

**LANDER UNIVERSITY BOARD OF TRUSTEES**

F. Mitchell Johnson Board Room  
Lander University  
Greenwood, South Carolina

Tuesday, September 11, 2018  
10:30 a.m.

**Presiding:** Linda Dolny

**Members of the Board in Attendance:** Angela Strickland  
Anne Walker  
Cathy Lee  
Don Lloyd  
Don Scott  
Holly Bracknell  
Jack Lawrence  
John Craig  
Marcia Hydrick  
Maurice Holloway  
Peggy Makins  
Ray Hunt  
Robert Sabalis

Kathy Lee via conference call

**Absent:**  
Robert Barber  
Cary Corbitt  
DeWitt Stone

**Others in Attendance:** President Richard Cosentino; Jim Colbert, interim Provost; Adam Taylor, Chief of Staff and Vice President for Governmental Relations; Greg Lovins, Vice President for Business and Administration; Boyd Yarbrough, Vice President for Student Affairs; Andy Benoit, Vice President for Enrollment and Access Management; Van Taylor, Interim Vice President for University Advancement; Brian Reese, Director of Athletics; Crystal Rookard, General Counsel; Matt Braaten, Assistant Vice President for Planning Analytics and Decision Support; Megan Price, Assistant Vice President of University Relations and Publications.

**Guests:** Denise Manley, Director of Alumni Affairs; Laura Brown, Governmental Relations; Aleks Gilbert, Index Journal; Dr. Albert Dukes, Chair of Faculty Senate; Michael Ficklin, Chair of Staff Senate; Dr. Timothy Maze, Directory of Graduate Studies; Dr. Lloyd Willis, Director for Online and Innovative Learning.

Chair Linda Dolny stated for the record that appropriate publicity, in order to comply with the Freedom of Information Act, had been disseminated and this meeting complied with that act.

Chair Dolny held a moment of silence in honor of the lives lost on September 11, 2001 and the life of Claudia Haynes, a freshman Pre-Nursing Student from Mount Pleasant, South Carolina who passed away on Labor Day, September 3<sup>rd</sup>.

Chair Dolny acknowledged and welcomed all guests then called the regular meeting of the Lander University Board of Trustees to order.

Board members were reminded to complete their travel vouchers.

**Dates to Remember:**

Tuesday, October 30, 2018 – Scholarship banquet, 6:00 p.m.

Monday, December 17, 2018 – Board Meeting, 2:00 p.m.

Tuesday, December 18, 2018 – December Commencement, 11:00 a.m.

**I. APPROVAL OF MINUTES**

Anne Walker motioned to approve the June minutes. Bob Sabalis seconded her motion. The June minutes were approved unanimously.

**II. PRESIDENT'S REPORT**

President Cosentino presented the new Lander flag and gifted board members with smaller garden flags.

Leadership at Lander (including finance, procurement, the President's cabinet, along with the chairs of the foundation and Board of Trustees) participated in ethics training.

President Cosentino Introduced Lander's new Vice President for Student Affairs, Boyd Yarbrough.

Dr. Lloyd Willis, Director for Online and Innovative Learning was introduced by the President. Dr. Willis has been a member of Lander faculty since 2006. Lander's marketing focus for Online and Innovative Learning are adult students in GLEAMNS (Greenwood, Laurens, Edgefield, Abbeville, McCormick, Newberry, Saluda), our surrounding counties. To accomplish this goal, Dr. Willis strives to make Lander's online education convenient. Advantages include experienced professors that will be available for local support offline. This program will be faculty lead and faculty guided. Quality education is Lander faculty's primary focus. Dr. Willis discussed various learning styles that will make online learning interactive, along with possible online software candidates for partnerships. Launch target is summer 2019.

Lander is enhancing its graduate programs. The President introduced TD Maze, Director of Graduate Studies. Dr. Maze compared the makeup of Lander's current Graduate Studies to that of surrounding institutions. This fall, Lander has a headcount of 75 graduate students. On average, they are taking six credit hours at a time. The majority of our graduate students are full-time employees in hospitals and school systems. Of the four current programs, Montessori Education is the largest. Dr. Maze's current focus is to evaluate price structure, improve marketing of Lander's current programs, and invite departments to propose new innovative programs. The goal is to have 14 graduate studies programs in place and 500 graduate students enrolled by the year 2022.

President Cosentino introduced Dr. Jim Colbert as Lander's interim provost. Dr. Colbert presented to the board a summary of Lander's accreditation schedule.

As a closing remark, President Cosentino acknowledged the growth in enrollment and thanked Andy Benoit and the enrollment team.

### III. BOARD CHAIR REPORT

Chair Dolny began her comments by thanking Marcia Hydrick for providing the venue for the retreat and for all who attended. There is an evaluation form on the retreat in the board packets.

The board discussed how to involve committee chairs in board reports. The process will be changed. Fifteen days before the board meeting, vice presidents will email their draft reports to the committee chair. A final report will be sent 10 days prior to the board meeting. Each vice president will call his or her committee chair to discuss action items and answer any questions.

Chair Dolny introduced the self-evaluation form. The evaluations are a SACOCS requirement. She requested they be completed and returned.

### IV. COMMITTEE REPORTS

#### **Academic Affairs: Anne Walker**

Lander has 150 full-time faculty, more than ever. There are 128 part-time faculty. Two new degrees are awaiting CHE approval: an added concentration in Health Sciences, and an online Masters in Management. A marketing strategy initiative, "Finish in Four," will begin soon. The faculty handbook revision will be presented to the board in December.

#### **Finance and Audit/ Governmental: Don Lloyd**

##### **ACTION ITEMS:**

##### **1. 2019 Budget Amendment #1**

A motion from committee to seek Board of Trustee approval for Budget Amendment #1. Motion comes from committee, no second is required. The motion passed unanimously.

Don Lloyd introduced Scott McKay, partner with Cherry Bekaert LLC to review an internal audit.

Cherry Bekaert's objective was to self-assess, to identify key internal controls, and to identify potential gaps and opportunities for efficiency.

Government and the public administrative industry is the 3<sup>rd</sup> most victimized for fraud; education is the 6<sup>th</sup> most victimized industry for fraud out of approximately a dozen major industry segments.

Billing schemes represent 80-90% of fraud perpetrated.

Scott McKay stated that the hotline link that allows employees to report fraud is not properly displayed on the Lander website. It is currently directed to the Office of Inspector General. This needs to be directed in-house for internal review.

President Cosentino asked Scott McKay the following questions:

##### **1. Where do you suggest our hotline be directed?**

Currently it is linked to the Office of Inspector General. The best practice is to allow for anonymous reporting, with a feedback method to a team including the General Counsel, internal audit, and possibly a board member.

##### **2. Did you get a sense that people were aware of fraud and did not report? How can Lander be effective in receiving information from those who know?**

Employees do not seem to be aware of any fraudulent activities. They may not trust the system. Lander should not have a hotline that reports directly to the general counsel, or human resources, or the president's office. It is important to have an anonymous feedback system. It is necessary that leadership empowers employees to report quickly

so that issues may be addressed appropriately. There is a study that shows 4 out of 5 people can see something that is not right and not report it because they do not want to get involved.

3. Would it be effective for the president to reach out to the university addressing the “don’t fear retaliation?”

The tone comes from the President through the cabinet. Empower the people who are conducting the training and fully endorse it. Even a short video training can be very powerful.

4. When Lander leadership had an ethics training, we were told that 99% can come from someone upset. Who they are upset with must be evaluated. You mentioned 40% comes from the hotline.

Enough information should be received to validate if it is a concern and not just a complaint.

5. Out of all the organizations you are involved in, would you say it is likely someone is taking money from those organizations? Should I always have the attitude that it is likely? Or can I feel it is under control?

There is always some level of malfeasance that is going on. You don’t want to over-invest or react to things that are not big. Statistics show that most organizations lose 5% of net revenue from losses due to fraud. When organizations invest in risk assessments and ethics training, they can bring that percentage down because losses do not run through the cracks. Lander has a healthy internal control system. Only a few minor tweaks need to be made. Those are being identified and measured through self-assessment, independent audit, and management reviews.

6. I am concerned about people without the authority committing the university to something, then we receive a legitimate bill that needs to be paid.

That is an example of waste and abuse. Constant monitoring is needed. No system of internal control is fool proof. Every system can be compromised by two or more parties.

Don Lloyd closed his remarks by thanking our General Counsel, Crystal Rookard, for her hard work.

**Institutional Advancement: Marcia Hydrick**

Ms. Hydrick submitted the fundraising report for the year 2017-June 30, 2018. The giving amount was \$1,173,186.48.

We are recruiting a Director of Accounting

**Student Affairs/Intercollegiate Athletics: Ray Hunt**

There is a goal to maximize student housing. We are currently at 90% capacity. Lander has begun to strategically block vacant rooms for emergency situations.

Lander recently renovated and opened the student Bearcat Lounge located within the Cultural Center. The American Legion building was purchased last year. Renovations took place over the summer.

Lander is creating space for eSports and gaming.

The Career Services and Employment Center will prepare students for careers after graduation.

Lander is recruiting for a new Director of Greek Life. Student Affairs is also developing opportunities for alumni to interact with current students

In spring of 2018, female athletes had a GPA of 3.174; male athletes had a GPA of 3.95. Overall, 71% of our student athletes had a GPA of 3.0 or higher. All of our spring teams are currently leading or second in their conference.

Since last year, the number of student athletes increased from 215 to 251 students. We expect to

have 360 student athletes next year. As the student population grows, the number of athletes will grow. We will keep the same percentage of student athletes.

**Enrollment and Access Management: Holly Bracknell**

Freshman enrollment is 870 students. That is a 13.28% increase since the fall of last year, and a 55.91% increase over 2015. In addition. Overall enrollment is 3,053 students. That is 16 students fewer than the highest enrollment in Lander history.

**V. UNIVERSITY POLICIES**

Matt Braaten introduced the following policies for Board approval:

**ACTION ITEMS:**

**1. Ethics Act and Conflict of Interest**

Don Lloyd moved to pass the policy and amend later, if necessary. Anne Walker seconded. The Ethics Act and Conflict of Interest Policy passed unanimously.

**2. Wellness Disposition and Intervention**

Jack Lawrence motioned to table the policy to December, motion seconded by John Craig. The Wellness Disposition and Intervention Policy was tabled.

**VI. OTHER BUSINESS**

**Faculty Senate: Albert Dukes**

Faculty are excited to see growth at Lander. The new General Education curriculum allows faculty flexibility in developing new general education courses that will help our students succeed. This fall, faculty have focused on addressing necessary changes to the Faculty Handbook. Over the summer, a committee was formed to review and revise the entire handbook. Faculty Senate anticipates bringing the revised handbook for approval by the Board of Trustees at the meeting in December.

The process of renovating 94 classrooms began over the summer. This has created a positive learning atmosphere. Such improvements reassure our students that Lander will be able to continue to offer them a quality education.

**Staff Senate: Michael Ficklin**

The Staff Senate welcomed seven new members and voted on a new executive board. The senate is working to enhance the staff communication between the Staff Senate and executive leadership at Lander. The Staff Senate is continually focusing on actionable issues that supports Lander's goal to be an employer of choice.

**VII. Executive Session**

Ray Hunt made a motion to go into Executive Session, seconded by Bob Sabalis. Personnel issues were discussed.

**VIII. Adjournment**

Maurice Holloway motioned to adjourn the meeting, seconded by Jack Lawrence. The motion was unanimously approved.