

**UNIVERSITY OF SOUTH ALABAMA
BOARD OF TRUSTEES**

**DECEMBER 5, 2014
10:30 A.M.**

**FREDERICK P. WHIDDON ADMINISTRATION BUILDING
SUITE 130, BOARD ROOM**

MINUTES

ITEM

- Approve: [Revised Agenda](#)
- 1** Approve: [Minutes](#)
- 2** Report: [President's Report](#)

DEVELOPMENT, ENDOWMENT AND INVESTMENTS COMMITTEE

- Report: [Endowment Investment Performance](#)
- 4** Approve: [Evaluation of USA's Endowment and Non-Endowment Investment Policies](#)
- 5** Approve: [Jaguar Athletic Fund Directors and Officers](#)
- Report: [Development and Alumni Relations](#)
- 6.A** Approve: [Commendation of the J. L. Bedsole Foundation for Gift](#)

AUDIT COMMITTEE

- Report: [KPMG Audit Reports, Year Ended September 30, 2014](#)
- Report: [Alabama Department of Examiners of Public Accounts Compliance Report, October 1, 2012, through September 30, 2013](#)
- Report: [Internal Audit](#)

BUDGET AND FINANCE COMMITTEE

- Report: [Year-End Financial Statements](#)
- 9.A** Approve: [Designation of Signature Authority](#)
- 9.B** Approve: [Consent to Amendment of USA Research and Technology Corp. Loan Documents](#)

HEALTH AFFAIRS COMMITTEE

- 10** Approve: [USA Hospitals Credentials – August, September and October 2014](#)
- 11** Approve: [USA Hospitals Medical Staff Bylaws and Rules and Regulations, Revisions of November 4, 2014](#)
- Report: [Health System and Health Sciences](#)

ACADEMIC AND STUDENT AFFAIRS COMMITTEE

- 15** Approve: [Sabbaticals](#)
- Report: [Academic Affairs](#)

**UNIVERSITY OF SOUTH ALABAMA
BOARD OF TRUSTEES**

**December 5, 2014
10:30 a.m.**

A meeting of the University of South Alabama Board of Trustees was duly convened by Dr. Steve Furr, Chair *pro tempore*, on Friday, December 5, 2014, at 10:46 a.m. in the Board Room of the Frederick P. Whiddon Administration Building.

Trustees Present: Chandra Brown Stewart, Scott Charlton (phone), Steve Furr, Ron Jenkins, Bettye Maye, Bryant Mixon, John Peek, Jimmy Shumock, Ken Simon, Sandy Stimpson, Steve Stokes, Mike Windom and Jim Yance.

Trustees Absent: Robert Bentley, Tom Corcoran and Arlene Mitchell.

Administration and Others: Joe Busta, Gary Carley, Karin Caswell, Starla and DeAndra Chapman, Lynne Chronister, Monica Curtis, Mike Diehl (NAA), Joel Erdmann, Julie Estis (Faculty Senate), Ron Franks, Happy Fulford, Robert Gray, Daniel Greer, Stan Hammack, Mike Haskins, Robert Henderson, David Johnson, Joey Jones, Joe'l Lewis, Doug Marshall (Faculty Senate), Abe Mitchell, Randy Moon, Kit Outlaw (MAA), Steve Simmons, John Smith, John Steadman, Jean Tucker, Tony Waldrop, Danielle Watson (SGA), Kevin West (Faculty Senate), Bestor Ward (J. L. Bedsole Foundation) and Kelly Woodford (Faculty Senate).

Press: Sally Ericson (*Press-Register/al.com*) and Alyson Stokes (*Lagniappe*).

The meeting was called to order and Chairman Furr called for adoption of the revised agenda. On motion by Mayor Stimpson, seconded by Mr. Shumock, the revised agenda was approved unanimously. Chairman Furr called for consideration of **ITEM 1**, the minutes of the Board of Trustees meeting held on September 12, 2014. On motion by Dr. Stokes, seconded by Mr. Shumock, the minutes were approved unanimously.

The attendance roll was called and Chairman Furr called for presentation of **ITEM 2**, the President's Report. President Waldrop introduced Dr. Julie Estis, Faculty Senate President, who commented on a series of meetings for USA faculty and President Waldrop to become acquainted, and on the Faculty Senate's involvement with an array of University committees, including a leadership team working on implementation of the five institutional priorities identified by President Waldrop during his inaugural address on September 12 and an *ad hoc* committee charged with examining the University's promotion and tenure procedures. President Waldrop recognized Faculty Senate officers Drs. Kevin West and Kelly Woodford, and past president Dr. Doug Marshall, as well as Ms. Danielle Watson, SGA President, who shared enthusiasm for USA's upcoming Camellia Bowl appearance, Mr. Mike Diehl, NAA President, and Dr. Kit Outlaw, MAA President.

President Waldrop discussed his recent move into the newly renovated President's Home, and he thanked Mr. Abe Mitchell for his gift that made possible the acquisition of the home. Photos

of the home's interior and exterior were shown, and President Waldrop talked about events hosted in the home. He shared information on an antique Tiffany grandfather clock, circa 1912, donated by Dr. Bob Shipp, retired Chair and Professor of Marine Sciences, that is displayed in the home. He introduced University staff who coordinated the home's renovations -- Mr. Randy Moon, Director of Facilities Management; Mr. Daniel Greer, Assistant Director of Construction/Renovations; Ms. Karin Caswell, Manager of Interior Design; and Mr. Gary Carley, Landscaping Manager. Each made brief comments.

President Waldrop introduced Mayor Stimpson, who gave an update on USA's relationship with Airbus Group. He said University officials were invited by Dr. Jean Botti, Airbus Chief Technical and Innovation Officer and 2014 Spring Commencement Speaker, to tour Airbus operations in Toulouse, France, and Munich, Germany, in October. During the visit, collaborative opportunities involving USA's College of Engineering and School of Computing were explored, including interests pertaining to cyber security. Photos were shown, one featuring a carbon-composite A330 elevator from the tail section of an airplane, donated to the University by Airbus for study and testing by engineering students.

President Waldrop discussed *Mobile in Black and White, Race in the 21st Century*, a film produced by Dr. Joe'l Lewis, Associate Professor of Educational Professional Studies, and Dr. Robert Gray, Manager of Faculty Development Services at the College of Education's Innovation in Learning Center. The concept behind the film is that it would inspire constructive dialogue on race. A trailer was viewed of the 90-minute feature version being shown nationwide. In addition to many other accolades, the movie was voted *Mobile's Film of the Year* for 2014. Drs. Lewis and Gray were introduced and each made brief remarks. Ms. Brown Stewart encouraged everyone to see the film.

President Waldrop introduced Dr. Erdmann and Head Football Coach Joey Jones, who discussed the Jags' historic first bowl invitation. Trustees were thanked for their enthusiastic support of the football program. Details were shared on the inaugural Camellia Bowl to be played in Montgomery, Alabama, on December 20. The game will be televised on ESPN, providing the University national exposure at no cost. Dr. Erdmann recognized Coach Jones and the athletes for their hard work and perseverance, which earned the team a collegiate record for having the quickest rise to a bowl appearance since program inception. He encouraged everyone to travel to Montgomery and support the Jags.

President Waldrop discussed the *Mobile Bay Monthly's* annual feature titled *40 under Forty*, which introduces local individuals who are making a difference in the community. The article included a number of USA alumni and staff, including Mr. Doug Whitmore, NAA Board member, and Dr. Racheal Banks, Director of Health Sciences Development.

President Waldrop encouraged attendance at Fall Commencement on December 13, during which Chairman Furr would deliver the keynote address. He said Mr. Mike Haskins had joined the staff as USA's Executive Director of Marketing and Communications. He announced a change in position titles held by Mr. Simmons, Dr. Johnson and Dr. Smith, who would serve as Vice President

for Finance and Administration, Provost and Senior Vice President for Academic Affairs, and Executive Vice President, respectively.

Chairman Furr called for a report from the Development, Endowment and Investments Committee. Mr. Yance, Committee Chair, stated endowment managers presented annual performance reports before the Committee on December 4. Each was asked to share perspective on the market and economy going forward. Mr. Yance reported that endowment investments as a whole for the period October 2013 through September 2014 yielded a 10.43 return vs. the benchmark of 8.31 percent, an outperformance of 2.12 percent. He added that asset allocations are consistent with parameters set forth by the University's endowment policy. With reference to the University's position among the top 10 percent of institutions for endowment worth, as ranked by the National Association of College and University Business Officers (NACUBO), Judge Simon commended the managers for their efforts. Mr. Yance credited Messrs. Terry Albano and Norman Pitman for their diligent monitoring of the University's endowment. He said communication with the managers takes place quarterly, and advised of additional investments made with earnings.

Mr. Yance reported the Committee's recommendation for Board approval of **ITEM 4** as follows, and he specified modification of the policies was not needed. Chairman Furr called for a vote and the resolution was approved unanimously:

**RESOLUTION
EVALUATION OF THE UNIVERSITY'S ENDOWMENT AND NON-ENDOWMENT INVESTMENT POLICIES**

WHEREAS, the Southern Association of Colleges and Schools (SACS) requires that investment policies must be evaluated regularly, and

WHEREAS, the Board of Trustees has previously approved the University's endowment funds policies and guidelines and the University's non-endowment cash pool investment policy,

THEREFORE, BE IT RESOLVED that the Board of Trustees of the University of South Alabama hereby acknowledges the current year annual evaluation of both policies by the Endowment and Investments Committee.

Mr. Yance stated the Committee recommended Board authorization of **ITEM 5** as follows. Chairman Furr called for a vote and the resolution was approved unanimously:

**RESOLUTION
DIRECTORS AND OFFICERS OF THE JAGUAR ATHLETIC FUND, INC.**

WHEREAS, pursuant to the amended bylaws of the Jaguar Athletic Fund, Inc. ("USAJAF"), the Board of Trustees of the University of South Alabama ("University") shall approve the USAJAF slate of officers and directors, and

WHEREAS, the University and the USAJAF have a history of interaction and cooperation that has served the interests of the University, and

WHEREAS, the Board of Directors of the USAJAF, through its Nominating Committee, is authorized to nominate directors and officers consistent with the aforesaid for consideration and approval by the Board of Trustees of the University, and

WHEREAS, the Nominating Committee of the USAJAF Board of Directors has nominated the following persons for consideration and approval by the Board of Trustees of the University:

Officers (annual) – James H. Shumock, Corporation President; C.L. “Skipper” Walters, Corporation Vice President; Jeffrey M. Nichols, Corporation Secretary

Directors (3-year term) – Katherine Alexis Atkins, football; William J. Cox, football; Jeffrey M. Nichols, tennis; R. Lee McKinney, II, cross country/track; William Scott McNair, men’s golf; Anthony Paul Beard, softball

THEREFORE, BE IT RESOLVED that the Board of Trustees of the University of South Alabama does hereby approve the nominees listed as members of the Board of Directors and officers of the USAJAF.

Mr. Yance said Dr. Busta reported to the Committee on projects facilitated through the Division of Development and Alumni Relations. The topics covered were the 2014 United Way Campaign; the National Alumni Association’s Wall of Honor event held on November 14; gifts from the Southeast Asian American Store Owners Association, the Sonneborn Estate, and Mr. and Mrs. Charles Mundine; the Sixth Annual *Celebrate Hope* gala held on November 20, 2014; and completion of the capital campaign benefitting Children’s & Women’s Hospital.

Concerning **ITEM 6.A** as follows, which the Committee recommended for Board approval, Mr. Yance called for remarks from Dr. Busta. Dr. Busta introduced J. L. Bedsole Foundation steward Mr. Bestor Ward, and Mr. Ward stood for the reading of the resolution by Mr. Yance. On motion by Mr. Shumock, seconded by Ms. Brown Stewart, the resolution was approved unanimously. Mr. Ward discussed his longstanding association with the Bedsole Foundation, founded by his uncle to help individuals with limited means attend college. He attested USA’s importance to the community and thanked the people of the University for serving.

**RESOLUTION
COMMENDATION OF THE J.L. BEDSOLE FOUNDATION FOR GIFT**

WHEREAS, the University of South Alabama has for fifty-one years vigorously pursued its mission of teaching, research and service to the Gulf Coast region, including preparing students by building knowledge and expertise that will sustain them in leadership roles in society, and

WHEREAS, ensuring that qualified and deserving students can pursue higher education regardless of their financial means is of vital importance to the health, welfare and success of our region, state and nation, and

WHEREAS, a scholarship focused on financially challenged students who display potential for excellence in leadership and scholarship would offer generations of students opportunities for developing the skills and habits necessary to be thoughtful, ethical leaders and citizens free of the burden of financial hardship, and

WHEREAS, the J.L. Bedsole Foundation has pursued this objective with exceptional generosity during the past twenty-two years by providing financial support to more than five hundred scholarship

recipients, thereby enabling talented students from the South Alabama region studying at the University of South Alabama and at universities across the state to pursue their dreams of higher education, and

WHEREAS, the J.L. Bedsole Foundation has not only invested in the formal education of these students, but also provided them with structured guidance and mentorship, as well as leadership training, and

WHEREAS, the J.L. Bedsole Foundation has generously committed to providing One Million Dollars to establish an endowed fund to invest in the continued success of students at the University of South Alabama and to expand and deepen the long-standing collaboration between these institutions, and

WHEREAS, this fund established by the J.L. Bedsole Foundation represents a profound advancement of the academic and financial aid programs of the University of South Alabama that will accrue to the benefit of countless citizens for generations to come,

THEREFORE, BE IT RESOLVED, the Board of Trustees of the University of South Alabama expresses its deep gratitude to the J.L. Bedsole Foundation for its visionary and extraordinary generosity in establishing this endowed fund and declares that this scholarship at the University of South Alabama will hereafter be known as the J.L. Bedsole Foundation Scholarship.

Chairman Furr called for a report from the Audit Committee. Mr. Peek, Committee Chair, discussed the proceedings of the December 4 Committee meeting, which included a briefing on the audits completed by the independent firm KPMG on the University's and the USA Research and Technology Corporation's basic financial statements for 2013-2014, which did not reveal material weaknesses; delivery of required communications; and discussion on GASB 68, a new accounting standard that, when effected in 2015, will necessitate the reporting of underfunded State Teachers' Retirement Fund reserves. Also presented was the Alabama Department of Examiners of Public Accounts Compliance Report covering the period October 2012 to September 2013, which was free of findings. Mr. Peek reported that Mr. Ben Tipton, Executive Director of Internal Audit/Chief Financial Compliance Officer, provided an overview on the functions and responsibilities of USA's Office of Internal Audit.

Chairman Furr called for a report from the Budget and Finance Committee. On behalf of Mr. Corcoran, Committee Chair, Mr. Shumock stated that, at the December 4 Committee meeting, Mr. Simmons presented the financial statements for the year ended September 2014. In the report, Mr. Simmons indicated the University General Division performed as expected, while the Hospitals reported a decrease in net assets due to state changes in Medicaid reimbursement. Also reported was that resolution of the Medicaid funding dilemma is anticipated in the 2015 fiscal year.

Mr. Shumock addressed **ITEM 9.A** as follows, noting that a recommendation for Board authorization was granted by the Committee. Chairman Furr called for a vote and the resolution was approved unanimously:

**RESOLUTION
DESIGNATION OF SIGNATURE AUTHORITY**

WHEREAS, since the inception of the University of South Alabama, the President of the University has been authorized to sign general contractual agreements and other legally-binding documents for and on behalf of the Board of Trustees, and

WHEREAS, the University of South Alabama receives extramurally-sponsored funds to support sponsored research, instruction and public service, and

WHEREAS, sponsored funds are generally accompanied by contract and grant agreement terms requiring certified invoices and financial reporting, and

WHEREAS, it is believed by the Board of Trustees that such authority should be attached to position and not individual,

THEREFORE, BE IT RESOLVED, the University of South Alabama Board of Trustees reaffirms the authority of the President of the University of South Alabama to legally bind the University of South Alabama by certifying expenditures reported on sponsored contract and grant invoices and financial reports for and on behalf of the University of South Alabama and its Board of Trustees, as well as, delegate signature authority to other University officials as he/she sees fit for the limited purpose of submitting official invoices, draws and other financial information to sponsoring agencies, but only to the extent such authority is required by the regulations of the federal Office of Management and Budget or sponsor-specific terms, and

BE IT FURTHER RESOLVED that the University of South Alabama Board of Trustees also authorizes and approves the position of Vice President for Financial Affairs, with all necessary power, responsibilities, and obligations, to assume the authority to bind the University of South Alabama for the limited purpose of submitting official invoices, draws and other financial information to sponsoring agencies, but only to the extent such authority is required by the regulations of the federal Office of Management and Budget or sponsor-specific terms, and to designate in writing appropriate positions on the staff of the Division of Financial Affairs who are authorized to bind the University for the limited purpose of submitting official invoices, draws and other financial information to sponsoring agencies, but only to the extent such authority is required by the regulations of the federal Office of Management and Budget or sponsor-specific terms.

Mr. Shumock reported on **ITEM 9.B** as follows, which received a recommendation for Board authorization by the Committee. Chairman Furr called for a vote and the resolution was approved unanimously:

**RESOLUTION
CONSENT TO AMENDMENT OF USA RESEARCH AND TECHNOLOGY CORPORATION LOAN DOCUMENTS**

WHEREAS, the USA Research and Technology Corporation ("Corporation"), a not-for-profit, supporting organization of the University of South Alabama ("University"), was incorporated to further the educational and scientific mission of the University, to promote the University and its schools and departments, to promote the development of and to facilitate funding for infrastructure and services in Mobile, Alabama, to attract high technology and scientific enterprises, and to create, operate and finance one or more research and technology parks which further scientific research activities of the University and contribute to the development of high-technology businesses in the State of Alabama, and

WHEREAS, the Board of Trustees of the University ("Board") has heretofore approved Ground Lease Agreements ("Ground Leases") between the University and the Corporation pursuant to which the University leases certain real property to the Corporation to enable the Corporation to develop and construct facilities useful in connection with the mission of the Corporation as also heretofore approved by the University, and

WHEREAS, the Corporation previously purchased Building I in the Technology & Research Park from the University and constructed a building on the campus of USA Medical Center to be used in the provision of dialysis services, both of which are used in furtherance of the Corporation's mission, and

WHEREAS, in January 2011 the Corporation secured a \$10,000,000 loan ("Loan") with RBC Bank (USA), which became PNC Bank in 2012, which was used to re-finance existing loans with Whitney Bank and Hancock Bank and to provide construction/tenant finish funds, and which carries a 4.88% interest rate and a 10-year term, and

WHEREAS, in order to protect the integrity of the Loan, the proceeds of which refinanced certain properties located on real property of the University subject to the Ground Leases, in the Rent Supplement Agreement the University shall (1) have the right to receive notice from RBC Bank (USA) of any payment or other default by the Corporation under the Loan, and (2) have thirty (30) days to cure any such default prior to the exercise by RBC Bank (USA) of any remedies it may have under the Loan, and requires consent by the University prior to any such amendment, and

WHEREAS, the Corporation is amending the loan documents related to the aforementioned note with PNC Bank thereby reducing the interest rate from 4.88 percent to 4.50 percent and extending the end of the amortization period from January 14, 2031 to January 14, 2036, which allows the Corporation to reduce annual debt service while avoiding a prepayment penalty, and

WHEREAS, all other terms and conditions of the current note will remain unchanged and the interest rate reduction and extended amortization period will result in a reduction of annual debt service on the note of approximately \$142,548,

THEREFORE, BE IT RESOLVED, the Board of Trustees of the University of South Alabama hereby consents to the amendment of the loan documents related to the aforementioned note.

Chairman Furr called for a report from the Health Affairs Committee. Dr. Stokes, Committee Chair, said, at its meeting on December 4, the Committee discussed Alabama's Medicaid system and heard a report on activities at the Mitchell Cancer Institute. He said the Committee voted to recommend Board approval of ITEM 10 as follows. Chairman Furr called for a vote and the resolution was approved unanimously:

**RESOLUTION
USA HOSPITALS MEDICAL STAFF APPOINTMENTS AND REAPPOINTMENTS
FOR AUGUST, SEPTEMBER AND OCTOBER 2014**

WHEREAS, the Medical Staff appointments and reappointments for August, September and October 2014 for the University of South Alabama Hospitals are recommended for Board approval by the Medical Executive Committees and the Executive Committee of the University of South Alabama Hospitals,

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the University of South Alabama approves the appointments and reappointments as submitted.

Dr. Stokes reported the Committee's recommendation for Board authorization of ITEM 11 as follows. Chairman Furr called for a vote and the resolution was approved unanimously:

**RESOLUTION
USA HOSPITALS MEDICAL STAFF BYLAWS AND RULES AND REGULATIONS
REVISIONS OF NOVEMBER 4, 2014**

WHEREAS, revisions to USA Hospitals Medical Staff Bylaws and Rules and Regulations, approved at the November 4, 2014, medical staff meeting and attached hereto, are recommended for approval by the Medical Staffs and the Executive Committee of the University of South Alabama Hospitals,

THEREFORE, BE IT RESOLVED that the Board of Trustees of the University of South Alabama approves the revisions as submitted.

Dr. Stokes called for a report from Mr. Hammack. Mr. Hammack introduced Ms. DeAndra Chapman and daughter Starla, former CWH patient treated for acute myloid leukemia and Children's Miracle Network (CMN) *Champion* representing Alabama for 2014. As photos were viewed, Ms. Chapman shared a touching account of Starla's diagnosis, treatment and recovery, and of the exciting opportunities experienced through the *Champion* program.

Chairman Furr mentioned the passing of Dr. Hollis Wiseman, retired USA professor of pediatrics and founding director of the Neonatal Intensive Care Unit at the USA Medical Center, and Dr. Fred Meyer, USA professor and chair of orthopedics. He directed attention to the flyers detailing their contributions.

Chairman Furr called for a report from the Academic and Student Affairs Committee. Ms. Maye, Committee Chair, stated that, due to the duration of committee meetings held on December 4, most of the Committee's agenda was postponed to resume in advance of the Board meeting. She called on Dr. Johnson for presentation of **ITEM 15** as follows, which was recommended for Board approval by the Committee. Chairman Furr called for a vote and the resolution was approved unanimously:

**RESOLUTION
SABBATICAL AWARDS**

WHEREAS, in accordance with University policy, proposals for sabbatical awards have been reviewed and recommended by the respective faculty committees, Departmental Chairs, College Deans, and by the Senior Vice President for Academic Affairs and President,

THEREFORE, BE IT RESOLVED that the University of South Alabama Board of Trustees approves said sabbatical awards on this date, December 5, 2014, for the 2015-2016 academic year.

NAME	DISCIPLINE	TIME PERIOD
Dr. David Benko	Mathematics	Academic Year 2015-16
Dr. Patrick Cesarini	English	Fall 2015
Dr. Christine Eaton	Foreign Languages & Literatures	Spring 2016
Dr. Richard Hillyer	English	Spring 2016
Dr. R. Burke Johnson	Professional Studies	Fall 2015
Dr. Kelly Major	Biology	Spring 2016
Dr. Mihaela Marin	Foreign Languages & Literatures	Spring 2016
Dr. Dan Rogers	History	Spring 2016
Dr. Michele Strong	History	Fall 2015
Dr. Peter Wood	Music	Fall 2015

Dr. Furr thanked Dr. Franks for serving as interim director of the MCI, and President Waldrop and Judge Simon recognized Mr. Bob Lowry for his service as interim director of the Office of Public Relations.

Dr. Johnson shared details on USA's new first-year retention program aimed at improving student development and academic success through the use of evidence-based practices and data analytics.

He discussed creation of a First Year Advising Center to be located in the Academic Services Center. A floorplan of the offices was shown, as was an implementation schedule projecting the completion of renovations in conjunction with the start of new student orientation activities in the summer of 2015. Charts demonstrated how communications would be managed and the assignment of program advisors to network with the academic units. Dr. Johnson said plans include the hiring of five additional advisors. Judge Simon applauded this effort.

Dr. Johnson called upon Dr. Steadman for a report. With reference to President's Waldrop's stance on the importance of undergraduate participation in internships and workplace cooperatives, Dr. Steadman introduced senior Mr. Robert Henderson, and outlined highlights of his academic and professional background. Mr. Henderson opened his presentation with a personal history, noting completion of an Associate's Degree in drafting at Georgia Southern University and a four-year employment with Chevron. With aspirations of working as an engineer, he enrolled in USA's mechanical engineering program. Accompanied by a visual summary, Mr. Henderson shared impressions about his experience as an intern at the local firm Hargrove Engineers and Constructors during the summer of 2014. He described Hargrove's business philosophies and culture, and said he was assigned to two technical projects. He detailed the methodologies used to derive solutions in each case. The final task of the internship was to deliver a formal presentation to organization officials. Mr. Henderson reported a positive experience and said he would be pleased to receive an offer of employment from Hargrove.


Judge Simon expressed high regard for the gifted USA faculty, citing the contributions of two individuals. Of Dr. Walt Darring, retired English professor and avid visual artist, he encouraged recognition of individuals in the University community with unique talents, suggesting that due appreciation would stimulate further creativity. He reported hearing about the research of bioarchaeologist Dr. Lesley Gregoricka, Assistant Professor of Anthropology, which has been reported by respected news agencies, such as *The Huffington Post*, attracting national attention. Dr. Gregoricka's studies focus on how cultures migrate and develop through investigation of biological remains. One project that has garnered considerable attention centered on a centuries-old cemetery in Poland reserved for the dead believed to be vampires, and the burial treatments unearthed that were thought by society to protect the living.

Chairman Furr and President Waldrop introduced a video featuring Dr. Stokes performing a cancer "rap." Dr. Stokes said the idea originated in conjunction with breast cancer awareness month that is promoted annually in October.


There being no further business, the meeting was adjourned at 12:14 p.m.

Attest to:

Respectfully submitted:



James H. Shumock, Secretary



Steven P. Furr, M.D., Chair *pro tempore*