Greek Life • Growing, Championship Athletic Program with all football, basketball and baseball games played on campus. Tennis re-established as a program. • All schools migrated to colleges • 2 P3 Dorms 			
15,000 students	50% 6 year graduation rate	\$100M in Research Awards	3 Branch Campuses													
\$250M endowment	50% 4 year grad rate		Main campus housing for 5000													
<p>MARKETING STRATEGY</p>	<p>To be determined by the leadership and management of the University</p>															

Texas Southern University Vision Document

1-YEAR VISION

PENDING ISSUES LIST

Future Date: September 1, 2022

Measurables:

8,000 students	40% freshman progression rate & 70% persistence rate over summer 2022
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Goals and Priorities for the Year:

- A. Develop, discuss, and implement a new organizational structure and reorganization plan
- B. Recruit highly accomplished Leadership Team Members that will elevate the brand and reputation of the institution
- C. Increase alumni giving rate and formulate initial plans for a capital campaign
- D. Attract new funding from external funding sources
- E. Overhaul the enrollment management and student success strategies, initiatives, policies, and practices
- F. Restructure and enhance recruitment strategies, initiatives, and partnerships
- G. Restructure and enhance retention strategies, initiatives, policies, and practices
- H. Restructure and enhance student persistence/matriculation strategies, initiatives, and practices
- I. Revive, strengthen, and create new partnerships with industries, corporations, non-profits, foundations, and other organizations

- K. Launch a “wow” initiative - (i.e... similar to an Ion-2)
- L. Complete a review and analysis of academic programs (health dashboard)
- M. Reduce redundancy and minimize the number of uniquely offered courses throughout the curriculum (cross-list, increase section size, etc.)
- N. Restructure the FY22 budget to align with expected revenue from expected enrollment
- O. Enhance strategies for improving quality and academic-related outcomes
- P. Enhance the experiential learning and co-curricular initiatives
- Q. Create professional training and development initiatives for students, faculty, and staff
- R. Launch faculty, students, and staff grants programs to offer micro-grants for big ideas, transformative initiatives, innovation initiatives, etc.
- S. Enhance University IT infrastructure, tools, and services
- T. Improve the efficiency of all critical business operations
- U. Enhance the compliance culture of the university community
- V. Implement greater expectations, methods, and systems of accountability
- W. Enhance career placement services
- X. Enhance facilities and campus aesthetics

Law school sufficiency funding
OIT broadband / wifi
P3 housing / deferred maintenance
Aviation and Airplanes
Corps / Leadership College (leadership cert)
West Campus/ out of town expansion/ acquisition 16
Financial Literacy / Loan Program
International & Out of State Tuition Fees Waiver
Development Officers for Fundraising
Dedicated Non Houston Recruiters for new students
Sales and Marketing enhancement
Unifying the TSU Brand
University Band

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Board Business

ITEM: Board of Regents' Committee Assignments

DATE PREVIOUSLY SUBMITTED: 10/14/21

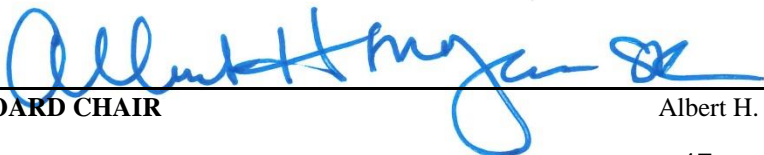
SUMMARY:

Pursuant to Section 4.1 (e) and 5.2 (a) of the Regents' Bylaws, the Texas Southern University Regents must ratify board committee assignments.

SUPPORTING DOCUMENTATION: New Committee Assignments

FISCAL NOTE: No Fiscal Impact

ACTION REQUESTED: Approval



BOARD CHAIR Albert H. Myres

DATE 2/2/22

**TEXAS SOUTHERN UNIVERSITY
STANDING COMMITTEES OF THE BOARD OF REGENTS**

Executive Committee		
Albert Myres - Board Chair Marc Carter - Vice Chair Pamela Medina - 2 nd Vice Chair James Benham - Secretary		
Committee	Chair	Members
Administration & Finance	Mary Sias	James Benham Caroline Hurley
Academic Affairs, Research & Student Life	Pamela Medina	Ron Price Mary Sias
Development & Legislative Affairs	James Benham	Stephanie Nellons-Paige Marilyn Rose
Personnel & Litigation	Caroline Hurley	Pamela Medina Stephanie Nellons-Paige
Physical Facilities	Stephanie Nellons-Paige	Ron Price Mary Sias
Audit	Marilyn Rose	Pamela Medina Ron Price
Athletics	Ron Price	James Benham Marilyn Rose
Bylaws and Policies (Ad Hoc)	Marc Carter	James Benham Stephanie Nellons-Paige

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Not Applicable

ITEM: President's Report

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

President's Report

SUPPORTING

DOCUMENTATION: PowerPoint Presentation

FISCAL IMPACT: None

ACTION REQUESTED: Information

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



January 31, 2022

GENERAL COUNSEL

DATE

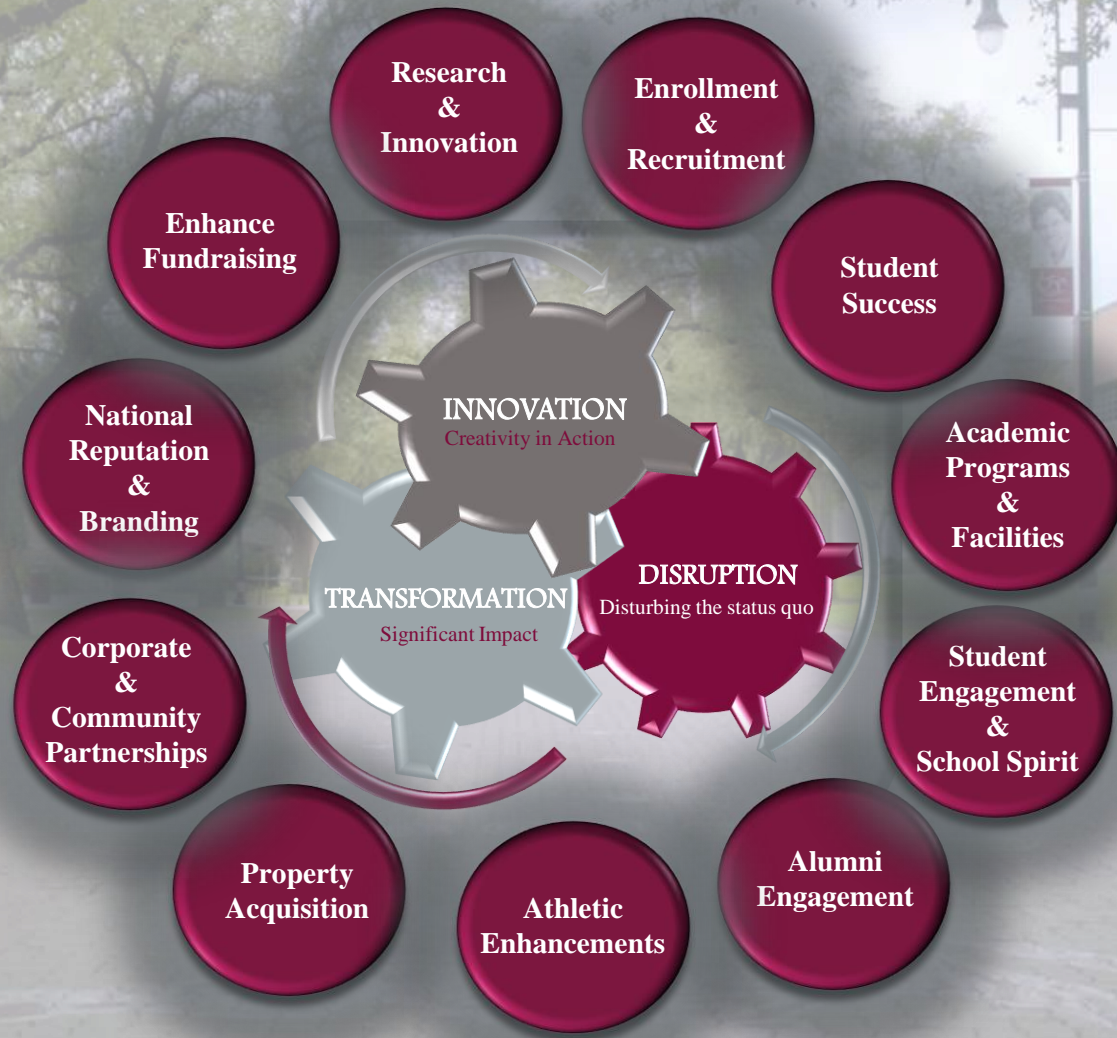
PRESIDENT'S UPDATE

Lesia L. Crumpton-Young Ph.D., MBA
President

February 10, 2022

20





CRITICAL INITIATIVES ALIGNED WITH UNPRECEDENTED SUCCESS

THIS IS OUR TIME!

**We are in an
Era
of
Transformation
at**



CARPE DIEM

RESEARCH AND INNOVATION

- R2 Status
- HBCU-AAU Partnership (R2 to R1)
- Dr. Michelle Penn-Marshall, VP of Research and Innovation
- Mini-Grants



The Carnegie Classification of Institutions of Higher Education®

LOOKUP | LISTINGS | DEFINITIONS | DOWNLOADS | LINKS

Home > Institution Lookup > Results
back | start over

Texas Southern University
Houston, Texas

High research activity
Very high research activity

R2 → R1

Level	4-year or above	<input type="checkbox"/>
Control	Public	<input type="checkbox"/>
Student Population (Fall 2020)	7,015	<input type="checkbox"/>

Classification

Classification	Category	
Basic	Doctoral Universities: High Research Activity	<input type="checkbox"/>
Undergraduate Instructional Program:	Professions plus arts & sciences, no graduate coexistence	<input type="checkbox"/>
Graduate Instructional Program:	Research Doctoral: Professional-dominant	<input type="checkbox"/>
Enrollment Profile:	High undergraduate	<input type="checkbox"/>
Undergraduate Profile:	Four-year, medium full-time, inclusive, higher transfer-in	<input type="checkbox"/>
Size and Setting:	Four-year, medium, primarily residential	<input type="checkbox"/>

ENROLLMENT & RECRUITMENT

- Hired Nationally Renowned Student Success Strategist as the Inaugural Vice President of Enrollment and Student Success
- Created new emphasis on student retention and matriculation; corporate-community partnerships and career pathways
- Significantly increased available scholarship dollars
- Provided Additional Funding for Enrolled Students through HEERF, CARES Emergency Funds
- Increased enrollment in Fall 2021 and Spring 2022
- Adjusted the academic area budgets to allow for increase course availability to ensure that students are taking courses that count towards their degree plans
- Began to address freshman courses with low pass rate
- Implemented Reskilling/Up-skilling Grant Programs
- Revamped Enrollment/Scholarship timeline to increase our competitiveness
- Outfitted recruiting team with improved technology
- Added communication and marketing enrollment Services staff
- Established intentional and strategic recruiting partnerships with:
 - North Texas ISDs
 - TAAACC

Highlights

- Freshman Successfully Completed 30 Hours During their First-Year of Enrollment – 36%
- Highest Persistence Rate – 68%
- Progression Rate a Reliable Predictor of 6-Year Graduation Rate; On Track to Surpass Previous Record

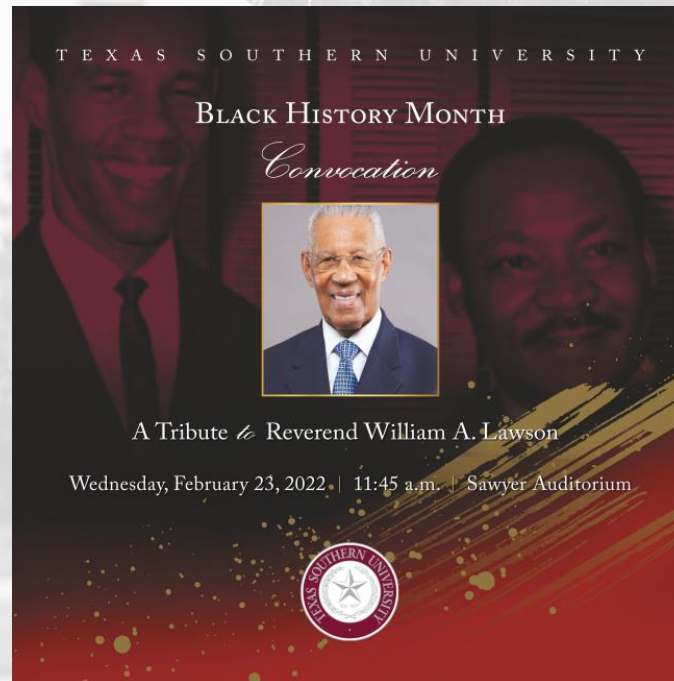
ACADEMIC PROGRAMS

- Winter Commencement Facts
 - 850 of graduates
- Provost Search
- Some College, No Degree Initiative
- Mental Health and Wellness Days
- Academic Program Review



STUDENT ENGAGEMENT & SCHOOL SPIRIT

- President's Dialogue Tours
- Leadership Retreat
- Basketball Season
- Monthly Senior Leadership Meetings
- Council of Presidents
- Mental Health and Wellness Days
- Black History Month Events
- Women's History Month Events



ATHLETIC ENHANCEMENTS

- Astros Foundation
- Texans Partnership
- Nationally Televised Basketball Games
- Fueling Station
- Sports Strength and Conditioning Facility
- Practice Facility
- Team Support and Meetings with Teams and Coaches



TEXAS SOUTHERN UNIVERSITY
FACULTY & STAFF APPRECIATION
2022 HOME BASKETBALL SCHEDULE

SATURDAY, FEBRUARY 12 | 1:00 p.m.
Doubleheader vs. Grambling State

MONDAY, FEBRUARY 14 | 5:30 p.m.
Doubleheader vs. Southern

SATURDAY, FEBRUARY 26 | 5:30 p.m.
Doubleheader vs. Jackson State

MONDAY, FEBRUARY 28 | 5:30 p.m.
Doubleheader vs. Alcorn State

SATURDAY, MARCH 5 | 5:30 p.m.
Doubleheader vs. Prairie View

COMPLIMENTARY ADMISSION
TSU FACULTY-STAFF WILL BE ALLOWED COMPLIMENTARY ADMISSION UPON THE PRESENTATION OF THEIR TSU FACULTY-STAFF I.D. CARD

CORPORATE PARTNERS
Bud Light, Coca-Cola, and other logos.

For doubleheaders, the men's game will start approximately 30 minutes after the conclusion of the women's game. Check online at TSUsports.com for scheduling updates that may occur to accommodate TV broadcast.

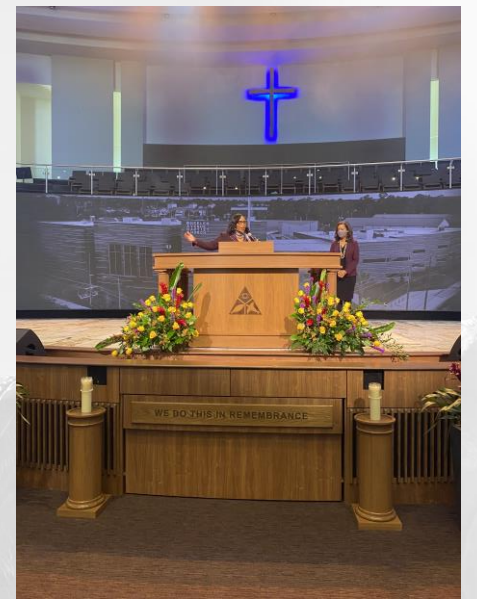
ALUMNI ENGAGEMENT

- TSUAA President
- TSU Alumni Association Meeting
- TSU Foundation Board Meeting
- #TSUMaroonOut Day (Feb. 12th Home Basketball Games)



NATIONAL REPUTATION & BRANDING

- FOX26 Media Appearance
- NSF 2022 Alan T. Waterman Award Committee
- Purdue Distinguished Lecture Series
- EMERGE Conference
- Houston Consular Ball
- Wheeler Avenue Baptist Building Dedication



TSU TEXAS SOUTHERN UNIVERSITY
Thurgood Marshall School of Law

Black History Month Hop Topic: Transforming Lives at HBCUs!
TSU President Dr. Lesia Crumpton-Young, along with Thurgood Law SBA General Counsel Ashley Lewis, III, and TSU SGA President D'Angelo Colter, weigh in on the importance and significance of HBCUs in higher education.

FOX 26 HOUSTON

UNCENSORED

CATCH THE STORY
TONIGHT @ 9:30 PM
FOX 26
and
TONIGHT @ 10:30 PM
on FOX 26

Dr. Lesia L. Crumpton-Young
13th President
Texas Southern University

Ashley Lewis, III
General Counsel
Students Bar Association
Thurgood Marshall Law '20

D'Angelo Colter
President, Student
Government Association
Texas Southern University '21

TRANSFORMING LIVES
FEBRUARY IS BLACK HISTORY MONTH



THANK YOU FOR ALL YOU DO FOR TSU!!

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Academic Affairs, Research and Student Life

ITEM: Request Approval For Texas Southern University's Proposed College of Transdisciplinary Studies

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

The proposed TSU College of Transdisciplinary Studies ("TCOTS") and its associated degree programs respond to a vast need within Texas and beyond by providing a pathway for degree completion to a broad segment of the adult learner population. This initiative caters to non-traditional undergraduate and graduate students who have excellent potential to complete a degree but need flexibility, opportunity, and accessibility to various completion options.

SUPPORTING

DOCUMENTATION: College of Transdisciplinary Studies Proposal (Under Separate Cover)
(BOA0001190)

FISCAL IMPACT: None at this time

ACTION REQUESTED: Administration recommends approval of this item

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



GENERAL COUNSEL

January 31, 2022

DATE

TEXAS SOUTHERN UNIVERSITY

Transforming Lives



“Working Collectively to Achieve Unprecedented Success at an Accelerated Pace”

College of Transdisciplinary Studies

Some College, No Degree (SCND)

TSU Academic Affairs, Office of the Provost

Some College No Degree

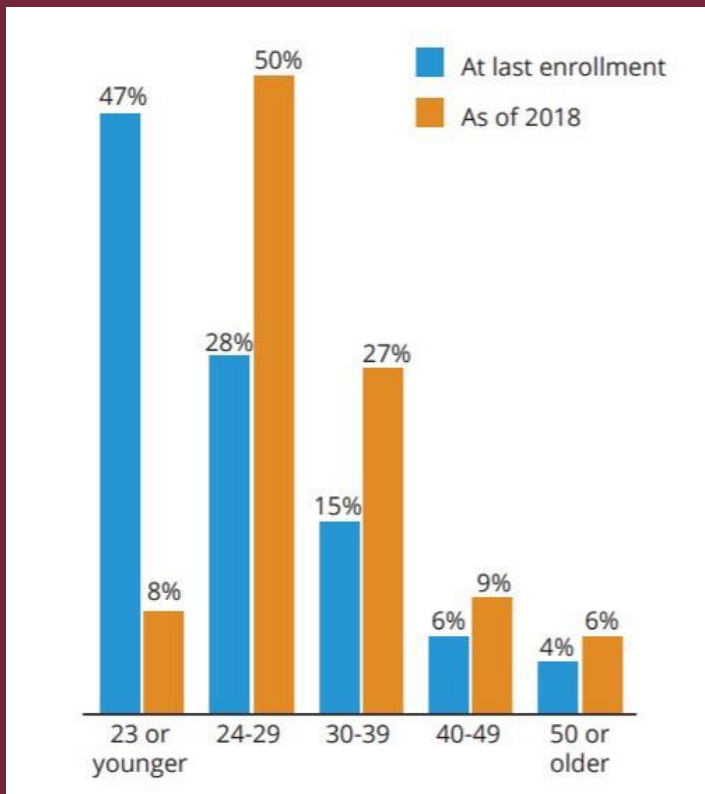


An aerial photograph of a massive, dense crowd of people, filling the entire frame. The individuals are packed closely together, creating a textured sea of various colors from their clothing. The perspective is from directly above, looking down on the vast assembly.

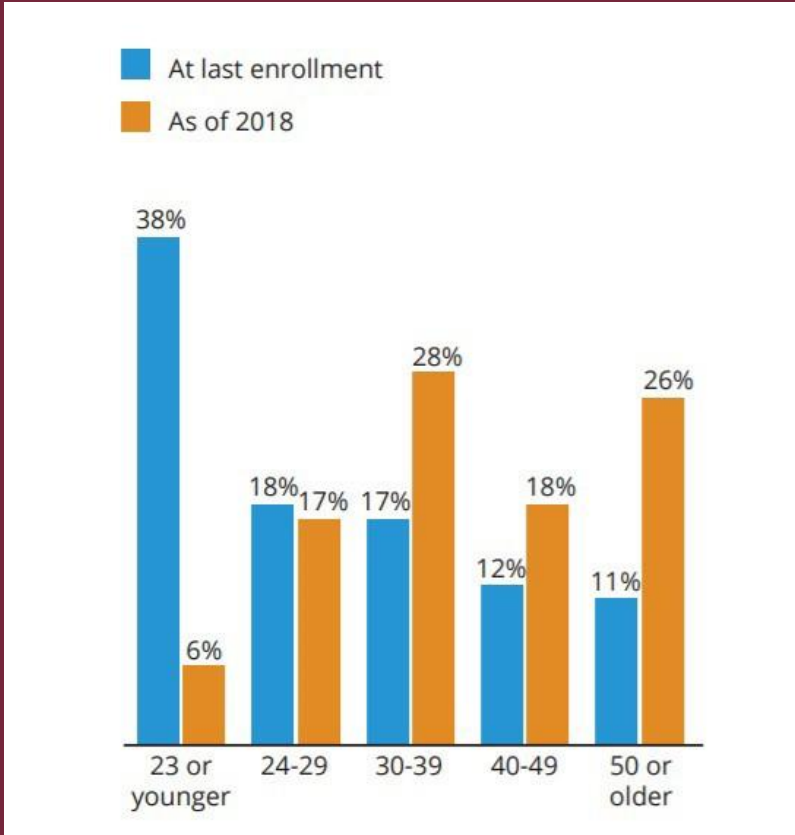
36 MILLION

Some College, No Degree

- According to the National Student Clearinghouse (NSC) database, 36 million Americans have acquired some postsecondary education and training but did not matriculate with completion and are not enrolled resulting in almost one in five college students falling short of earning a degree or credential.
- This population of students, defined as Some College, No Degree (“SCND”), represents a group that attended college since 1993 but failed to earn a credential at any U.S. institution and were no longer enrolled in college.
- Of the SCND population, approximately 3.5 million or ten percent deemed as “Potential Completers” carry the equivalent of at least two years’ worth of full-time college credit during the past decade and have a high potential to earn a credential if they re-enroll.
- Texas Southern University envisions the advancement and attainment of goals for this sector of students by responding to the national and statewide data to re-enroll students from the 36 million current SCND population, by reaching out with tailored programs and policies to meet their needs.

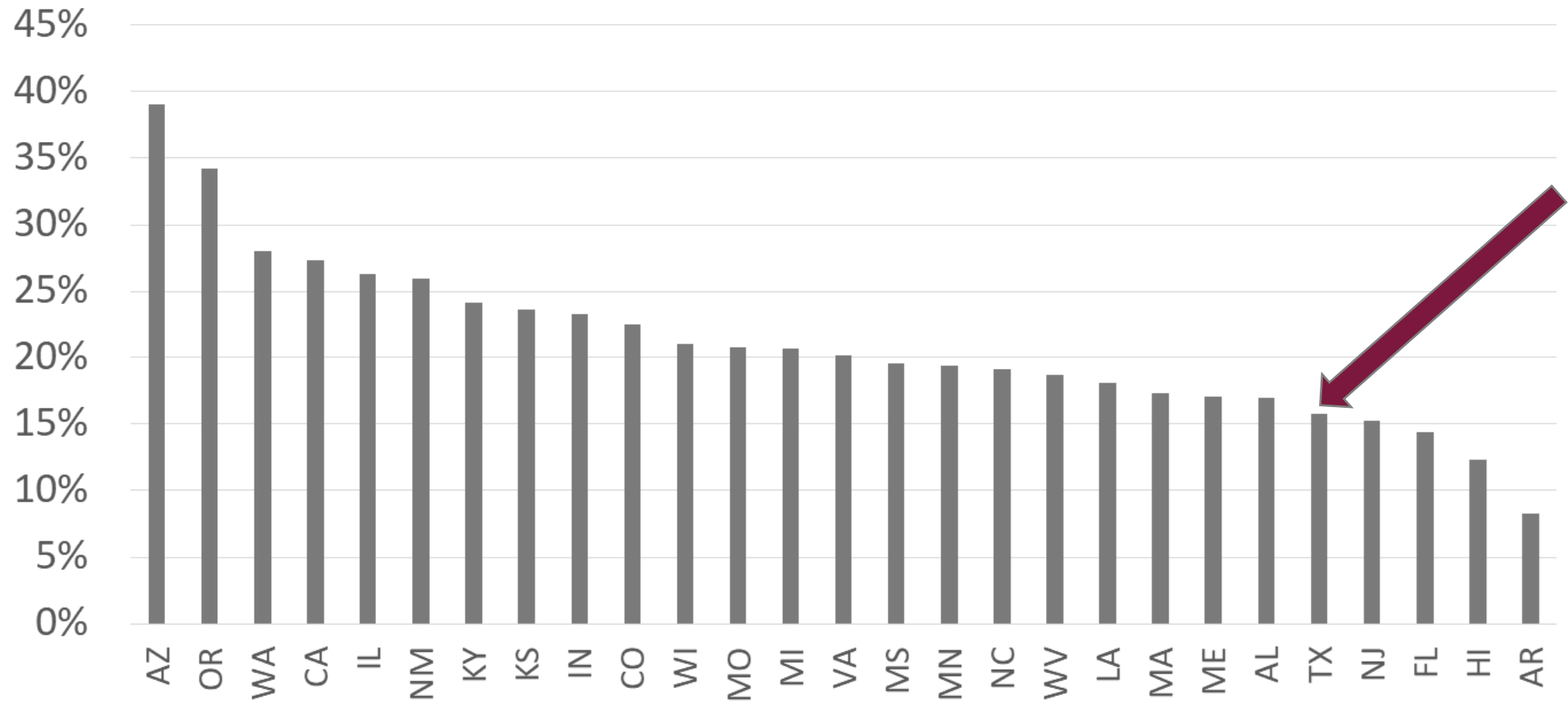


Some College No Degree By Age



Potential Completers' Age Profile

% of Adults with SCN Degree/Certificate by State



Some College, No Degree Texas State Profile

State of Last Enrollment		Texas
Total SCND		2,288,430
Potential Completers (% of Total SCND)		11%
Total SCND (as of Dec 2013)		1,789,186
Re-Enrolled (2014 -2018)	In-state	206,318
	Elsewhere	76,405
Completed (2014 -2018)	In-state	51,520
	Elsewhere	20,135
Re-Enrolled and Completed In-State by Awarding Institution Sector (2014 - 2018)	Public 2-year	30,300
	Public 4-year	16,286
	Private nonprofit 4-year	3,063
	Private for-profit 4-year	127
	Other sector	695
Re-Enrolled and/or Completed Out-of-State (including online)		21,184
Re-Enrolled and Completed In-State by Awarding Institution Sector (for Those Who Completed, 2014 - 2018)	Public 2-year	42% ³⁸
	Public 4-year	23%
	Private nonprofit 4-year	4%
	Private for-profit 4-year	0%
	Other sector	1%
Re-Enrolled and/or Completed Out-of-State (including online)		30%
Total Number of Completers		71,655
Did not complete, still enrolled		86,541
% of SCND re-enrolled anywhere		16%
% of SCND completed anywhere		4.0%
% of SCND did not complete, still enrolled		4.8%
% of SCND completed or still enrolled		8.8%
% of re-enrollees completed or still enrolled		56%

¹Those who have at least two years' worth of academic progress up until last enrollment.

²Adults age 25 and over with an associate degree or higher, based on the 2013-2017 American Community Survey 5-Year Estimates, U.S. Census Bureau.

³SCND students last identified in our first report (as of Dec 2013).

⁴Multi-state refers to the institutions operating in more than one state, or primarily online institutions.

⁵Online refers to primarily online institutions where more than 90 percent of the students enrolled exclusively in distance education.

Implications for Texas

- THECB launched the 60x30TX plan in 2015 which stated by 2030
 - At least 60 percent of Texans ages 25-34 will have a certificate or degree
 - At least 550,000 students in that year will complete a certificate, associate, bachelor's, or master's from an institution of higher education in Texas
 - All graduates from Texas public institutions of higher education will have completed programs with identified marketable skills
 - One such initiative is THECB's "Targeting Near-Completers" strategy in the Texas State Plan for Postsecondary Education (2017-2021)
- Potential completers are the most relevant sub-group for institutions looking to increase enrollments today, as well as for policymakers looking to reach state and national postsecondary attainment goals tomorrow," (Shapiro et al., 2019).

Workforce Trends

Texas Workforce Trends

Healthcare

Biotechnology & Life Sciences

Information Technology

Corporate Services

Creative Industry

Aerospace, Aviation & Defense

Construction

Petroleum Refining & Chemical Products

Advanced Manufacturing

Statutory Authority for Program Approval

From the Texas Southern University Board of Regents By Laws 5.9 Duties of the Academic Affairs, Research and Student Life Committee. This

Committee shall review and make recommendations to the Board on matters relating to:

- curriculum and academic programs offered by the University;
- **Texas Education Code, §61.0512** provides that no new degree program, or certificate program may be added at any public institution of higher education except with specific prior approval of the Board.

The Role of Texas Southern University

- Texas Southern University envisions the advancement and attainment of goals for this sector of students by responding to the national and statewide data to re-enroll students from the 36 million current SCND population, reaching out with tailored programs and policies to meet their needs
- Texas Southern University offers the “TSU College of Transdisciplinary Studies Initiative” proposal in direct response to the national call to action and the institutional and academic needs of these students.
- At its core, the TSU College of Transdisciplinary Studies Proposal addresses the State of Texas’ lack of navigable paths to degree completion for a broad segment of the adult learner population.
- This initiative caters to non-traditional undergraduate and graduate students who have excellent potential to complete a degree but need flexibility, opportunity, and accessibility to various completion options.
- The TSU College of Transdisciplinary Studies programs will afford students the opportunity to pursue transdisciplinary studies by selecting from a variety of degree programs that target vital local, national, and global workforce opportunities.

**College
of
Transdisciplinary Studies**

Proposed Bachelor's Degree Programs and Structure

Proposed B.S. Program	Suggested Colleges/Schools Coursework
B.S. in Transdisciplinary Engineering and Technology Services	COSET
B.S. in Transdisciplinary Information Technology Systems & Services	COSET, JHJ
B.S. in Transdisciplinary Business and Corporate Services	COSET, JHJ, COPHS, SOPA, SOC
B.S. in Transdisciplinary Human and Health Sciences	COPHS, COLABS, COE, SOPA, COSET, JHJ
B.S. in Transdisciplinary Educational Studies	COE, SOPA, COLABS, JHJ
B.A. in Transdisciplinary Creative Arts and Communication	COLABS, SOC, JHJ, COE
B.A. in Transdisciplinary Studies of Societal Inclusion and Urbanism	COLABS, SOPA, JHJ, COE, SOC
B.S. in Transdisciplinary Studies of Energy and Environmental Systems and Services	JHJ, COSET, SOPA, COPHS

Minimum Admission Criteria

Students must **transfer a minimum of 60 credits** of completed coursework to be accepted to the proposed SCND programs. Also, applicants must have a minimum combined **GPA of 2.25** for courses transferred. Credit will be given for prior work experience. Students must complete 120 credit hours.

Proposed Master's Degree Programs and Structure

Proposed M.S. Program	Suggested Colleges/Schools Coursework
M.S./Ph.D. in Transdisciplinary Sciences and Urbanism	COSET, COPHS, SOPA, COLABS
M.S./Ph.D. in Transdisciplinary Human and Health Sciences	COPHS, COLABS, COE, SOPA, COSET, JHJ
M.Ed./Ed.D. in Transdisciplinary Educational Leadership Studies	JHJ, COE, COLABS, SOPA
M.A./Ph.D. Religious Studies and Society	SOPA, COLABS, COSET,

Minimum Admission Criteria for Master's

Students must have successfully completed a bachelor's level degree and transfer or earn a **minimum of 15 credits** of previous coursework and experience to be accepted to the proposed Masters programs. Also, applicants must have a **minimum combined GPA of 3.0** for graduate courses transferred. Credit will be given for prior work experience. Students must complete 30 credit hours.

Proposed Doctoral Degree Programs and Structure

Proposed M.S. Program	Suggested Colleges/Schools Coursework
M.S./Ph.D. in Transdisciplinary Sciences and Urbanism	COSET, COPHS, SOPA, COLABS
M.S./Ph.D. in Transdisciplinary Human and Health Sciences	COPHS, COLABS, COE, SOPA, COSET, JHJ
M.Ed./Ed.D. in Transdisciplinary Educational Leadership Studies	JHJ, COE, COLABS, SOPA
M.A./Ph.D. Religious Studies and Society	SOPA, COLABS, COSET,

Minimum Admission Criteria for Master's

Students must have successfully completed a master's level degree must transfer or earn a **minimum of 18 credits** of previous coursework and experience to be accepted to the proposed doctoral programs. Also, applicants must have a minimum combined **GPA of 3.0** for graduate courses transferred. Credit will be given for prior work experience. Students must complete 36 credit hours above the masters.

Organizational Structure

- Traditional Structure of the Colleges
 - Dean
 - Administrative Assistant
 - Associate Dean
 - Assistant Dean
 - CBA
 - Faculty
- The College of Transdisciplinary Studies
 - Dean or Executive Director
 - Administrative Assistant
 - Advisor



THANK YOU FOR ALL YOU DO FOR TSU!!

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Administration and Finance
ITEM: Request Approval for Financing through the Texas Public Finance Authority
DATE PREVIOUSLY SUBMITTED: December 9, 2021

SUMMARY:

Governor Greg Abbott signed Senate Bill Number 52 into law on October 25, 2021, which authorized the Board of Regents of Texas Southern University to finance through the issuance of bonds for facility maintenance, construction, facility renovation, and upgrades. The law took effect on January 18, 2022.

Approval is sought for the Administration to request the Texas Public Finance Authority (the "Authority") to finance the project as permitted pursuant to Texas Government Code, Chapter 1232; Texas Education Code, Chapter 55, Section 55.1799; and 34 Texas Administrative Code, Section 221.3 (the "Authorizing Law"). The Authority is authorized to issue revenue bonds to finance the cost of certain projects for the use and benefit of Texas Southern University pursuant to the Authorizing Law. Further, the Administration seeks authorization to sign and deliver all documents necessary or desirable to effectuate the request for financing to the Texas Public Finance Authority.

SUPPORTING

DOCUMENTATION: Resolution Authorizing a Request for Financing through the Texas Public Finance Authority and Request Letter to the Texas Public Finance Authority (Under Separate Cover) (BOA0001199)

FISCAL IMPACT: Bonding authority not to exceed \$95,200,000

ACTION REQUESTED: Administration recommends approval of this item

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



GENERAL COUNSEL

January 28, 2022

DATE



TEXAS SOUTHERN UNIVERSITY

Discussion of Plans for the TSU TRB Authorization

50

Board of Regents Meeting
February 10, 2022

Dr. Lesia L. Crumpton-Young

President

Anita Lockridge

Acting CFO



TEXAS SOUTHERN UNIVERSITY

**Information
on
SB52
(87th Session, 3rd Special)**

Sec. 55.1799. Texas Southern University; Additional Bonds

(a) In addition to the other authority granted by this subchapter, the board of regents of TSU may acquire, purchase, construct, improve, renovate, enlarge, or equip property and facilities, including roads and related infrastructure, for projects to be financed through the issuance of bonds in accordance with this subchapter, not to exceed the following aggregate principle amounts for the projects specified, as follows:

- ❖ (1) \$22,800,000 for renovation of the Nabrit Building;
- ❖ (2) \$2,400,000 for upgrades to signage and wayfinding;
- ❖ (3) \$40 million for facility maintenance and renovation; and
- ❖ (4) \$30 million for construction of a health and wellness center.

\$2.4M WAYFINDING AND SIGNAGE PROJECT

Project Description

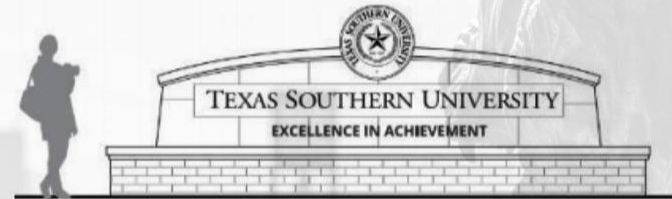
The Wayfinding and Signage

Project will:

- Help to ensure successful navigation throughout campus
- Improve vehicular & pedestrian wayfinding to create a positive campus experience
- Improve building identification & the lighting of names on building establishing a presence on the outer edges of campus
- Strengthening the TSU brand with a new academic / collegiate signage design aesthetic.

Primary & Secondary Campus Monuments

- Academic & Athletic at 4 corners of campus
- Primary Entrances to Campus



Secondary Campus Monument (Secondary Boundary Marker)

Vehicular & Pedestrian Directional

- Perimeter and Interior of Campus



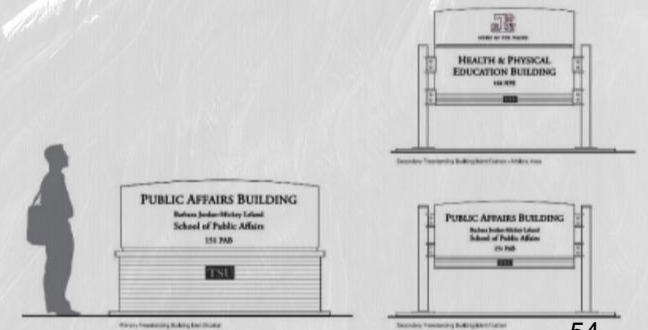
Primary Vehicular Directional

Secondary Vehicular Directional (Perimeter - In Road)

Secondary Vehicular Directional (Interior Area)

Building Identification

- Along Tiger Walk and at Primary Entrances



Secondary Vehicular Building Identification (Public Area)

Primary Vehicular Building Identification

Secondary Vehicular Building Identification

\$40M for Renovation of the Terry Library to Create The Catalyst for Urban Transformation at TSU

- ❖ The Catalyst will be housed in the Old Terry library, consisting of a total of **135,700 Gross Sq. ft. and 93,360 assignable Sq. ft.**
- ❖ The Catalyst at TSU will serve over 7,000 students, up to 700 faculty and staff from TSU's 10 Colleges/Schools. The Catalyst for Urban Transformation at TSU will be an innovation ecosystem consisting of **over 10 funded research centers/institutes** working collaboratively amongst each other, other academic institutions, industry, community, systems and global partners to address urban issues.
- ❖ The Basement will be home to **The Catalyst's multi-purpose Conference Center & One-Stop Shop** that could host up to 350 people; while the first floor will host **the TSU Welcome Center with the One-Stop approach (see TSU Master plan on Figure 4)**.
- ❖ The Catalyst Research Centers/Institutes will be located on the second through the fifth floor (see figure 2). The 2nd floor will host The Catalyst **C**ommunity **E**ngagement **C**enters/Institutes for Social, Public Health, Climate, Environmental, & Criminal Justice Reform, Equity, & Policies (**CEC**). Here in, the faculty, staff, students, academic and industry partners and community will work together to provide community engagement and outreach services.

\$30M TSU COMMUNITY HEALTH SCIENCES CENTER

Project Description

Construction of an experiential learning and demonstration Facility comprised of classrooms, laboratories, patient exam rooms, educational food preparation areas, and computer labs.

The Community Health Sciences Center will also house:

- Community Development Activities
- Pipeline Programs
- Workforce Training
- Professional Training and Development

Example services may include:

Services	Discipline
Community Pharmacy Services	
Seasonal Vaccinations	PharmD
Point of Care Testing/Screening	PharmD, Clinical Laboratory Science
Disease State Management (diabetes, blood pressure, asthma, etc.)	PharmD, Social Work
Patient Counseling on Medication Therapy Management (MTM)	PharmD
Public Health Wellness	
Nutritional counseling and Weight Management	Nutrition & Dietetics
Exercise and Physical Fitness	Kinesiology, Exercise Science
Smoking Cessation	Health Administration
Drug Abuse and Addiction Counseling	Social Work, Psychology
Environmental Health Education	Environmental Health & Toxicology
General Health Education	Education, Biology, Sociology
Case Management	
Health Care System Access and Insurance Navigation	Health Administration & Information, Social Work
Case Management and Community Referrals	Health Administration, Social Work, Human Services



Board of Regents Meetings

February 10, 2022: To Begin the TRB Financing

- ❖ The University seeks approval from the Board of Regents to pass a resolution which will authorize, empower, and direct the University to proceed with TRB financing
- ❖ The University will send a formal request for financing to the Texas Public Finance Authority
- ❖ The University will prepare a budget and schedule for the institutional projects

April 2022 Board Meeting:

- ❖ The University will seek approval for the Board of Regents to pass a reimbursement resolution
- ❖ The University will provide an informational item on the status of the institutional projects

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Administration and Finance

ITEM: Provide Information Regarding the Endowment Performance (November 30, 2021 and December 31, 2021)

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

The current endowment performance report is presented as information based on the requirements set forth in the Texas Southern University Endowment Investment Policy.

SUPPORTING

DOCUMENTATION: Atlanta Consulting Group TSU Endowment Reports – November 30, 2021 and December 31, 2021 (Under Separate Cover) (BOA0001200)

FISCAL IMPACT: No Fiscal Impact

ACTION REQUESTED: Information

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



GENERAL COUNSEL

January 28, 2022

DATE

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Personnel and Litigation

ITEM: Request Approval to Appoint the Vice President of Research and Innovation

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested to appoint Dr. Michelle Penn-Marshall as the Vice President of Research and Innovation. Dr. Penn-Marshall has approximately 27 years of experience in higher education. Dr. Penn-Marshall served in various faculty and administrative roles at Hampton University, including Vice President of Research, Associate Provost, Dean of the Graduate College, Assistant Provost for Research and Grantsmanship, and Chair of the Department of Biological Sciences during her 18-year tenure.

As Vice President for Research at Hampton University, Dr. Penn-Marshall provided visionary and transformational leadership while managing the University's research enterprise, and increased the total grant and contract funding awarded by 78.3% in fiscal year 2020-21 compared to fiscal year 2019-20.

SUPPORTING

DOCUMENTATION: Curriculum Vitae
(BOA0001196)

FISCAL IMPACT: Base salary of \$230,000 and perquisites

ACTION REQUESTED: Administration recommends approval of this item

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



GENERAL COUNSEL

January 28, 2022

DATE

MICHELLE PENN-MARSHALL, PhD

EDUCATION

Doctor of Philosophy – 2006

Virginia Polytechnic Institute and State University (Virginia Tech)
Human Nutrition, Foods and Exercise
Area of Specialization: Community Nutrition

Master of Science –1993

Hampton University
Major: Biology/Environmental Science

Master of Arts – 1991

Hampton University
Major: Biology/Scientific Curriculum

PROFESSIONAL EXPERIENCE

Vice President for Research, Associate Provost, Dean of Graduate College Hampton University, Hampton, VA

Vice President for Research 2016 – Present

Provide visionary and transformational leadership while managing the University's research enterprise. Increased the total grant and contract funding awarded by 78.3% in fiscal year 2020-21 (\$49.2M) compared to fiscal year 2019-20 (\$27.6M). Balance budgets annually and allocate resources equitably. Direct and guide the University's research mission to include the oversight of Research Centers, Institutes, Core Facilities, Sponsored Programs (Pre-Awards), Grants Management (Post-Awards), Institutional Research (Operations, Analysis and Research), Title III, and the Washington Office. Ensure research integrity and compliance through the management of the Collaborative Institutional Training Initiative (CITI), Institutional Animal Care and Use Committee (IACUC), Institutional Research Board (IRB), Biosafety and Radiation Safety Committees. Serve as a member of the leadership team in the development and coordination of the University's Annual Research Symposiums. Supervise the Internal Auditor, COVID-19 Molecular Laboratory Manager and Staff, as well as the Clinical Community Engagement Coordinator. Responsible for chairing the University's Faculty Research Committee, COVID-19 testing, vaccinations clinics and contact tracing. The Vice President for Research reports directly to the President.

PROFESSIONAL EXPERIENCE (cont.)

- Creating a culture of research throughout the university community
 - Established the University's first IACUC and Biosafety committees
 - Initiated the university's first inaugural research magazine jointly with the Assistant Vice President for Research to showcase faculty, researchers' and students'. This publication is scheduled for distribution in November 2021.
 - Host Researchers' Informational Forums, where program officers from NIH, NSF, NEH, HRSA, USDA, DARPA, DoEd, DoD, DOE, NASA, and ARL are invited to the campus to speak with faculty, staff, and students on a monthly basis about funding opportunities at their respective agencies
 - Produce transdisciplinary funding opportunity newsletters that are distributed to the university community
 - Organize and facilitate grant writing sessions for the benefit of the entire university community
 - Establish and lead grant writing teams across disciplines to pursue diverse funding opportunities
 - Mentor junior faculty and help them determine appropriate funding opportunities and submit proposals
 - Develop partnerships with corporations and universities to position the university community to obtain grants and contracts
 - Promote the initiation of the University's technology transfers
 - Adjudicate challenges pertaining to faculty research execution
 - Support faculty with International research programs in Germany and Japan
 - Lead efforts to protect discoveries by faculty and students in collaboration with the University's general counsel
 - Improved the efficacy of research processes, procedures, and policies
 - Balanced budgets annually and distributed funds equitably

- Responsible for initiating and/or managing the most recent university projects outlined below
 - Co-led efforts in concert with the Office of Development to secure funding from Dominion Energy for endowed scholarships, solar energy panels, and COVID-19 **(\$2.75M)**
 - Secured additional funding Dominion Energy for SARS-CoV-2 related expenses **(\$100K)**
 - Selected and supervised an interdisciplinary team to secure funding for the "Hampton University and Toyota High School STEM Program" to increase high school graduation rates, college/career readiness, and create a pipeline for diverse candidates in Texas to gain employment within Toyota as well as the global workforce. Serve as the PI and faculty members from the Departments of Business, Computer Science, Education and Engineering are co-PIs **(\$1.1M)**

PROFESSIONAL EXPERIENCE (cont.)

- Designed a mobile health unit to provide healthcare to urban, rural, low-income, and underserved communities **(\$500K)**
- Secured funding from Sentara Hospital for scholarships, health professional undergraduate and graduate student training, to provide health care to the urban and rural communities utilizing the newly designed mobile health unit in partnership with the Office of Development **(\$875K)**
- Developed a partnership between Dominion Energy and Hampton University's Department of Atmospheric and Planetary Sciences to utilize the department's direct-broadcast satellite capabilities to predict weather for wind turbine energy
- Serve as the University's Director of the 'Thermo Fisher Scientific, Inc. JUST Project COVID-19 Molecular Lab' to provide PCR testing for Hampton University and several HBCUs' faculty, staff, and students **(\$1.5M equipment donation)**
- Bill and Melinda Gates donation to all 'JUST Project' HUB Schools. This gift was a part of the JUST Project and was unsolicited by the HUB schools. **(\$1.85M)**
- Led efforts to partner with the Hampton Veterans Administration Medical Center to set-up a COVID-19 Vaccination Center at Hampton University. More than 22,000 veterans and their caregivers were vaccinated as a result of the partnership
- Partnered with the Virginia Department of Health to hold two vaccination clinics, where 987 Hampton Roads community received their first and second Moderna vaccines, during the months of March and May 2020, respectively

RESEARCH AWARDS and GRANTSMANSHIP

- In addition to the aforementioned projects, I serve or have served as PI or Co-PI on 14 other grants totaling more than \$8M. More details are provided in the *Research Activities* (ongoing and completed) sections.

PROFESSIONAL EXPERIENCE (cont.)

Associate Provost 2016 – Present

Responsible for assisting with university, schools and departments accreditation, strategic, and annual planning. Reported to the Chancellor and Provost. Selected accomplishments:

- Served on the University's Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) re-accreditation committee. University was reaffirmed through 2028
- Provided leadership across the institution in support and implementation of the University's Strategic Plan
- Led academic planning for Academic Affairs
- Monitored, tracked, and reported on the progress and results of goals and quantifiable objectives established by the University
- Increased the number of study abroad opportunities for undergraduate students
- Increased the number of partnerships between medical schools and Hampton University to facilitate entry to professional school

Dean, Graduate College 2015 – Present

Responsible for recruiting, enrollment projections, planning, and directed activities related to graduate education. Reported to the Chancellor and Provost. Selected accomplishments:

- Assisted the University in receiving the Carnegie Classification of Institutions of Higher Education of R2: Doctoral Universities: High Research Activity
- Completed a Master Agreement between the Southern Universities Research Association (SURA) and Hampton University's Department of Atmospheric Science to ensure Hampton University's Proton Therapy Institute and Department of Atmospheric Sciences are eligible for contracting opportunities with the Kennedy Space Center
- Appointed to the National Council of Graduate Schools Advisory Committee on Advocacy and Public Policy for the Council of Graduate Schools
- Created a graduate admission counselor position to aid in providing excellent customer service and assist with enrollment management
- Streamlined the graduate admission process and designed a recruiting process
- Assisted with curricula revisions to ensure the successful approval of graduate programs in Biological and Environmental Sciences, Nursing, and the Master of Arts in Teaching for Chemistry graduate students
- Assisted to redesign online curricula, admission, and dissertation committee requirements in four PhD programs: Business Administration, Counseling Education and Supervision, Educational Management, and Nursing

PROFESSIONAL EXPERIENCE (cont.)

Assistant Provost for Research and Grantsmanship 2014 – 2015

Aligned research with the overall academic mission of the University. Worked closely with the Chancellor and Provost. Selected accomplishments:

- Led faculty development initiatives to enhance the research skills and success of faculty, staff, and students
- Led the Faculty Research Award to ignite research activities of junior faculty or new areas of research
- Provided faculty with professional grant writing consultants to aid with proposal development
- Formed and led transdisciplinary faculty proposal writing teams
- Held monthly Researchers' Informational Forums where program officers from federal agencies were invited to speak with faculty and researchers about funding opportunities within their agencies

Chair, Department of Biological Sciences 2011 – 2014

Directed the formation of the strategic vision, mission, and goals of the department and reported to the Dean of the School of Science. Selected Accomplishments:

- Recommended and received approval to recruit and hire seven new faculty members, including five who had postdoctoral training (University's first cluster hire)
- Requested and received the first departmental startup funds for faculty research endeavors
- Redesigned undergraduate Biology curricula to align with *Vision and Change in Undergraduate Biology Education* (three tracks)
- Led efforts to maintain and increase enrollment in undergraduate programs
- Increased the number of undergraduate students conducting research
- Implemented a team teaching model that allowed faculty time to conduct research
- Created uniformed departmental advisement procedures
- Designed a state of the art research laboratory space
- Ensured a balanced budget annually

ADDITIONAL EXPERIENCE

- Assistant Professor, Director, Student Academic Support Services, School of Nursing, Hampton University, Hampton, VA (2007— 2011)
- Academic Advisor, University Academic Advising Center, Virginia Tech, Blacksburg, VA (2005 – 2007)
- Instructor, Department of Interdisciplinary Studies, Virginia Tech, Blacksburg, VA (2004)
- Instructor, Department of Human Nutrition, Foods & Exercise, Virginia Tech, Blacksburg, VA (2003)
- Graduate Teaching Assistant, College of Human Sciences & Education, Virginia Tech, Blacksburg, VA (2002)
- Graduate Research Assistant, Virginia Tech, Blacksburg, VA (2000 – 2002).
- Senior, Graduate Teaching Assistant, College of Science, Virginia Tech, Blacksburg, VA (1998 – 2000)
- Instructor, Department of Biological Sciences, Hampton University, Hampton, VA (1995 – 1998)
- Environmental Protection Agency (EPA) Graduate Student Fellowship, Washington, D.C. (1993)
- Graduate Student Intern, Merck, Sharpe & Dome Pharmaceutical Company, West Point, PA (1993, spring)
- Graduate Research Assistant, Army Corps of Engineers, Hampton University, Hampton, VA (1992)

PROFESSIONAL HONORS AND AWARDS

- Led efforts that resulted in Hampton University receiving the 2021 Peninsula Emergency Medical Services Special Recognition Award titled, “COVID-19 Response, Community Vaccination Clinic/Mobile Vaccination Clinic”
- Recipient of Outstanding Community Service Honoree – 2015
- Inducted into “Athletic Hall of Fame” Surry County High c/o – 2011
- Recipient of Faculty Mentor of the Year, Hampton University – 2011
- Recipient of Dissertation Award, American Association of Higher Education Black Caucus – 2005
- Recipient of Graduate School Tuition Scholarship, Virginia Tech – 2004
- Hepler Summer Research Fellow, Virginia Tech – 2003
- Biological Sciences Initiative Award for Development of Undergraduate Courses, Virginia Tech – 2000
- Environmental Protection Agency Graduate Student Fellow – 1992

**PROFESSIONAL AND CIVIC AFFILIATIONS
(Current)**

- Appointed to the National Council of Graduate Schools Advisory Committee on Advocacy and Public Policy for the Council of Graduate Schools – 2019 to present
- Appointed to the Board of Directors, Girl Scout Council of the Colonial Coast – 2020 to present
- Member of the Sustainability Committee, Girl Scout Council of the Colonial Coast – 2020 to present
- Member of Governor’s Health Sciences Academy Advisory Board – Hampton Roads – 2018 to 2020
- Member of Louis Stokes Alliance for Minority Participation (LSAMP) - Washington Baltimore Hampton Roads (WBHR) Board of Governors – 2014 to present
- Co-Faculty Advisor, Beta Kappa Chi Scientific Honor Society – 2016 to present
- Member of the Links Incorporated – 2017 to present (Secretary and Ethics Committee Chair)
- Member of Smart Set Incorporated – 2018 to present

**PROFESSIONAL AND CIVIC AFFILIATIONS
(Former)**

- Society of STEM Women of Color
- Former Member of the Association of American Colleges & Universities
- Former US Department of Health & Human Services Health Resources Grant Reviewer
- Former Journal of Health and Health Disparities Manuscript Reviewer
- Former Member of the Society for Nutrition Education
- Former Member of the National Association of Advisors for the Health Professions
- Former Member of the American Diabetes Association
- Former Member of the National League for Nursing
- Former Member of the National Academic Advising Association
- Former Member of the Kappa Omicron Nu Honor Society

RESEARCH ACTIVITIES

Ongoing Research Support

- NIH-NIGMS 1T34GM136489-01
4/1/2020-3/30/2025 Ricks-Santi (Contact PI)
Role : Co-Investigator
U-RISE at Hampton University
The U-RISE program at Hampton University is designed to respond to the urgent need to expand the number of underrepresented minorities in STEM by: 1) increasing the number of students interested in research careers; 2) improving STEM retention rates; 3) improving academic performance and achievement in training eligible departments; 4) increasing the number of students from Hampton pursuing and matriculating in PhD or MD/PhD programs in biomedical sciences; and 5) implementing effective mentoring and enhanced opportunities for pre-U-RISE and U-RISE Scholars through formal mentor training and engagement of U-RISE faculty in program activities.

- NIH 1U01GM138433-01
9/1/2020-8/31/2023 Asojo, Oluwatoyin (Contact PI)
Role: Co-Investigator
HU-CHEM: Deploying evidence-based interventions in Chemistry at Hampton University to plug leaks in the biomedical training pipeline
There is an urgent need to increase the diversity of the biomedical workforce. Thus, we propose to disseminate and deploy evidence-based DPC interventions that plug the leaky biomedical training pipeline by targeting a first-year level gatekeeper chemistry course. Our intervention will be empirically tested using rigorous quantitative and qualitative statistical analysis with appropriate baseline controls to generate and disseminate outcomes data that will inform on best practices on several major DPC hallmarks of trainee, faculty, and institutional success.

RESEARCH ACTIVITIES (cont.)

Ongoing Research Support (cont.)

- NSF Grant ID: 2100034 Spitzmeuller, Christiane (Contact PI)
7/1/2021-6/30/2024
Role: Co-PI
External Review Letters in Promotion and Tenure Decision Making: Validity and Fairness

Promotion and tenure (P&T) decisions at universities are of critical significance to the integrity of the research enterprise because they determine the career progression of scholars and scientists. Despite significant investments in pipeline interventions to diversify academia, faculty of color and women are underrepresented in tenured and tenure track positions. Underrepresentation has important implications for the nation's prospects of developing a diverse STEM workforce. Leveraging a partnership between nine universities (University of Houston, Hampton University, Worcester Polytechnic Institute, Lehigh University, University of Alabama, Louisiana State University, Rice University, Texas A&M University, and University of Texas Rio Grande Valley), and by examining more than 9000 External Review Letters (ERL), this project aims to contribute to the validity of Promotion and Tenure (P&T) processes, understand barriers to P&T for women and faculty of color and ultimately increase the P&T rates for women and faculty of color.

- NSF-HRD 2015293 Williams, Dana (Contact PI)
9/1/2020-8/31/2024
Role: Co-Investigator

Howard Hampton Morgan State (HHMS) – AGEP Alliance

The United States needs scientifically trained citizenry to satisfy the growing science and technology needs of a globalized economy. This growing need coincides with significant changes in U.S. demographics, where minority populations that historically have been underrepresented in science, technology, engineering, and mathematics (STEM) disciplines are becoming an increasing proportion of the population. Ensuring that this population gains access to necessary training in STEM is a national imperative and increasing the number of STEM professors from these backgrounds is an important step as a matter of both equity and policy. Howard, Hampton, and Morgan State Universities (HHMS), three of the Nation's top producers of African American PhDs, have joined forces with the Community College Network, comprised of Prince

RESEARCH ACTIVITIES (cont.)

George's Community College, Community College of Baltimore County, Thomas Nelson Community College, and the Community College of Rhode Island, to develop, implement, and evaluate a sequential and cognitive apprenticeship model of faculty preparation.

Completed Research Support

- NSF-HRD 1809086 Lee, Clarence (PI)
9/1/2018-8/31/2021
Role: Project Coordinator (Sub award)
Washington Baltimore Hampton Roads Alliance – Louise Stokes Alliance for Minority Participation (WHBR – LSAMP)
WHBR-LSAMP is designed to address the dearth of black, indigenous, and other people of color (BIPOC) in STEM by increasing the number of BIPOC undergraduate student researchers in STEM. More than 30,000 students with BS degrees, 3,335 with MS degrees and 965 with PhD degrees in STEM fields are the result of this 25-year alliance.
- NIH 5U54MD008621-05 Revised Jones, Warren, MD (PI)
7/1/2020-6/30/21
Role: Project Director
The Hampton University Regional Transdisciplinary Collaborative Center
The urgency to confront COVID-19 as a public health crisis places racial equity, in particular, at the forefront of the community's response to the COVID-19 global pandemic as an environmental threat. Moreover, structural factors such as social disadvantage have forced service organizations to re-examine hierarchical order. From a larger framework, social identity (e.g., race/ethnicity, age, sexuality, disability status, gender, social class, etc.) presents greater opportunities for disadvantage, as the abrupt changes in society must be met with concerted efforts to place special attention on protecting our most vulnerable residents of these communities. A mobile unit will be deployed to minority men in Hampton Roads communities.

RESEARCH ACTIVITIES (cont.)

Completed Research Support (cont.)

- NIH-NIIMHD 5T34GM105550-05 Penn-Marshall (PI)
6/1/19- 5/31/2020
Hampton University Biomedical Research Training Initiative (HUBIRTI)
The long-term goals of this program were to prepare HU graduates to be leaders in biomedical research by improving their preparation for PhD programs as well as future research careers. Specific aims of the program were to: (1) increase and enhance the pool of potential MARC trainees at HU interested in pursuing PhD or MD/PhD programs in biomedical sciences; and (2) develop the critical thinking, problem solving, quantitative reasoning, and communication skills of MARC trainees. 100 percent of the MARC students entered a graduate program. The last cohort of MARC students graduated in May 2020.

- NIH-NIIMHD 1R13MD012764-01 Penn-Marshall, M (PI)
9/17/2018-9/22/2019
Hampton University's First Annual Caribbean Health Conference – Addressing Inequities One Step at a Time
The conference goal was to address the large health inequities that exist within Caribbean populations residing in Caribbean Nations and U.S. territories. The Specific Aims of the conference were **Aim 1:** Disseminate culturally specific evidence-based strategies that will maximize community outreach activities and promote health awareness among Caribbean nations and Caribbean-American subpopulations. **Aim 2:** Connect key stakeholders from the Caribbean community with healthcare professionals, healthcare systems, and genomic scientists in the U.S. to accelerate collaborations and communications related to improving health and treatment outcomes of Caribbean nations and Caribbean-American subpopulations. **Aim 3:** Facilitate the development of genomic clinical studies, admixture mapping, and genotype-stratified trials that are more inclusive of Caribbean nations and Caribbean-American subpopulations.

RESEARCH ACTIVITIES (cont.)

Completed Research Support (cont.)

- NSF-DUE 1458729 Boonthum-Denecke, C (PI)
07/2015 – 06/2021
Role: Co-Principal Investigator
Workforce Preparation through Computing (We-Prep-CS) Scholarship Program.
The goal of the partnerships between the Department of Computer Science at Hampton University and the Graduate College was to demonstrate a creative, sustainable model for recruiting, engaging, retaining, and graduating historically underrepresented students in computing programs that can guide other institutions in efforts to diversify the STEM workforce. The project also supported two undergraduate-cohorts with a minimum of 10 undergraduate and three graduate-cohorts.
- DoED Ira Walker, PhD (PI)
10/01/2014—09/30/2018
Role: STEM-Advisor (2014-2015)
Hampton University First in the World Partnership Program (FITW).
The overall goal of this project was to increase the access and the affordability of a university education on science, technology, engineering, and mathematics (STEM) for underrepresented, underprepared, and/or low-income students by implementing innovative strategies and practices that can be effective in improving student enrollment and graduation rates.
- HRSA-NEPR 1 D11HP14642-01-00 Saunders-Goldson, S. (PI)
07/01/09-06/30/12
Role: Project Director/Coordinator
Hampton University Capacity-Building & Retention Strategies (HU-CARES) Project.
The goal of the HU-CARES project was to expand enrollment in the baccalaureate nursing program through recruitment, retention, and graduation strategies.

RESEARCH ACTIVITIES (cont.)

Completed Research Support (cont.)

- Robert Wood Johnson Foundation Penn-Marshall, M. (PI)
05/01/11-08/31/12
Hampton University Accelerated Second Degree Nursing Scholarship Program.
The goal of the RWJF New Careers in Nursing Scholarship Program was to provide scholarships for second-degree nursing majors enrolled in an accelerated baccalaureate nursing program.
- Hampton University Faculty Research Development Grant
Penn-Marshall, M. (PI)
06/01/09-06/30/10
Surry County Obesity Prevention and Exercise Strategies (SCOPE)
The goal of this project was to implement dietary and exercise obesity prevention strategies in rural children.
- National Library of Medicine Environmental Health Information Partnership
Penn-Marshall, M. (PI)
07/01/09-06/30/10
Outreach Award – Kids + Health Literacy Awareness Project
The goals of this project were to develop, implement, and evaluate health promotion and disease prevention programs to increase adherence to lifestyle and behavioral changes in urban and rural elementary school populations who experience health disparities and to disseminate health information to the lay community who experience health disparities.
- Virginia Tech, Department of Human Nutrition Foods and Exercise, Hepler Graduate Student Research Award Penn-Marshall, M. (PI)
05/15/03-08/31/03
The goal of this project was to study the effects of Hi-Maize 260 in African Americans at increased risk for Type 2 Diabetes.

GRADUATE STUDENTS SUPERVISED

1. Larry Redd, MS (Fishery Management Specialist, Highly Migratory Species Division, NOAA National Marine Fisheries Service)
2. Kristina Jiles, MS, MPH, CHES (December 2019 - PhD Virginia Tech)

COURSE ASSIGNMENTS (Selected Sample)

- Grantsmanship/Grant writing – Doctoral Level
- Thesis – Graduate Level
- Alternative Nutrition Therapy – Undergraduate Level (created the course)
- Eating for a Healthy You and Sustainable Earth – Undergraduate Level (Honors) (co-created the course and have team taught it every spring since 2015)
- General Biology I & II (Majors only) – Undergraduate Level
- Research Problems – Undergraduate/Graduate Level
- Interdisciplinary Studies Senior Capstone – Undergraduate Level
- Senior Seminar - Biology Majors – Undergraduate Level
- Human Resources Professional Seminar – Undergraduate Level
- Principles of Leadership – Undergraduate Level
- Ethics in Leadership – Undergraduate Level
- Service Learning – Undergraduate Level
- College Success Strategies – Undergraduate Level
- Research Topics in Biology – Graduate Level

PUBLICATIONS

Michelle Claville, Sainath Babu, Chutima Boonthum-Denecke, Edison Fowlks, Emorcia Hill, Calvin Lowe, Brandon Parker, **Michelle Penn-Marshall**, Roopchan Ramdon, Brandon Wallace, “NanoHU: A Boundary-Spanning Education Model for Maximizing Human and Intellectual Capital.” *Growing Diverse STEM Communities: Methodology, Impact, and Evidence*, edited by Leyte Winfield, Gloria Thomas, Linette Watkins, Zakiya S. Wilson-Kennedy. ACS Books 2019 (DOI: 10.1021/bk-2019-1328.ch006).

Michelle O. Fletcher Claville, Sainath Babu, Brandon C. Parker, Emorcia V. Hill, Eric W. Claville, **Michelle Penn-Marshall**, “NanoHU: A Successful Collaborative STEM Model Preparing African Americans for Engagement in Nanoscience, Laying the Foundation for Transformative, Institutional STEAM Engagement.” *Broadening Participation in STEM*, edited by Zakiya S. Wilson-Kennedy, Goldie S. Byrd, Eugene Kennedy and Henry T. Frierson. Emerald Publishing Limited. Bingley, U.K. 2019, pp. 107-128. (ISBN978-1-78756-908-9).

PUBLICATIONS (cont.)

B.E. Cuker and **M. Penn-Marshall**, "The Science for Recovering the Health of the Chesapeake Bay and its People." *Diet for a Sustainable Ecosystem, Estuaries of the World*, edited by B.E. Cuker. Springer Nature Switzerland AG 2020, pp. 269-286. (ISBN978-3-030-45480-7). (DOI: 10.1007/978-3-030-45481-4_14).

Penn-Marshall, M.P., Holtzman, G.I., Barbeau, W.E. (2010). African Americans may have to consume more than 12 grams a day of resistant starch to lower their risk of type 2 diabetes. *Journal of Medicinal Food*, Aug; 13(4): 999-1004. PMID: 20482275

Hertzer, A.A., Young, V.E., Baum, C.M., Lawson, M., and **Penn-Marshall, M.** (1999). Nutrition and Exercise Information for Children on the Internet. *Journal of Family & Consumer Sciences*, 91: 100-103.

PRESENTATIONS (Selected Sample)

Brothers Ernest, Hart Jennifer, **Penn-Marshall, Michelle**, Sheridan, Mark (December 1, 2021) Invited. Council of Graduate Schools Annual Meeting. "How to Communicate the Value of Graduate Education to Lawmakers.

Franke Jeffery, Gil Andres, **Penn-Marshall, Michelle**, and Jordan Tuajuanda (Moderator) Deans' Panel (2019). The 20th National Conference for McNair Scholars and Undergraduate Research. University of Maryland, College Park, MD.

Penn-Marshall, Michelle. (2019). Cultivating a Research Enterprise. Hampton University Faculty and Staff Institute, Hampton, VA.

Penn-Marshall, Michelle. (2018). Fundraising is Friend Raising. Hampton University Center for Teaching Excellence, Hampton, VA.

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Personnel and Litigation

ITEM: Request Approval to Appoint the Vice President of Enrollment and Student Success

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested to appoint Dr. DeNeia Thomas as the Vice President of Enrollment and Student Success. Dr. Thomas has approximately 25 years of higher education and administration. Dr. Thomas served in various faculty and administrative roles, including Chief of Staff, and University Designated Liaison for the Board of Governors and Executive Transition, Associate Provost for Academic Affairs and Vice President for Institutional Effectiveness, Associate Vice President for Academic Assessment and Evaluation, Department Chair, Department Comprehensive Exam Coordinator, Director of University Testing Services, Tenured Professor in Departments of Psychology, Counseling and Human Services, and Behavioral and Social Sciences.

SUPPORTING

DOCUMENTATION: Curriculum Vitae
(BOA0001198)

FISCAL IMPACT: Base salary of \$230,000 and perquisites

ACTION REQUESTED: Administration recommends approval of this item

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



GENERAL COUNSEL

January 28, 2022

DATE

Curriculum Vitae
DENEIA B. THOMAS, PhD

EDUCATION

Ph.D.	Educational Psychology, University of Kentucky, Lexington, KY	August 2004
EdS	School Psychology, University of Kentucky, Lexington, KY	May 1996
MS	Educational Psychology, University of Kentucky, Lexington, KY	May 1992
BS	Psychology, Kentucky State University, Frankfort, KY	May 1990
	Minor: Sociology	

ACADEMIC AND ADMINISTRATIVE EXPERIENCE

Texas Southern University, Houston, TX

2021-present

Texas Southern University (Texas Southern or TSU) is a public comprehensive doctoral, historically black university in Houston, Texas. The university is one of the largest and most comprehensive historically black college or universities in the nation with nearly 10,000 students enrolled and over 100 academic programs.

Vice President Enrollment and Student Success

The Vice President for Enrollment and Student Success works collaboratively with university leadership to identify, explore, evaluate, and coordinate enrollment and other student access and success initiatives. The Vice President provides leadership, strategic planning, and supervision for all enrollment and student success units.

Duties and Responsibilities:

- Leads a highly productive enrollment management and student success unit, including overseeing the recruitment, management, training, retention, and evaluation of highly qualified professional and support staff.
- Creates, assesses, updates, and implements a Strategic Enrollment Management Plan that is data informed and aligned with the mission and vision of the University.
- Leads, develops, and executes comprehensive strategies to shape the University's enrollment and student success goals by recruiting, admitting, enrolling, aiding, advising, and retaining students; and providing smart, efficient and service-oriented processes to guide students through the enrollment pathway from recruitment to commencement.
- Establishes and maintains close working relationships with K-12 and higher education partners.
- Develops, leads, and implements policies and procedures that promote student success.
- Works with the Deans and other Administrators to implement enrollment management and student success initiatives.
- Develops, implements, and increases efficiencies in enrollment and registration policies and procedures and plays an integral role in the establishment of registration and payment deadlines and communicating information to students.
- Oversees the implementation, upgrades, and compliance with the student information system.
- Leads graduation initiatives to include communication, activities, and building awareness.
- Collaborates with faculty and staff on programs to improve student educational outcomes, student support and operational efficiencies.
- Consistently ensures the delivery of quality and responsive programs and services through effective assessment of outcomes of enrollment management and student success initiatives/programs.

- Develops a strong team that focuses on student success, student learning, and innovative approaches to support learning.
- Promotes and support the professional growth and development of Enrollment and Student Success staff.
- Effectively represents the University in the community.

**West Virginia State University, Institute, WV
2018-2021**

West Virginia State University (WVSU) is a public, historically black, land-grant university in Institute, West Virginia. Founded in 1891, it is one of the original 19 land-grant colleges and universities established by the second Morrill Act of 1890, with an enrollment of approximately 2000, and has evolved as a diverse and inclusive campus.

**Chief of Staff
Office of the President**

January 2018-May 2020

An executive appointment with academic tenure and rank as a full professor of Psychology in the College of Business and Social Sciences. Provided leadership, management, and coordination of strategic initiatives and emerging priorities as an extension of the Office of the President for results-oriented enrollment management and university affairs. As a member of the President’s Cabinet with executive oversight served as liaison to other senior campus officials and managed the presidential budget, external relationships, partnerships, and legislative affairs. Provided leadership to identify, explore, evaluate, and coordinate enrollment and student success initiatives. Representing and serving as a chief advisor providing daily support on behalf of the Office of President oversaw the interdepartmental coordination, and lead collaborative efforts for strategic planning, and coordination of student success initiatives and university effectiveness. Within the framework of functional leadership, provided support to, and supported by, senior-level leaders and constituencies to advance the mission and strategic goals. As a direct report to the President facilitated assignments for the completion of Presidential directives and vision for enrollment and student success to improve student educational outcomes and operational efficiencies. Served on university committees, and community boards representing the university within the k-12 pipeline. Provided direct management oversight for institutional research and effectiveness for assurance of federal, state, university governance, and to the Board of Governors as the Board liaison for outcome reports and analysis for efficiency and institutional quality.

Select Accomplishments:

- Guided the implementation of the campus-based student-employee initiative through Title III to reduce student debt and increase student retention and progression.
- Created and led the establishment, understanding, and implementation of the *Administration and Governance* definitions and statements for shared governance and interpretation.
- Appointed as lead representative to coordinate the WV First Lady Cathy Justice *Communities in Schools initiative* to support high school completion and as a college pipeline program.
- Implemented a technology protocol system organizing more than 100 past and current employee, student documents and information for resource management and operational efficiency.
- Lead the establishment and implementation of the institutional core values aligned with the 2020 Strategic Plan, and the presidential vision for tactical implementation and outcomes.
- Developed and coordinated the “S.W.A.R.M.” initiative (*WV State Working Actively Recruiting More*), a mobile recruitment initiative to bring faculty, staff, students, athletes, Stinger Mascot, and other campus representatives of the university across the state of WV to high schools in rural, southern WV hosting an onsite WVSU college fair, and assemblies. Leading to a 95% increase in students admitted from those regions. Onsite admissions and scholarships were awarded to more than 20 eligible students.

- Provided leadership, counsel, and advisement on all matters related to the university community to guide external affairs and the legislative strategy increasing visibility with key external constituents whereby the university received its first full funding state match \$2.9M, as an 1890 land-grant institution in 2018-2019.
- Managed Presidential budgets of approximately \$50M for the university within the strategic goals for overall student success management and institutional effectiveness. Grew working capital by 30% in 6 months, allowing the company to take advantage of better resources for continued growth.
- Working with university administrators provided leadership and guidance for the establishment of accreditation and approval of the inaugural BSN Nursing program and the implementation of the engineering programs and \$752 in scholarships from USDA to support new programs focusing on soil sciences, agribusiness, and agricultural economics to support workforce needs, and for student recruitment and retention goals.
- Provided leadership and guidance for the outreach to establish a homeless education program to recruit, enroll and support non-traditional student populations.
- Provided leadership in collaboration with academic leadership for the outreach and establishment of alternative curriculum pathways for students and an autism education initiative for recruitment and enrollment management.
- Implemented company-wide work from home policy, resulting in an 87% increase in employee satisfaction, a 21% increase in productivity, and a 38% decrease in PTO usage.
- Provided leadership to decrease \$1M debt on service contracts to assure student resources for the implementation, upgrades and compliance to the ERP and SIS technology systems for viability to assure accessibility and increased efficiency.
- Implemented the vision of launching a *Global Campus Initiative* by creating new transdisciplinary math courses in China as an enrollment management.
- Facilitated the development of the *Summer Learning Academy* initiative to support student learning and development for retention and progression for on-time completion toward graduation.
- Facilitated a \$10 million renovation that included a new research building in fulfillment of our land-grant mission.
- Completed updates and outcome reports for the 2020 Strategic Vision and strategic plan efforts consistently assuring the delivery of quality and responsive programs and services through effective assessment of outcomes of enrollment management and student success programs.
- Provided training on predictive analytics to jointly establish enrollment projections, execute strategies to decrease tuition discount rate to meet institutional net tuition revenue goals. Resulting in sector data liaisons to improve efficiency and utility of data collection, data entry, and data integrity, eliminate manual processes, to streamline and standardize operations through the office of institutional research.
- Collaborated with administrators to assess co-curricular assessment initiating student learning and development outcomes that align with the Council for Advancement of Standards in Higher Education (CAS), that align with institutional and program accreditation standards.
- Led institutional and departmental customer service training and awareness throughout campus about service competencies and roles of faculty and staff. In addition to creating physical environments that foster better service to help students persist and succeed.
- Guided the transformation and implementation of a regional and national territory recruitment management practice and goal expectation model that resulted in more quantity and better quality in enrollment funnel.
- Provided assessment analysis for a remote recruiter outreach strategy to enhance university regional presence.

- Participated on the undergraduate Appeals Committee to renew freshman admission policy through Faculty Senate and administration for greater access for students in rural communities and student athletes.
- Provided guidance and training for marketing and brand awareness campaigns that align with vision, mission, and core values to shape and retain a diverse domestic and international, undergraduate and graduate student body, resulting in increased partnerships and participation with federal funders, media and education organizations in Washington, D.C. with the HBCU Whitehouse Initiative, Congressional Black Caucus, NSF, USDA, The Chronicle of Higher Education, Inside Higher Education, HBCU Digest, Diversity in Higher Education, APLU, AASCU and ACE for student, faculty, and staff institutional recognition and distinction.
- Facilitated the university's reporting and accountability data to external agencies including IPEDS, HEPC, College Board, and US News and World Report resulting in an increased West Virginia State profile and participation with external agencies including Minority Access Organizations, National HBCU Hall of Fame, White House Competitiveness Scholar Program, Newman Civic Scholar Program, Ebony Queens Program, Home Depot Retool Your School Program among others.

University Designated Liaison for the Board of Governors and Executive Transition

May 2020-July 2020

Presidential Search Committee and Co-Chair of the Presidential Transition Committee is an administrative appointment of the President approved by the Board of Governors, and appointment with academic tenure and rank as a full professor of Psychology in the College of Business and Social Sciences. As the designated university liaison provided administrative support for the Presidential Search Committee and served as Co-Chair of the Presidential Transition Committee. On behalf of the Board Chairperson, provided consultation and advisement on the process, needs, and committee progress. Coordinated responses and communication of the Presidential Search Consultants. Managed the Presidential Search Committee budget and obligations. Facilitated logistical arrangements preparing and scheduling large meetings, editing documents, preparing responses, and distribution of materials for institutional communication. Managed and planned open forums for campus constituents. Prepared semi-final and finalist candidates' profile documents and needs for the committee. Developed and maintained web and media communication. Established and maintained professional best practice protocol, and confidentiality throughout the process for assurance of an efficient and effective presidential search and transition process.

Select Accomplishments:

- Managed fiscal budgetary savings of 200k.
- Managed and planned open forums for campus constituents adhering to pandemic responsiveness and guidelines.
- Facilitated the recommendation and Board appointment of the Presidential Search Committee and its Chair consisting of campus-community stakeholders, and the committee charge for the WV Higher Education Policy Commission (WVHEPC) confirmation 2020.
- Facilitated the completion and adherence of the timetable for WVHEPC review and approval.
- Facilitated the Search Firm bids for Board review and selection.
- Facilitated the development and maintenance of the university webpage and informational for the Search Committee.
- Lead the coordination for finalist's meetings and constituent outcomes for the final recommendation and Board appointment for the successful selection and appointment of the 12th President.

Kentucky State University, Frankfort, KY

Kentucky State University (KSU) is a public historically black land-grant university in Frankfort, Kentucky. Founded in 1886 as the State Normal School for Colored Persons and becoming a land-grant college in 1890. With an enrollment of approximately 3000, KSU was the second state-supported institution of higher learning in Kentucky and its only HBCU.

Associate Provost for Academic Affairs and Vice President for Institutional Effectiveness

Office of Academic Affairs

July 2016-December 2017

A senior appointment with academic tenure and rank as a full professor of Psychology in the College of Arts and Sciences, Division of Behavioral Sciences. As a direct report to the Provost and Vice President for Academic Affairs directly assisting and advising the provost in carrying out the responsibilities for academic programs/plans, educational policies, for student and faculty matters. Reorganized the position to expand and combine the duties for academic assessment and evaluation eliminating the Associate Vice President for Academic Assessment. Successfully led policy development, planning, collection, and analyses of data to assess and monitor the institution's effectiveness in achieving its mission, goals, and strategic priorities, and student success initiatives. In collaboration with the administration for enrollment management and student success, the College Deans, Chairs, and student success leaders to enhance the overall quality of educational programs for student and faculty achievement and growth, guided creative and service-oriented processes to guide students through enrollment to graduation and beyond. Responsible for scheduling course offerings and degree progression planning, accreditation, program review, faculty hiring/promotion/tenure. Working closely with other administrative offices and interacting with students on such topics as academic, financial concerns/appeals, provided guidance and supervision for the adult degree program, the Quality Enhancement Plan, the University Writing Center, the University Testing Center, the Office of Institutional Research and Assessment, and the University Library. Served as the university accreditation point of contact and SACSCOC liaison. Oversaw and managed the execution of comprehensive strategies to shape the university's enrollment and student success goals for recruitment through majors, admissions, enrollment efficiency, advising, and retention. Consistently ensured the delivery of high-quality and responsive programs and services through effective assessment for successful outcomes of enrollment and student success initiatives/programs.

Select Accomplishments:

- Successfully lead policy development, planning, collection, and analyses of data to assess and monitor the institution's effectiveness in achieving its mission, goals, and student success initiatives of strategic priorities.
- In collaboration with the administration developed the strategic retention plan that guided outcomes for the offices of Admissions, Financial Aid, Registrar, Student Support Services (SSS), First-Year Experience, Summer Development Program, TRIO Programs, Disability Resources and Services, and Testing Center. Collaborated with the leadership for Housing and Residential Life, Student Center, Career Services, Counseling Center and Health Services, Judicial Affairs, and the Office of Educational Support, increasing student engagement and retention from 45% to 68% within two years.
- Successfully facilitated the completion and examination of the University Diversity Plan initiatives and outcomes for the Council on Postsecondary Education (CPE) and other external federal and state reporting authorities.
- Served as P.I for the successful implementation of the Financial Literacy initiative through USA Funds grant to implement initiatives and support for students in financial literacy for retention and 10% reduction of the default rate.
- Supported the establishment of a centralized and intrusive advising model to track cohort retention and graduation rates with the implementation of the *EAB Student Success Management* program to support students from enrollment to graduation and beyond, which yielded an increase in overall retention and student progression rates.
- As the SACSCOC liaison, led the University's SACSCOC Committee and the Substantive Change to a Level V, doctoral-granting institution to offer Doctor of Nursing Practice (DNP) school, and completion of Fifth Year Interim Monitoring Reports.
- Led the facilitation to assure the full accreditation of our DNP by both Accreditation Commission for Education in Nursing (ACEN); reaffirmation for our academic programs in music by the National

Association of the Schools of Music (NASM); the Council on Social Work (CSWE), and accreditation by the Accreditation Council for Business Schools and Programs (ACBSP).

- Led the process of selecting a new Quality Enhancement Plan (QEP) in preparation for the University accreditation and ensuring compliance with all SACSCOC principles.
- Facilitated the establishment of the Institute of Lifelong Learning, Continuing, and Distance Education.
- Supported the development of a 2+2 Program for successful student transition and transfer as a collaboration with state Community Colleges for student success toward a four-year degree.
- Restructured and aligned the Office of Institutional Research and Effectiveness centralizing staff for the offices of admissions, registrar, financial aid, and business and finance, reducing the personnel budget and increasing organizational efficiency and effectiveness.
- Led the strategic planning team in the development of a new strategic planning process to develop the Institutional Comprehensive Assessment Plan to align with the University Strategic Plan and its use of the Baldrige Method to set benchmarks
- Shepherded proposals for implementing new licensure and certificate-based programs to meet workforce needs for student opportunities and success.
- Coordinated the Faculty/Staff Institute and opening day activities with the new faculty and staff orientation and strategic planning for university goals toward mission for over 500 employees. Specifically implementing mentoring and advising initiatives for their inclusion with participation in the NSO and continuing student efforts for retention and student success.
- Led the implementation of a comprehensive ERP data management program using Campus Labs as the assessment portal for student progress for the university, reducing the technology expenditures by 20% and aligning technological systems for increased efficiency and data management.

**Associate Vice President for Academic Assessment and Evaluation
Office of Academic Affairs**

October 2015-July 2016

A Senior appointment with academic tenure and rank as a full professor of Psychology in the College of Arts and Sciences, Division of Behavioral Sciences. As a direct report to the Provost and Vice President for Academic Affairs in strategically leading and managing all aspects of the teaching and learning process and responsible for ensuring the delivery of comprehensive, high quality, effective educational programs, and services with data-driven outcomes. Responsible for the development and implementation of a comprehensive program of academic assessment for academic improvements with accreditation requirements in support of institutional effectiveness. Worked collaboratively with the Academic Deans and all members of the academic leadership team, the directly oversaw Online Learning, International Education, and the Center for Teaching and Learning with University Testing Center. Provided leadership across all aspects of the academic enterprise for SLO and PLO outcomes for educational policies, curriculum, assessment of student learning, faculty development, planning, and resource development and support efforts related to our strategic plan and areas of strategic focus. In collaboration with the Office of Institutional Research, provided academic outcomes and trend reports for the Board of Regents, IPEDS, external accreditation, and related agencies. Assisted the Provost and VPAA with creating, implementing, and evaluating programs for the division in support of the college strategic plan and strategic focus areas. Oversaw the implementation and integration of best practices in assessment for academic courses and programs. Lead student success initiatives to support the continuum of learners to promote access, success, retention, persistence, transition, and completion.

Select Accomplishments:

- Designed a comprehensive assessment and evaluation plan leading to the continuous improvement of the academic units. Including course-specific DFW analysis and thought solutions for improvement.
- Implemented the academic program cyclical Academic Program Review process mandated by the KY Council on Postsecondary Education (CPE). Included all sector area reviews for institutional effectiveness.

- Analyzed the University Diversity Plan required by CPE and aligned with the University strategic plan and mission.
- Established the Annual reporting protocol for Academic Program Student Learning Outcomes Assessments, and Student Achievement indicators designed to meet expectations of CPE and the Principles of Accreditation of the SACSCOC.
- Reviewed and guided program review feedback for assurance of comprehensive and forward-looking, to guide the future development and improvement of individual programs to strengthen all aspects of operations and instruction for continuous quality improvement.
- Provided trend studies on academic program outcomes and student achievement.
- Regained University access to offer National Testing services and expanded Test Center Residual Testing Services for recruitment and enrollment.

Eastern Kentucky University, Richmond, KY

Eastern Kentucky University (EKU) is a public university in Richmond, Kentucky. It is accredited by the Southern Association of Colleges and Schools. It maintains branch campuses in Corbin, Hazard, Lancaster, and Manchester and offers more than 40 online undergraduate and graduate options, with an enrollment of about 15,000.

Department Chair

College of Education

Educational and Counseling Psychology Department

Human Services Program

July 2013-June 2015

As a full-time Associate professor of Educational Psychology with tenure, in the Department of Educational and Counseling Psychology. Emerged from the faculty to assume leadership in the department. Serving as a mentor to faculty colleagues and as a collaborator with other college administrative officers. Fifty percent (50%) of faculty duties were assigned to provide coordination and administrative support on a variety of departmental and campus projects to assist in establishing and maintaining effective policies, procedures, and systems for the faculty and department. Compiled departmental data (e.g., expenses, enrollments, personnel records, etc.) and metrics to process requests and prepare reports. Assist with data collection and analysis, report writing, and planning for institutional and programmatic accreditation. Provide support to Academic Affairs in ensuring compliance of academic departments with institutional and campus policies.

Select Accomplishments:

- Advocated for the department for the best interests of the College leading faculty to shape the curriculum to impact student learning.
- Developed the department mission in alignment with college and university missions to internal and external constituencies.
- Created a systematic advisement protocol of departmental faculty colleagues for the conduct of departmental affairs in an orderly manner through department meetings and the appointment of appropriate committees, to keep department members informed to support the strategic goals of the college through all of the departments programming decisions.
- Guided the Department's Strategic Planning process.
- Actively assisted with the development and implementation of recruitment of undergraduate and graduate students by creating and maintaining a productive partnership with the admissions offices.
- Established a plan for engaging with external constituencies.
- Supported the selection and retention of outstanding and diverse faculty and staff. This includes both full- and part-time faculty in both the undergraduate and graduate degree programs as well as those teaching in non-credit and certificate offerings and those teaching in continuing education and summer programs.

- Prepared and proposed budget requests, establishing expenditure priorities, to administer the department budget fairly and equitably, subject to the policies established by the dean, the CAO, and the CFO for faculty professional development and technology.

Department Comprehensive Exam Coordinator

Educational and Counseling Psychology Department

College of Education

Eastern Kentucky University

Richmond, KY

July 2010- August 2015

As a full-time faculty member in the department, 20% of faculty duties were assigned to provide coordination and administrative support on a variety of departmental and campus projects to assist in establishing and maintaining effective policies, procedures, and systems for the faculty and department. Responsible for the compilation of data (e. g. expenses, enrollments, personnel records, etc.) and metrics for processing requests and preparing reports for assurance of student pass rate on the licensure exam. Assist with data collection and analysis, report writing, and planning for institutional and programmatic CACREP accreditation. Provided support to Academic Affairs in ensuring compliance of the department with institutional and campus policies. Promoted and combined Assessment Coordinator duties. Academic appointment as Associate Professor of Educational Psychology, with Tenure in College of Education.

Select Accomplishments:

- Led and completed the submission of annual data required for CACREP Accreditation on student performance, including student achievement with 80-90% from 2008-2016 pass licensure pass rate.
- Provided annual analyses of student outcomes in CACREP areas for faculty course review YoY assessment.
- Scheduled and staffed coaching sessions for over 250 students preparing for Comprehensive Exams.
- Maintained and updated information and testing kits for student practice and preparation.
- Created efficient inventory reorganization by 20% of prep kits and supplies.
- Developed a comprehensive student submission system for final exam projects in the online portal, accessible by more than 1000 students.
- Lead faculty, staff, and administrators in designing and implementing student learning outcomes assessment to prepare students for the Comprehensive Exam leading to licensure.
- Chaired the General Education Assessment Committee, providing formative feedback on results and processes, and annual compilation reports.
- Provided instructional development activities to improve educational effectiveness across the campus to prioritize, coordinate, implement, and evaluate professional development and educational improvement activities.
- Developed a comprehensive student submission system for final exam projects in the University's online portal, accessible by more than 3,000 students.

OTHER EXECUTIVE ADMINISTRATIVE EXPERIENCE

E.D.U.C.A.T.E. Group/Principal Consultant

Lexington, KY

January 2002-present

EDUCATE has deep expertise in supporting transformative education initiatives at the local, national, and global levels, and partnering with not-for-profit agencies to strengthen education and student success. Our experts offer guidance beyond traditional education settings to coordinate with government and business entities to provide opportunities for lifelong learning for populations to gain the skills and capabilities that the future workforce will require. Our goal is to develop safe, supportive environments that optimize students'

educational experiences and improve overall well-being. We have served as a thought leader and partner for prominent education forums.

Equity Resource Specialist

Fayette County Public Schools

Lexington, KY

February 2002-June 2005

Provided district leadership and technical assistance to the local school district on equity and diversity issues as they relate to school planning and interventions for compliance and equitable access and opportunity for students and families. Served as the liaison between the school system, the community, and external agencies on equity issues, mainly related to disparities and closing the achievement gap initiatives. Served as the Equity Council liaison for the Superintendent and Board. Provided district leadership and technical assistance to K-12 schools regarding equity and diversity issues as they relate to school planning and interventions to ensure compliance and equitable access and opportunity for students and families. Served as the liaison between the school system and the community and external agencies on equity issues, mainly related to disparities and closing the achievement gap initiatives. Served as the Equity Council liaison for the Superintendent and Board. Completed the Office of Civil Rights Plan for approval, decreasing inequity of student-type over-identification in special programs. Ensured 100% of Schools completed Equity Plans with demonstrated improvement and growth in all metrics. Established consistent and regular community engagement and outreach initiatives to support diverse populations' school awareness and understanding. Led the communication initiative to increase diverse population participation in academic engagement and Talent Pool opportunities. Provided analyses and data reports on student population growth and equitable access outcomes. Led the Train the Trainer-*Understanding a Culture of Poverty* initiative throughout the community and district and training programs for equity.

Psychologist

School Psychology Clinic

University of Kentucky

Lexington, KY

August 1995- August 2005

Under the direction of the Clinic Psychologist, contracted psychological assistant to provide psycho-educational assessment and reports as a school psychologist for the local school district, campus, and community education program. Serving as a psychological associate provided psychoanalysis, intervention, and follow-up guidelines in alignment with federal and state regulations. Successful administration of psychological and educational tests, conducting observations and interviews, and gathering relevant information in the assessment of students experiencing learning and adjustment problems for regular and timely completion of 100% of case study reports for tests of cognitive ability, school achievement, psychomotor skills, adaptive behavior, social skills, and personal-social adjustment gathered from interviews with parents and teachers, observations in school, and inspection of school records. Designed research and evaluation projects that might better assess the efficacy of referral methods, assessment techniques, therapeutic outcomes, and the evaluation of district programs.

Education Academic Program Consultant

Division of Extended Learning (ESS Branch)

Kentucky Department of Education, Frankfort, KY

April 1998-April 2003

Lead initiatives to support a statewide proactive program designed to assist individual students who have trouble in one or more content areas. Monitored the ESS funds allocations and expenditures disbursed to every school district to operate a program for students having short- or long-term academic difficulties. Responsible for the assurance of accurate interpretation, application, and enforcement of state and federal laws, rules, regulations, and policies related to extended school services and budget management.

Education Administration Program Consultant

Division of Equity

Kentucky Department of Education, Frankfort, KY

Provided consultative services and technical assistance administering the KRS and KAR to local school system personnel, classroom teachers, and other state agencies including, the Council on Postsecondary Education (CPE) and Workforce Development, in planning, developing, implementing, and evaluating curriculum content for students educational experiences, practices, policies, and resources are accessed by all in ways that provide all students, especially those from underrepresented groups, with meaningful participation in the full curriculum and promotes successful outcomes. Assurance that students also have equitable access to highly effective, experienced educators who are culturally competent and able to reach each student. Provided support for developing and improving Kentucky's educator workforce through relevant research, best practice guides and models, technical assistance, and professional learning. Guided the assurance of the implementation of strategies for Kentucky schools and districts for the implementation of Title II, Part A funds, federal program requirements and guidance, Equitable Distribution of Teachers.

Education Administration Program Consultant

Division of Student, Family & Community Support Services (Dropout Prevention Branch)

Kentucky Department of Education, Frankfort, KY

Coordinated with the Department of Education staff to implement a comprehensive statewide strategy to aid local districts and schools to address the student dropout prevention in Kentucky public schools per KRS 158.146. Provided professional learning opportunities and technical assistance for district leaders, assist in program implementation and curriculum development for dropout prevention, and data-driven re-engagement efforts. Collaborated with other offices and stakeholders within and outside the department for work related to alternative education, school safety, social, emotional learning, and any other initiatives related to promoting persistence to graduation. Work with local school district administrators, professional associations, and colleges and universities to improve educational programming for students to graduate high school and support making successful post-secondary transitions. Collect and analyze data through ongoing improvement processes, provide training and support to districts' use of early warning and other data tools to implement successful strategies based on unique student needs.

Director of University Testing Services

Kentucky State University, Frankfort, KY

March 1995-March 1998

Contributes to strategic enrollment management (SEM) planning and was responsible for the implementation, integrity, and successful execution of testing policies, procedures, and guidelines. Worked in collaboration with various campus entities such as Admissions, the Student Success Center, Information Technology, the Division of Academic Affairs, Workforce Development and Adult Basic Education, and others. Ensured quality customer service and delivery of proper testing to a diverse student population. Contributed to the strategic initiatives to support enrollment goals, overseeing quality assurance activities, and sharing responsibility in working with an integrated student information system. Managed the daily operations, including scheduling, proctoring, tracking data, and maintaining computers within the testing center; and oversight of intake of requests for accommodations and data regarding students registering with accommodative services. Supervised, trained, scheduled, and evaluated all departmental staff, including the Testing Center Specialist, Center Coordinator, and all proctors; Delivered disability-related, counseling, support, guidance, and advocacy to students with disabilities in their transition and adjustment to college. Developed, reviews, and recommended policies to ensure compliance with federal regulations and provisions of the Americans with Disabilities Act as Amended (ADAAA) and Section 504 of the Rehabilitation Act of 1973. Served as the ADA Coordinator and compliance officer for section 504 for student complaints and campus accommodations. Oversaw the budget of the department and ensured the university compliance with testing standards set by SACSCOC, and KY legislation, Family Educational

Rights and Privacy Act (FERPA), Americans with Disabilities Act (ADA) guidelines, National College Testing Association (NCTA) standards, and KY College Testing Association (KYCTA) standards.

Select Accomplishments:

- Maintained a 97% satisfaction rating over 24-month period for responsiveness and timely return on results.
- Provided a 25% increase in testing outcomes for Residual Testing supporting efficient timely enrollment protocol new students.
- Cut data processing time by 50% through incorporating new technology infrastructure deploying a new data processing platform for storage and student information.
- Hired, trained, and managed student proctors to increase community services and for student engagement
- Reduced time spent on inventory by 20% by reorganizing the physical storage of supplies.
- Implemented a bi-weekly meetings with department heads to discuss goals, updates, and challenges, increasing productivity across departments by 20% YoY.

Special and Alternative Programs Resource Specialist

Fayette County Public Schools, Lexington, KY

March 1990-March 1995

Ensured adherence of federal and state-mandated legislation for education programs designed for specialized student populations, specifically associated with the former No Child Left Behind law—of the Elementary and Secondary Education Act through Title III and IV, and the Subtitle VII-B of The McKinney-Vento Homeless Assistance Act. Provided intervention strategies and technical support to schools to ensure smooth transitions and school support services. Assuring adherence to KRS and associated KAR for program implementation and reporting outcomes. Managed \$20M budget and funding expenditures for compliance.

ACADEMIC APPOINTMENTS

2018 Professor (with Tenure), West Virginia State University-Department of Psychology,
College of Business and Social Science, Institute, WV

Teach 24 credit hours in an academic year (introductory and advanced courses in Psychology) in online, hybrid modalities; advise students in the Psychology major; serve on assigned department and university committees; and Faculty Senate committees. Provide leadership and active participation in student life activities on campus. With an earned rank at the Full Professor level with tenure and evidence of andragogical skills and scholarship; taught Introductory Psychology classes and coursework related to counseling psychology, expressive therapies, stress management, cognitive psychology, behavioral statistics, physiological psychology, health psychology, and other similar courses.

Select Accomplishments:

- Developed the first Special topics course: The Psychology of Diversity and Inclusion in Fall 2020.
- Developed the proposal for the Graduate Program in Clinical Psychology in Spring 2021.

2015 Professor (with Tenure), Kentucky State University- Department of Behavioral & Social
Sciences, College of Arts and Sciences, Graduate Faculty Status, Frankfort, KY

Taught 24 credit hours in an academic year (introductory and upper-level courses in Psychology) in online, hybrid, and face-to-face modalities; advise students in the Psychology major; served on assigned department and university committees; and faculty senate committees. Provided leadership and active participation in student life activities on campus. With an earned rank at the Full Professor level with tenure and evidence of andragogical skills and scholarship; taught introductory psychology classes and coursework related to behavioral and social sciences, expressive therapies, stress management, cognitive psychology, behavioral statistics, physiological psychology, health psychology, and other similar courses.

2010 Associate Professor (with Tenure), Eastern Kentucky University- Department of Counseling & Educational Psychology, College of Education, Graduate Faculty Status, Richmond, KY

2007 Assistant Professor (Tenure-Track), Eastern Kentucky University-Counseling & Educational Psychology, College of Education, Graduate Faculty Status, Richmond, KY

Taught 18 credit hours in an academic year for graduate students earning advanced credential and degrees for professional certification, licensure, and graduate degrees in online, hybrid, and face-to-face modalities; advised students in the Counseling and Human Resources major; served on assigned department and university committees; and faculty senate committees. Provided leadership and active participation in student life activities on campus. With an earned rank at the Assistant Professor level and promoted to Associate rank, with tenure and evidence of andragogical skills and scholarship; taught statistics, research methods, human development and graduate classes and coursework related to counseling psychology, expressive therapies, stress management, cognitive psychology, behavioral statistics, physiological psychology, health psychology, and other similar courses.

2005 Instructor (Tenure-Track), Bluegrass Community & Technical College-Division of Behavioral & Social Sciences, Lexington, KY

2004 Adjunct Faculty, Kentucky State University-Department of Psychology, College of Behavioral and Social Sciences, Frankfort, KY

1996 Instructor, Kentucky State University-College of Professional Studies, Department of Education, Frankfort, KY

1996 Instructor, Kentucky State University-First-Year Experience Program, Frankfort, KY

1992 Teaching Assistantship, University of Kentucky, Department of Counseling, School and Educational Psychology, College of Education, Lexington, KY

TEACHING, RESEARCH, SCHOLARSHIP

Undergraduate Courses Taught:

West Virginia State University Institute, WV

University First-Year Experience (virtual)

General Psychology (Dual-Enrollment, virtual, online)

Research Methods (online)

Aging and Adulthood (online)

Sex and Gender Roles (online)

The Psychology of Diversity and Inclusion in America (online)

Courses Created:

The Psychology of Diversity and Inclusion (hybrid)

Kentucky State University Frankfort, KY

Senior Colloquium

Orientation to Psychology

Seminar in Psychology

Psychology Practicum II

General Psychology

Child & Adolescent Development

University Freshmen Experience

Assessment of Young Children

Eastern Kentucky University Richmond, KY

Graduate Courses Taught:

Tests and Measurement (online, hybrid, traditional)

Human Growth and Development (online, hybrid, traditional)
Research Methods & Program Evaluation (online, hybrid, traditional)

Bluegrass Community and Technical College Lexington, KY
Human Development & Learning
Teaching Exceptional Learners in Regular Classrooms
Introduction to Family Science
Developmental Psychology

University of Kentucky Lexington, KY
(*Graduate Research Assistant*)
Individual Assessment of Cognitive Functioning

Research

Research Focus:

Factors promoting success among diverse populations established through empirical results, specifically among women of color.

Book Chapters

Gilliam, E. Graham, T., Thomas, D. (2022). *Leading during a pandemic. Implications for Minority serving institutions and HBCU's*. IGI Global: International Academic Publisher. (submitted).

Thomas, D. & Love, K. (2015). *Concrete Ceiling*. Encyclopedia of Diversity and Social Justice (Ed Thompson, S.) Rowman & Littlefield.

Thomas, D. & Brown Wright, L. (2014). *Diversity in schools. Are multicultural counseling programs in schools need to improve the academic performance of students?* Debating Issues in American Education. Sage Publications.

Peer-reviewed Publications (in progress)

Thomas, D. & Roan-Belle (2021). *Now that we know, what do we do? The Million Dollar Question. Treating the intersectionality of racial and gender trauma on women of color*. Journal of Black Psychology (submitted).

Thomas, D. & Gilliam, E. (2020). *The shifting dynamics of race and gender politics within and among HBCU's: from Empowerment to obsolete, dismantling from within*. Journal of Negro of Education. (submitted).

Thomas, D. & Love, K. (2019). *Examining the concrete ceiling effect among African American women. SOULS: A Critical Journal of Black Politics, Culture and Society* (accepted).

Thomas, D. & Love, K. Gilliam, E. (2018). *Publish or perish. Navigating the perils of academe: the double edge sword—For Us by Us—Women of Color*. Journal of Black Studies. (accepted).

Peer-Reviewed Publications

Love, K.M., **Thomas, D.M.** (2014). Parenting styles and adjustment outcomes among college students. *Journal of College Student Development*, 55 (2), 139-150.

- Brown, C., Love, K., Tyler, K., Garriott, P, **Thomas, D.**, & Roan-Bell, C. (2013). Parental attachment, family communalism, and racial identity among African American college students. *Journal of Multicultural Counseling and Development, 41*, 108-122.
- Brown-Wright, L., Tyler, K.M., **Thomas, D.**, Gadson, N., Mulder, S., Roan-Belle, C., Smith, L., & Stevens, R. (2013). Investigating the link between home school dissonance and academic cheating among high school students. *Urban Education, 48*, 314-333.
- Brown-Wright, L., Tyler, K.M., **Thomas, D.M.**, Stevens-Watkins, Mulder, S. (2011). Examining the associations among home-school dissonance, motivation, and classroom disruptive behavior for urban high school students. *Education and Urban Society, 45*, 145-162.
- Tyler, K.M., Love, K.M., **Thomas, D.M.**, Garriott, P.O., Brown, C.L., & Roan-Belle, C.R. (2011). Linking communalism to college adjustment and institutional attachment for African American and European American undergraduates. *College Student Affairs Journal, 30*, 47-62.
- VanWinkle, C., Love, K., Tyler, K.M., Smith, L.B, **Thomas, D.** (2011). The influence of parental attachments across multiple indicators of adjustment among African American college students. *National Social Science Journal, 36(1)*, 125-132.
- Thomas, D.** (2010). Boosting research productivity through team collaboration: Faculty and students growing together. *Kentucky Counseling Journal, 29 (1)*, 24-25.
- Garriott, P.O., Love, K.M., Tyler, K.M., **Thomas, D.M.**, Roan-Belle, C.R., Brown, C.L. (2010). Testing an attachment model of Latina/o college students' psychological adjustment. *Hispanic Journal of Behavioral Sciences, 32(1)* 104-117. DOI: 10.1177/0739986309355753.
- Tyler, K.M., Brown-Wright, L., Stevens-Watkins, D., **Thomas, D.M.**, Stevens, R., Roan-Belle, C.R., Gadson, & N., Smith, L. (2010). Linking home school dissonance to school-based outcomes for African American high school students. *Journal of Black Psychology, 36*, 410-425.
- Tyler, K.M., Love, K.M., Garriott, P.O., Brown, C.L., Roan-Belle, C. & **Thomas, D.M.** (2010). Linking communalism to achievement correlates for Black and White. *International Journal of Teaching and Learning in Higher Education, 22(1)*, 23-31.
- Thomas, D.** & Love, K. (2009). A cross-cultural examination of parenting practices yielding positive outcomes. *National Social Science Proceedings, 43*, 152-159.
- Thomas, D.**, Love, K., Roan-Belle, C., Tyler, K., Brown, C., & Garriott, P. (2009). Motivation, self-efficacy, and academic adjustment among African American women attending institutions of higher education. *Journal of Negro Education, 78*, 159-171.
- Thomas, D.**, Love, K., & Tyler, K. (2009). Exploring racial variations and the impact of parental attachments and psychological health among diverse college students, *ACA VISTAS Online Counseling Library*: <http://counselingoutfitters.org/Resources/Library/VISTAS/vistas09/vistas09/Thomas-Love-Tyler.pdf>.
- Love, K., Tyler, K.M., **Thomas, D.**, Garriott, P., Brown, C., Roan-Belle, C. (2009). The influence of multiple attachments on wellbeing: A model for African American college students attending HBCUs. *Journal of Diversity in Higher Education, 2*, 35-45.

Puglia, B., Hall, S., **Thomas, D.** (2008). Enhancing multiculturalism across the counseling curriculum. *Kentucky Counseling Association Journal*, 27 (1), 30-35.

Thomas, D., Love, K., Roan, C., Tyler, K., Brown, C., & Garriott, P. (2007). Individual and contextual factors are affecting academic adjustment among African American college students. *Kentucky Counseling Association Journal*, 26, 40-46.

Research Assistantship: Project: Family environment on self-esteem and academic achievement in black males. Educational, School & Counseling Psychology, University of Kentucky, Lexington, KY

Research Assistantship: Project: Sensation seeking and drug abuse prevention. Educational, School & Counseling Psychology, University of Kentucky Lexington, KY

Invited Panelist for Seminar, Symposia, Lecture

Student success and engagement: A critical conversation. Symposium (**2021, July**). Workshop presented to faculty and staff at Texas Southern University (TSU). Houston, TX

The effects of racial trauma on children and adolescents. Professional Development Training and Workshop (**2021, July**). Co-Trainer workshop presented to administrative leadership in Fayette County Public Schools (FCPS). Lexington, KY

The Handmaiden's Tale: A historical and modern-day discussion about women's suffrage. Women's History Month Scholar (**2020, March**). Panel presentation presented at the Historical Society. Frankfort, KY

Women of Color in Academe: The Pressing. (**2018, April**). Panel presentation presented at the American Counseling Association Annual Conference & Exposition, Atlanta, GA

Celebrating Trailblazers. (**2016, March**). Keynote Speaker at the Beta Gamma Omega, Alpha Kappa Alpha Sorority, Inc. Women's History Trailblazer Community Celebration, Lexington, KY

Psychologist on parade: Educational Psychologist. (**2011, March**). Panel presentation presented to Kentucky Psychological Association Foundation (KPA), Frankfort, KY

Peer Review Presentations

Thomas, D. & Woodley, A. (**2017, December**). Becoming an Institutional Change Agent: Strategic Leadership to Transform Higher Education: Global Conference on Education Research and Policy, Washington, DC

Thomas, D. & Gilmore, D. (**2017, November**). Understanding the Role of Faculty for Institutional Accreditation presentation to be presented at the 24th HBCU Faculty Development Network, Crystal, VA

Owens, D., Stewart, T, **Thomas, D.**, Bryant, R.M., King-White, D. (**2013, March**). Urban School Counselors and Considerations. Panel presentation presented at the American Counseling Association Annual Conference & Exposition, Cincinnati, OH

Thomas, K. & **Thomas, D.** (**2011, March**). Internal Belief System. Panel presentation at the 35th Annual National Council for Black Studies Annual Meeting, Cincinnati, OH

Thomas, D. & Love, K. (2011, March). Recognizing the signs of mental distress in African American Women: No more suffering in silence. Panel presentation at the 35th Annual National Council for Black Studies Annual Meeting, Cincinnati, OH

Thomas, D. & Love, K. (2010, November). The glass ceiling versus a concrete block: Is there a difference for women of color in academe? Roundtable session presented at the Association for the Advancement of Educational Research Annual Meeting, Hutchinson Island, FL

Thomas, D. (2010, October). Discussing culture and cognition. Education Session presented at the Kentucky Counseling Association Conference, Louisville, KY

Lewis, C. & **Thomas, D. (2010, October).** Tackling the Tough Skills: Building Skills for Work and Life. Education Session presented at the Kentucky Counseling Association Conference, Louisville, KY

Yson, A., Love, K., **Thomas, D (2010, April).** Perceptions of the glass ceiling and the concrete ceiling among women employed at institutions of higher education. Poster session presented at the National Conference on Undergraduate Research (NCUR), Missoula, MT

Thomas, D. & Love, K. (2010, March). Perceptions of the concrete ceiling effect among African American women and effective counseling strategies. Educational session presented at the American Counseling Association Annual Conference & Exposition, Pittsburg, PA

Hall, S. & **Thomas, D. (2010, March).** Tips for counselors and supervisors: Addressing multicultural concerns in clinical supervision. Poster session presented at the American Counseling Association Annual Conference & Exposition, Pittsburg, PA

Thomas, D. (2010, March). Interpreting educational assessment and the role of the School Counselor. Education Session presented at the Kentucky School Counseling Association Conference, Lexington, KY

Love, K. & **Thomas, D. (2009, October).** Multi-ethnic parenting practices that work: A cross-sectional study examining practical strategies that yield positive developmental outcomes. Poster session presented at the Fall Professional Development Conference of the National Social Science Association, San Francisco, CA

Thomas, D., Love, K. & Puglia, B. (2009, October). Developing faculty-student research teams: Motivations and implications for counselor educators and researchers. Education session presented at the Kentucky Counseling Association Conference, Louisville, KY

Puglia, B., **Thomas, D.,** Byerle, L., Craft, J., Smith, J. (2009, September). Promoting professionalism: Engaging master's level students in research. Education session presented at the Association for Assessment in Counseling and Education, National Assessment and Research Conference 2009, Norfolk, VA

Thomas, D., Anderson, D., Bowlin, C., Kozlowski, S, & Zeitz, J. (2009, September). Ethical practices of counselors: What should be considered? Poster session presented at the Association for Assessment in Counseling and Education, National Assessment and Research Conference 2009, Norfolk, VA

Van Winkle, C.D., Love, K., **Thomas, D.,** & Smith, L. (2009, August). Attachment and adjustment among African American college students: A global view. Poster session presented at the Annual Convention of the American Psychological Association, Toronto, Canada

Love, K. & **Thomas, D. (2009, April)**. A strengths-based model: Parenting practices among African American families and the impact on academic success. Education session presented at the Kentucky Association of Blacks in Higher Education, Richmond, KY

Thomas, D., Love, K., & Tyler, K. (2009, March). Exploring racial variations and the impact of parental attachments and psychological health among diverse college students. Poster session presented at the American Counseling Association Annual Conference & Exposition, Charlotte, NC

Schmuldt, L. & **Thomas, D. (2009, March)**. Mindfulness. Poster session presented at the American Counseling Association Annual Conference & Exposition, Charlotte, NC

Thomas, D. (2008, October) Examining relatedness and transition to college among African American students: A qualitative approach. Education session presented at the Fall Professional Development Conference of the National Social Science Association, Albuquerque, NM

Thomas, D., Love, K. Tyler, K. (2008, October). Parental Attachments and emotional wellbeing among African American college students: Research perspectives and student perspectives for counselors. Education session presented at the Kentucky Counseling Association Conference, Louisville, KY

Love, K., Tyler, K., **Thomas, D.**, Brown, C., Garriott, P., Roan-Belle, C. (2008, August). Multiple attachment relationships and adjustment: A model for African Americans. Poster session presented at the Annual Convention of the American Psychological Association, Boston, MA

Garriott, P. O., Love, K., Tyler, K., **Thomas, D.**, Brown, C., & Roan-Belle, C. (2008, August). A strength-based multiple attachment model of Latina/o students' psychological adjustment. Poster session presented at the Annual Convention of the American Psychological Association, Boston, MA

Thomas, D., & Love, K. (2008, July). Parenting practices among African American families: Descriptors and correlates with psychological adjustment outcomes. Poster session presented at the Annual International Convention of the Association of Black Psychologists, Oakland, CA

Thomas, D.M., Hall, S. & Thomas, D.L. (2008, June). Training school counselors to champion career readiness for diverse populations: A cooperative model. Education session presented at the Education Trust, National Center for Transforming School Counseling Summer Academy. St. Louis, MO

Brown, C.L., Love, K., Tyler, K., Garriott, P., Roan, C. & **Thomas, D. (2008, March)**. Gender role implications on same---sex intimate partner abuse. Poster session presented at the 2008 International Counseling Psychology Conference, Chicago, IL

Garriott, P., Love, K., Tyler, K., Brown, C., & **Thomas, D. (2008, March)**. Attachment, racism, self-construal, and depression among Latina/os. Poster session presented at the 2008 International Counseling Psychology Conference, Chicago, IL

Garriott, P., Love, K., Tyler, K., Brown, C., & **Thomas, D. (2008, March)**. Attachment, racism, and self-esteem among Whites. Poster session presented at the 2008 International Counseling Psychology Conference, Chicago, IL

Thomas, D., Love, K., & Smith, L. (2007, October). Examining factors that predict success among African American college students- "Student Voices." Education session presented at the Kentucky Counseling Association Conference, Louisville, KY

Love, K., **Thomas, D.**, Roan, C., & Tyler, K. (2007, August). Motivation, self-efficacy, and academic adjustment among African American women. Poster session presented at the Annual Convention of the American Psychological Association, San Francisco, CA

Garriott, P., Love, K., Tyler, K., Roan, C., **Thomas, D.**, Brown, C., & Wright, K. (2007, August). An examination of White racial attitudes, self-beliefs, and college adjustment. Poster session presented at the Annual Convention of the American Psychological Association, San Francisco, CA

Tyler, K., Love, K., Garriott, P., Brown, C., McClain, K., Roan, C., & **Thomas, D.** (2007, August). Linking communalism to achievement correlates for African and European American undergraduates. Paper presented at the Annual Convention of the American Psychological Association, San Francisco, CA

Thomas, D., Love, K., Tyler, K. (2007, April). Motivational factors that influence the academic achievement of African Americans attending Historically Black Colleges and Universities and Community Colleges. Education session presented at the Kentucky Association of Blacks in Higher Education, Lexington, KY

Grants and Sponsorships

2021 Frazier, R., (P.I.) **Thomas, D.** & Moore B. (submitted) Use of Force by Police: A Review of the Louisiana Statistics Research Analyst, ACLU Grant

2017 **Thomas, D.** (P.I.) & Jackson, J. \$25,000: NCAA Innovations in Research and Practice Grant Program.

Research and data-driven pilot project designed to enhance student-athlete psychological well-being and mental health.

2017 **Thomas, D.** (P.I.) \$7,190: The University Training Consortium, Cabinet for Health and Family Services, Department for Community based Services.

A comprehensive training collaborative and partnership with the state government cabinet and multi-public and private universities that support the development of high quality, consolidated intensive human services, and professional development systems.

2017 **Thomas, D.** (P.I.) & Gilliam, E. \$7,500: Morehouse School of Medicine, Historically Black Colleges and Universities Center for Excellence (HBCU-CFE) in Behavioral Health.

Support the expansion of university services to support suicide prevention among college students using the comprehensive public health approach found in the JED Model for comprehensive mental health promotion and suicide prevention for Colleges and Universities.

2016 **Thomas, D.** (P.I.) \$300,000: SACSCOC Institutional Accreditation and Effectiveness This project is designed to support institutional activities associated with accreditation and research assessment technology portal for reaffirmation and professional development.

2015 **Thomas, D.** (P.I.) \$80, 000: Financial Literacy: USA Funds

This project is designed to implement initiatives and support for students in financial literacy for retention and reduction of the default rate.

2011 **Thomas, D.** (P.I.) \$170,862: Adult Education Office Kentucky Department of Education

The Career Counseling and Transition Services Program (CCTSP) is designed to increase college enrollment and job attainment rates, increase career exploration confidence, college enrollment confidence, and psychological wellbeing among adult learners in Kentucky. Extending a four-week timeframe, the program will utilize a combination of career instruction and a career

planning system for adults. The effectiveness of the CCTSP will be determined by measuring the extent to which learners increase their college enrollment and job attainment rates, increase their career-exploration confidence, college enrollment-confidence, and psychological wellbeing.

- 2010 Thomas, D.** (P.I.) \$20,000: P20 Innovation Lab University of Kentucky
Promoting Enhanced Career Opportunities for Underprivileged Teens (Project PECOT): A Longitudinal Analysis. This project was funded to assess the effectiveness of a career intervention program designed to enhance career development among underprivileged and underrepresented adolescents.
- 2010 Thomas, D.** (P.I.) & Love, K.: \$5,000 match: Center for Educational Research in Appalachia Broadening Career Awareness and Access tools for Appalachian Youth. This project focuses on career development issues for underprivileged high school students through the implementation of a quasi-experimental career intervention project. Our project is innovative and addresses the state, transforming education in Kentucky goals, unified strategies for college and career readiness. The plans are to expand the project to Appalachia, emphasizing comparisons, and contrasting issues prevalent within the culture of poverty.
- 2008 Thomas, D.** (P.I.) & Love, K.: \$5,000: Paul P. Fidler Research Foundation.
The Transitional Experience of First-Generation African American College Students. This qualitative project was designed to examine factors that contributed to African American's successful adjustment to the college lifestyle.
- 2006 Thomas, D.** Project Coordinator: University of Kentucky Campus and Community Partnership. Project: Advancing Learning Communities
- 2005 Thomas, D.** One Community, One Voice- Parent Involvement Consultant. Project: One Community, One Voice, Lexington, KY
- 2005 Thomas, D.** Project Evaluator-Center for Family & Community Services, Lexington, KY Project: 21st Century Grant, Annual Performance Report
- 2005 Thomas, D.** Participating Partner-Commonwealth Collaborative, University of Kentucky. Lexington, KY. Project: Project PROMISE: Proactive research on the mediating indices of school excellence.

Service to the University

Campus Advisor, Kappa Alpha Psi Fraternity, Inc. Tau Chapter, West Virginia State University
Annual Conference Planning Committee Council on Government Relations, APLU, West Virginia State University
Committee Chair, Institutional Research Director Search Committee, West Virginia State University
Committee Chair, Provost Search Committee, West Virginia State University
Higher Learning Commission (HLC) Comprehensive Review Committee Member, West Virginia State University
President's Green Ribbon Committee Member, Kentucky State University
University Liaison, SACSCOC (Southern Association of Colleges and Schools Commission on Colleges), Kentucky State University
Presenter, 2nd Annual Martin Luther King, Jr. Scholarships, Kentucky State University
Judge, National Panhellenic Council, Kentucky State University
Scholarship Pageant Director, Alpha Phi Alpha Fraternity, Inc. Beta Mu Chapter, Kentucky State University

Invited Panelist, Anti Hazing Workshop, Omega Psi Phi Fraternity, Inc. Psi Psi Chapter, Kentucky State University
University Teacher Education Committee Member, Eastern Kentucky University
University Grievance Committee (First Alternate), Eastern Kentucky University
University Diversity Committee Member, Eastern Kentucky University
Chair, University Diversity Committee Current Events Subcommittee Member
EKU Reads Volunteer, New Student Orientation, Eastern Kentucky University
Invited Panelist, New Faculty Orientation, Eastern Kentucky University
Commencement Speaker Committee Member, Eastern Kentucky University
McNair Scholars Mentor Eastern Kentucky University
QEP-Coach, Quality Enhancement Program, Eastern Kentucky University
EKU Delegation, 50th Anniversary Celebration Kentucky Human Rights Commission, Eastern Kentucky University
Faculty Marshal (Leading Students), Eastern Kentucky University Commencement
Faculty Marshal (Leading Faculty), Eastern Kentucky University Commencement

Service to the College

Assessment and Evaluation Committee Member, Kentucky State University
Liberal Studies Curriculum Committee Member, Kentucky State University
College Tenure and Promotion Committee Member, Eastern Kentucky University
College Curriculum Committee Member, Eastern Kentucky University
President's Leadership Team Representative, Eastern Kentucky University
College Multicultural & Diversity Issues Committee Member, Eastern Kentucky University
NCATE-Standard 4 Subcommittee Member, Eastern Kentucky University
Masters Redesign Committee Member, Eastern Kentucky University
College Sabbatical Leave Committee Member, Eastern Kentucky University
Teacher Admissions Committee Member, Eastern Kentucky University
Faculty Professional Development Committee Member, Eastern Kentucky University
College of Education Diversity Council Advisory Committee Member, Eastern Kentucky University
United Way Department Representative Member, Eastern Kentucky University
Assessment Professional Learning Community (PLC) Member, Eastern Kentucky University
Kentucky Journal of Excellence in College Teaching & Learning Community (PLC), Eastern Kentucky University
Closing the Achievement Gap Committee Member, Eastern Kentucky University
University College of Education Wall of Honor Induction Committee Member, Eastern Kentucky University
Masters Comprehensive Exam Committee Member, Eastern Kentucky University
Curriculum & Instruction Committee Member, Eastern Kentucky University
Co-Presenter, College of Education Full Day Staff Retreat Eastern Kentucky University
Doctoral Student Committee Member, Education Leadership Eastern Kentucky University
Faculty Judge, Science Fair, Model Lab School Eastern Kentucky University
Professional Education Fellow Eastern Kentucky University

Service to the Department

Tenure and Promotion Committee Member, Kentucky State University
Chair and Department Coordinator Department Human Services, Eastern Kentucky University
Chair and Department Coordinator, Counseling Comprehensive Exam for National Board for Certified Counselors (NBCC), National Certified Counselor (NCC), Graduate Student Application for the National Certified Counselor credential (GSA-NCC), Eastern Kentucky University
Annual Evaluation Committee Member, Eastern Kentucky University

Keynote Speaker, First Annual, ECU School Counseling Conference (COU 847), Eastern Kentucky University

Counselor Education Faculty Search Committee, Eastern Kentucky University

CACREP Reaffirmation Committee, Eastern Kentucky University

Service to the Community

Higher Learning Commission (HLC) Accreditation Peer Reviewer Team Member

West Virginia Wage-Gap Committee, West Virginia State University

CARES Day, West Virginia State University

Volunteers of Lexington, Dress for Success, Lexington, KY

Lexington Human Rights Commission Commissioner, Lexington, KY

Frederick Douglas High Football Junior Class Leader and Booster, Lexington, KY

Lexington Area Association of Black Psychologists Achievement Conference Kentucky

16th District PTA Advisory Board, Lexington, KY

Athens Elementary FRYSC Advisory Council Member, Lexington, KY

Tates Creek High School Youth Service Center, Advisory Council, Lexington, KY

One Community, One Voice- Parent Involvement Consultant. Project: One Community, One Voice, Lexington, KY

Winter Roundtable on Cultural Psychology and Education, Frankfort, KY

EKU Diversity Conference Text and Academic Authors Workshop, Richmond, KY

LEADERSHIP AND HONORS

2021-present **Journal Editor**, Openventio: Medical and Science Journals

2020-21 **MLI Protégé**, (Millennium Leadership Initiative), American Association of State Colleges and Universities (AACSC)

2019 **Newman Civic Fellow Mentor**, Campus Compact Newman Fellowship

2019-present **Peer Reviewer**, Peer Corps, Higher Learning Commission (HLC)

2018 **HERS Fellow**, HERS Leadership Institute, Higher Education Leadership Development Program

2018 **Award of Excellence**, (Student election) Beta Mu Chapter of Alpha Phi Alpha Fraternity, Inc. Kentucky State University

2018 **Book Reviewer**, Pearson Publications

2015-2017 **President**, (elected) Kentucky Association of Blacks in Higher Education, (KABHE)

2014 **Sabbatical**, Research and Leadership Development, Eastern Kentucky University

2010-2015 **State Faculty Representative**, (elected) Kentucky Association of Blacks in Higher Education, (KABHE)

2008-2012 **Chair**, (appointed), Diversity Committee, Association for Assessment in Counseling & Education (AAACE)

2009-2013 **President** (elected) Division: Issues in Assessment and Research Committee, Kentucky Association for Assessment in Counseling and Education (KAACE)

2010 **Co-Lead (Faculty Advisor)** Counseling and Educational Psychology Student Research Team Development, Eastern Kentucky University

2010 **Field Reader** United States Office of Postsecondary Education

2010 **Co-Lead (Faculty Advisor)** Counseling and Educational Psychology Student Research Team Development, Eastern Kentucky University

2008 **Dean's Research Award** (nominee), College of Education, Eastern Kentucky University

2009 **Dean's Teaching Award** (nominee), College of Education, Eastern Kentucky University

2009 **Journal Reviewer** Journal of Diversity in Higher Education

- 2008 **Journal Reviewer** Kentucky Journal of Excellence in College Teaching and Learning
- 2008 **Co-Lead S.T.E.P.P.E.R.S. Project** (*Scholars Thriving to Explore and Promote Psychological and Educational Resilience and Success*) The S.T.E.P.P.E.R.S - Seek to research factors that promote psychological wellbeing and educational success for students of color.
- 2007 **McNair's Scholars Mentor**, Eastern Kentucky University
- 2007 **Fellow and Diplomate** African Centered Black Psychology, Association of Black Psychologists (ABPsi)
- 2005 **Grant Reviewer** 21st Century Community Learning Center Grant Reviewer, Kentucky Department of Education
- 2001 **Dissertation Award**, African American Studies, University of Kentucky
- 2000 **Dissertation Research Award**- CCLD, Collaborative Center for Literacy Development, University of Kentucky
- 2000 **Dissertation Research Award**, Pauline C. Young Scholarship Foundation, Inc.
- 1998 **Employee Recognition Award**, Kentucky Department of Education
- 1997 **Education Achievement Award**, Kentucky Department of Education
- 1996 **Commonwealth Incentive Award**, University of Kentucky

CERTIFICATIONS AND PROFESSIONAL DEVELOPMENT

The Association of College and University Educators (ACUE)
 Certificate in Effective College Instruction for Online Teaching Practices, endorsed by the American Council on Education (ACE)
 Summit on Race Matters in West Virginia
 Return to Workplace and a New Normal Workshop Coronavirus Certification
 Data Protection for Industry Certification
 Discrimination in the Workplace Certification
 Diversity in the Workplace Certification
 Drug-Free Workplace Certification
 FERPA (Family Educational and Privacy Act) Certification
 Sexual harassment and Discrimination Certification
 Violence in the Workplace Certification
 Title IX for Higher Education Certification
 CBCF Scholarship Reviewer, Congressional Black Caucus
 CITI Certification Collaborative Institutional Training Initiative Training for Human Subjects Research
 COS Pivot Acquisition Proficiency Training
 Quality Matters Proficiency Certification for Online Teaching and Development
 Train the Trainer Certification A framework for Understanding the Culture of Poverty

Professional and Civic Affiliations

American Association of Collegiate Registrars and Admissions Officers (AACRAO)
 American Association for Access, Equity, and Diversity (AAAED)
 Council for Higher Education Accreditation (CHEA)
 American Association for University Professors (AAUP)
 American Association for University Women (AAUW)
 Association for Institutional Research (AIR)
 Association for Higher Education Effectiveness (AHEE)
 American Association of Blacks in Higher Education (AABHE)
 Kentucky Association of Blacks in Higher Education-(KABHE)
 Lexington Area Association of Black Psychologists (LAABPsi)
 National Social Science Association (NSSA)

National Council on Measurement in Education (NCME)
National College Testing Association (NCTA)
American Psychological Association (APA)
Emerging Scholars Interdisciplinary Network (ESIN)
Association for the Advancement of Educational Research (AAER)
National Council for Black Studies (NCBS)
American Counseling Association (ACA)
Association for Assessment in Counseling & Education (AACE)
Association for Multicultural Counseling & Development (AMCD)
Kentucky Counseling Association (KCA)
Kentucky Association for Assessment in Counseling & Education (KAACE)
Delta Sigma Theta Sorority, Inc

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Audit

ITEM: Tasks in Progress Report

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

A copy of the Tasks in Progress Report is presented as an informational item. The report outlines activities and tasks of the Department of Internal Audit & Assurance Services and the Division of Compliance as of February 10, 2022.

SUPPORTING DOCUMENTATION: Tasks in Progress Report (Under Separate Cover)

FISCAL IMPACT: N/A

ACTION REQUESTED: Information

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



GENERAL COUNSEL

January 28, 2022

DATE

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Administration and Finance

ITEM: Request Approval to Extend the Office Supply Agreements with Challenge Office Products and Standard Office Products

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested to extend the office supply agreements with Challenge Office Products and Standard Office Products to provide general office supplies, copy paper, and computer peripherals for the university. The current agreement allows for an extension should both parties agree.

The supplier agreements are available through the Harris County Department of Education (HCDE), Choice Partners Cooperative Contracts Program. HCDE contracts are executed from solicitation that have been competitively bid and awarded by the agency. This qualifies as a cooperative agreement and is exempt from additional bidding according to the Texas Government Code, Chapter 2156,181.

The term of this contract extension will be from February 21, 2022 to February 20, 2024. Challenge Office Products is a HUB vendor. Form 1295 has been submitted for both suppliers.

SUPPORTING

DOCUMENTATION: None
(Challenge: LMC0002483, BOA0001189)
(Standard: LMC0002505, BOA0001189)

FISCAL IMPACT: Cost not to exceed \$1,000,000.00 annually
University FOAP: Various

ACTION REQUESTED: Administration recommends approval of this item

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



GENERAL COUNSEL

January 30, 2022

DATE

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Administration and Finance

ITEM: Request Approval to Extend Contract with Ricoh USA Inc. for the University Copier Fleet

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested to extend the contract with Ricoh USA Inc. to provide copier lease and maintenance services for 143 located throughout campus. This agreement will extend through February 25, 2023.

This purchase will be made through the State of Texas Department of Information Resources (DIR) cooperative contracts program. DIR contracts are executed from solicitations that have been competitively bid and awarded by the State. DIR is responsible for all cooperative contracts programs that enable State entities to efficiently pool their purchasing to lower costs. This purchase qualifies as a "Master Agreement" and is exempt from competitive sourcing as provided for in Chapter 2156.181 of the Texas Government Code.

Ricoh USA Inc. is a publicly traded company; Form 1295 is not required.

The term of this contract is a one-year extension from February 25, 2022 to February 25, 2023.

SUPPORTING

DOCUMENTATION: Ricoh USA Inc. Proposal (Under Separate Cover)
(LMC0002496, BOA0001191)

FISCAL IMPACT: Cost not to exceed \$250,000.00

University FOAP: Various

ACTION REQUESTED: Administration recommends approval of this item

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



January 28, 2022

GENERAL COUNSEL

DATE

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Administration and Finance

ITEM: Request Approval to Ratify Investment Manager Contracts

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested to ratify the contracts with Smith, Graham & Co. Investment Advisors, L. P. and Markston International, LLC in accordance with the Public Funds Investments Act, Section 2256.003(b).

The term of this contract renewal will be from March 1, 2022 to February 29, 2024.

SUPPORTING

DOCUMENTATION: Smith, Graham, and Co. Investment Advisors, L.P. and Markston International, LLC Contracts (Under Separate Cover)
(Smith, Graham: LMC0002499, BOA0001194)
(Markston: LMC0002500, BOA0001194)

FISCAL IMPACT: Cost not to exceed \$468,000.00 annually

ACTION REQUESTED: Administration recommends approval of this item

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



GENERAL COUNSEL

January 28, 2022

DATE

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Administration and Finance

ITEM: Request Approval to Extend the Banking Services Contract with JPMorgan Chase Bank

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested to extend the current agreement with JPMorgan Chase Bank for one additional year as contained in the current agreement. The bank will provide current-day reporting services, depository services, controlled disbursement services, wire transfers, ACH services, automated investment sweep services, and FDIC-insured demand deposit accounts.

JPMorgan Chase Bank is a publicly traded company and is exempt from filing Form 1295.

The term of this extension will be for a one-year period from March 1, 2022 to February 28, 2023.

SUPPORTING

DOCUMENTATION: JPMorgan Chase Bank Second Extension Agreement (Under Separate Cover)
(LMC0002641, BOA0001205)

FISCAL IMPACT: Cost not to exceed \$35,000.00 annually
University FOAP: 3050-31001-7210-70

ACTION REQUESTED: Administration recommends approval of this item

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



GENERAL COUNSEL

January 31, 2022

DATE

**TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA**

COMMITTEE: Personnel and Litigation

ITEM: Request to Appoint Acting Vice President of Administration

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested to appoint Mr. Hao Le as Acting Vice President of Administration along with his other current position as General Counsel. Additionally, approval is requested to compensate Mr. Le in his acting role according to the University's Manual on Administrative Policies and Procedures (02.02.01).

SUPPORTING

DOCUMENTATION: None
(BOA0001201)

FISCAL IMPACT: Salary supplement of \$2,083.33 per month

ACTION REQUESTED: Administration recommends approval of this item

Certification: This proposal and its implementation will not be in violation of any applicable federal, state, or local law. All necessary approvals from the President, Acting Chief Financial Officer, Vice President, and/or Acting Provost/Senior Vice President have been received through the Legal Management System, including the fiscal note shown above detailing the true and actual positive or negative fiscal effect that implementation of this proposal will achieve.



GENERAL COUNSEL

January 28, 2022

DATE