

6/19/25 (BC)  
4/24/25 (BC)

(Approved at August 22, 2025 Board of Trustees Meeting)

**COLLEGE OF CHARLESTON**  
**UNIVERSITY OF CHARLESTON, SC**  
Board of Trustees Meeting  
March 27-28, 2025

Tate 202/Zoom Video Conference

Presiding:

Renée B. Romberger, Chair, Board of Trustees

Trustee Laurin Burch, Chair, Budget, Finance, & Facilities Committee

Trustee David Hay, Chair, Property Committee

Trustee Penny Rosner, Chair, Academic Affairs Committee

Trustee Andy Gianoukos, Vice Chair, Student Affairs & Athletics Committee

Trustee Beth Burke, Chair, Development, Alumni, Governmental  
& External Relations Committee

Trustee Tav Swarat, Chair, Audit and Governance Committee

**THURSDAY, MARCH 27, 2025**

**8:30 a.m.**

**Board Member(s) Present** – Trustees Laurin Burch, Hank Futch, Darryl Fyall, Andy Gianoukos, Henrietta Golding, David Hay, Matt Klein, Toya Pound, Renée Romberger (Chair), Penny Rosner, Brian Stern, Tav Swarat, Craig Thornton and Derrick Williams

**Board Member(s) via Zoom** – Trustees Beth Burke, Shawn Holland, Steve Swanson (Vice Chair), Ricci Welch (Secretary) and Neysa Williams

**President's Cabinet Member(s) Present** – President Andrew Hsu, Suzanne Austin, Chuck Baker, Mark Berry, Alicia Caudill, Katarina Fjording, Jimmie Foster, Dan Frezza, Courtney Howard, John Loonan, Michelle McGrew, Ron Menchaca, Paul Patrick, Matt Roberts, Mark Staples and Brad Weiland

**Other Attendees Present** – Joh-nette Brown, Betty Craig, Elizabeth Kassebaum, Chris Korey, Wendy Koreyva, Jesse Kunze, Lance Laidlaw, Nicole Lenez, William Veal and Dawn Willan

(Only attending Board Members, President Hsu, Chief of Staff, President's Cabinet, Board Office Staff, and others presenting or participating in the meetings are noted as attendees).

## **BOARD OF TRUSTEES MEETING**

### **Welcome**

Chair Romberger called the meeting to order at 8:35 a.m. noting that the meeting notice has been posted and the press notified as required by the Freedom of Information Act.

“As we begin our Spring Board meetings, I would like to share that everyone of us – the Board members, the President, the Board Liaisons, the Board Staff and Technical Staff, everyone who delivers a presentation in these meetings, as well as everyone who assists with the set-up and execution of the Board meetings/events – is a member of our Board Meeting Team.

I sincerely thank you for all you have done to support the March Board of Trustees meetings and events and for all meetings and events going forward. It is with a heartfelt commitment to my responsibilities as Board Chair that I share how proud I am to be a member of your team.

In closing, these challenging times call on each of us to rally together in tradition and transformation for the College. I am honored to work with each of you towards that goal.”

*[Moment of Silence for Trustee Steve Swanson – death of his father]*

### **President’s Report**

First, President Hsu thanked our IT support team, especially Joh-nette Brown, Lance Laidlaw and Jesse Kunze, and our Board support team, Elizabeth Kassebaum and Betty Craig, for pivoting to this meeting space on such short notice.

### **Challenges for Higher Education**

“Clearly, the first quarter of this year has been tumultuous for higher education. The mandates coming out of Washington, DC and Columbia are making an impact here on campus.

As you know, we are reacting as quickly as possible so that our institution may be in compliance with both federal and state directives. These fast-paced changes have created some turmoil on campus, but I know we will navigate these difficult times together.

We have an extraordinary group of faculty and staff who are working to address numerous issues; I am inspired by their professionalism, creativity and pragmatism.

I also want to thank the Board for their leadership, especially Chair Romberger, who has put in a lot of time meeting with different constituents.

### **SHORE**

Since late February, we have been working on the creation of SHORE – the new Student Hub for Opportunities, Resources and Excellence. Please know that SHORE is just a working title, and the committee setting it up may suggest something different.

I want to thank Courtney Howard, Alicia Caudill and Chris Korey, who are serving as the co-chairs in planning this new administrative unit. My hope is that SHORE, or whatever we call it, becomes a point of pride for this campus and better serves our entire student body.

This summer, we should be able to give a status update on how we plan to deploy its services. The biggest addition will be its introduction of success coaching on campus, a best practice at many of the top universities across the country.”

#### CofC Day of Giving

President Hsu gave a shout out to our advancement and marketing teams for another successful CofC Day of Giving. “They did incredible work producing fun videos, websites, graphics and taking over social media to put the College of Charleston front and center among our different constituent groups.”

#### President’s Leadership Institute

In closing, President Hsu recognized some members of the first cohort of the President’s Leadership Institute, a program that started last fall, with nearly 20 members from across campus. “The intent is to help campus members get a better holistic understanding of our university’s business and also serve as an in-house talent development program.

Members of the President’s Leadership Institute will be sitting through portions of today’s board meeting and joining us for a reception at the end of today’s committee meetings.

I want to thank Provost Suzanne Austin, Vice President Ed Pope, Associate Vice President Kimberly Gertner, Director Shannon Bassett and Assistant Director Kendall Cage for all of their planning and work these past months to make the first cohort such a success.”

#### Vision, Strategy and Priorities Session

Alicia Caudill, Chris Korey, Suzanne Austin and Nicole Lenez led the discussion regarding Pillar I of the Strategic Plan - “Student Experience and Success,” reflecting on (1) Highlights and successes from the last five years, (2) National landscape for Student Success, (3) Student voice, (4) Student experiences through the undergraduate years, (5) Student Panel, and (6) Future direction.

Strategies:

- (1) Enhance and provide easy, centralized access to academic, social and financial support resources (e.g., advising, mentoring, career prep, workshops, scholarships).
- (2) Boost quality of and access to physical and emotional wellness services.
- (3) Upgrade and maintain physical facilities to enable and foster effective learning and well-being.
- (4) Create a welcoming and inclusive environment where all students feel a sense of pride and belonging.

#### **BOARD OF TRUSTEES MEETING RECESSED**

Chair Romberger recessed the full Board meeting at 11:43 a.m. and handed the floor over to Committee Chair Laurin Burch for the Budget, Finance and Facilities Committee meeting.

## **BUDGET, FINANCE AND FACILITIES COMMITTEE MEETING**

Trustee Laurin Burch, Chair; Trustee Craig Thornton, Vice Chair

**Committee Member(s) Present** – Trustees Laurin Burch (chair), Craig Thornton (vice chair), Hank Futch, Darryl Fyall, Andy Gianoukos, Henrietta Golding, David Hay, Matt Klein, Brian Stern, Steve Swanson, Derrick Williams, Renée Romberger (ex officio), Andrew Hsu (ex officio, non-voting)

### **Call to Order**

Committee Chair Burch called the meeting to order at 11:45 a.m. noting that the meeting notice has been posted and the press notified as required by the Freedom of Information Act.

### **Approval of Minutes**

The motion was made by Trustee Henrietta Golding, and seconded by Trustee Derrick Williams, that the minutes of the January 16, 2025 Budget, Finance and Facilities Committee Meeting be approved. The Chair called for the yeas and nays, and the Minutes were approved.

*[Trustee Tav Swarat left the meeting and joined via zoom.]*

### **Budget and Finance Updates** – John Loonan

- Budget & Finance 3<sup>rd</sup> Quarter Review
- Fiscal Year 2026 New/Revised Fees
  - Wellness & Wellbeing Fee
  - Honors College Fee
  - Engineering Programs Lab Fee
  - Student Abroad Tuition Restructure
- Fiscal Year 2026 Budget Timeline & Highlights

### **Motion to Approve Creation of New Staff Award (Cougar Rising Award)**

The motion was made by Trustee Craig Thornton, and seconded by Trustee Derrick Williams, to approve the Cougar Rising Award Proposal. The Chair called for the yeas and nays, and the motion passed. All in favor.

*[“Cougar Rising Award Proposal” can be found at the end of these meeting minutes.]*

**\*NOTE FOR THE RECORD:** At the June 2-3, 2025 Board of Trustees Meeting/Retreat, a Revised “Wellness & Wellbeing Fee” Resolution dated July 1, 2025 was approved by the Budget, Finance and Facilities Committee and the Board of Trustees. A copy of the Revised “Wellness & Wellbeing Fee” Resolution dated July 1, 2025 can be found in the Minutes of the June 2-3, 2025 Board Meeting/Retreat located on the Board of Trustees’ webpage.

### **Motion to Approve Student Fee Change Proposals (Resolutions)**

The motion was made by Trustee Brian Stern, and seconded by Trustee Matt Klein, to approve four Resolutions for: (1) Study Abroad Tuition Revised Tuition, (2) Engineering Programs Lab Fee; (3) Honors College Fee; and (4) **Wellness and Wellbeing Fee\***. The Chair called for the yeas and nays, and the motion passed. All in favor.

**College of Charleston  
Resolution of the Board of Trustees**

**Study Abroad Revised Tuition**

**DATE: March 28, 2025**

Whereas, the current College of Charleston's tuition structure applies the full non-resident tuition differential to College semester based sponsored and exchange study abroad programs for non-resident students in addition to the program fee and study abroad fee;

Whereas, current College of Charleston's tuition structure applies a non-resident student differential of 30% to non-resident students for College summer study abroad programs in addition to the program fee and study abroad fee;

- NOW THEREFORE, be it - RESOLVED, that the Board hereby approves **revising the current tuition structure for College sponsored and exchange study abroad programs and summer study abroad programs to all students being charged the resident tuition rate, regardless of residence status, when participating in a College of Charleston sponsored or exchange program during any term. This would be in addition to any pertinent program fee and study abroad fee currently applied to these programs.**

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**College of Charleston  
Resolution of the Board of Trustees**

**Engineering Programs Lab Fee**

**DATE: July 1, 2025**

Whereas, the College of Charleston's Engineering programs are expanding with new program offerings and increased lab usage;

Whereas, the implementation of the engineering lab fee ensures comprehensive, hands-on education, provides access to cutting-edge technology and is critical for students success careers in engineering:

NOW THEREFORE, be it - RESOLVED, that the Board hereby approves an implementation of a student fee of \$125 per lab course for students who are enrolling in engineering lab courses.

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**College of Charleston  
Resolution of the Board of Trustees**

**Honors College Fee**

**DATE: July 1, 2025**

Whereas, every year, the College of Charleston's Honors College enrolls over 850 high-achieving students and provides extensive services, including personalized advising, small classes, a vibrant living-learning community, and increased access to special opportunities;

Whereas, the Honors College strives to improve student success and post-graduate outcomes by providing access to high-impact practices and academic and career support, such as undergraduate research, internships, study abroad, and professional development workshops;

Whereas, to increase the value of the Honors College experience and access to strategic opportunities, there is a need to implement fees for Honors College students;

NOW THEREFORE, be it - RESOLVED, that the Board hereby approves an implementation of a student fee of \$175 per semester for students who are enrolled in the Honors College, effective for the summer of 2025 orientation sessions.

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**College of Charleston  
Resolution of the Board of Trustees**

**Wellness & Wellbeing Fee**

**DATE: July 1, 2025**

Whereas the College of Charleston’s Counseling Center provides supportive mental health services, available to all currently enrolled students, including individual and group counseling, crisis intervention, case management, and psychiatric services;

Whereas the Counseling Center promotes student success and post-graduate outcomes by providing access to mental health care that increases well-being, improves academic performance, and reduces dropout rates. These services preserve tuition dollars and reduce problematic student behaviors in other campus areas, including conduct violations, residence life disruptions, alcohol and other drug violations, classroom disruptions, and Student of Concern and student care cases;

Whereas, to ensure the Counseling Center can continue to provide high-quality services and meet increased demand for these services, there is a need to implement fees for all students eligible to use Counseling Center services;

NOW THEREFORE, be it RESOLVED, that the Board hereby approves the implementation of a student fee of \$75 per semester for all students to establish and support the Counseling Center as a self-sustaining auxiliary operation.

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*[Trustees Beth Burke, Shawn Holland, Steve Swanson, Tav Swarat and Neysa Williams were on zoom for Executive Session.]*

**Executive Session**

**The motion was made by Trustee Brian Stern, and seconded by Trustee Henrietta Golding, to go into Executive Session at 12:09 p.m. for the purpose of “Receipt of legal advice where the legal advice relates to a pending, threatened, or potential claim or other matters covered by the attorney-client privilege”; “Discussion of negotiations incident to proposed contractual arrangements and proposed purchase/lease of property”; “Personnel matters – legal matters covered by attorney-client privilege”; and “Discussion of trade secrets where public disclosure would expose commercially valuable plans, marketing services, and competitive information”. All in favor.**

**The motion was made by Trustee Andy Gianoukos, and seconded by Trustee Matt Klein, to leave Executive Session at 12:40 p.m. All in favor.**

Committee Chair Burch noted that no action was taken in Executive Session.

*[Public Session resumed.]*

*[Trustee Beth Burke left zoom at 12:46 p.m. and rejoined zoom at 2:00 p.m.]*

### **Motion to Adjourn**

**The motion was made by Trustee Darryl Fyall, and seconded by Trustee Craig Thornton, that the Budget, Finance and Facilities Committee meeting be adjourned at 12:40 p.m. All in favor.**

*[Lunch in Tate 202]*

### **“TALK ABOUT” SESSIONS**

Board Members departed for the three “Talk About” sessions for today’s meeting.

- (1) Collegiate Recovery Program (Education Center 106)
- (2) Students of Concern Committee (329 King Street, Room 203)
- (3) Student Success Center (in the Lightsey Center)

Upon return from the “Talk About” sessions, Board members reported on their respective tours.

### **PROPERTY COMMITTEE MEETING**

Trustee David Hay, Chair; Trustee Brian Stern, Vice Chair

***Committee Member(s)** – Trustees David Hay (chair), Hank Futch, Darryl Fyall, Brian Stern (vice chair), Steve Swanson and Craig Thornton; Renée Romberger (ex officio), Andrew Hsu (ex officio, non-voting)*

### **Call to Order**

Committee Chair David Hay called the meeting to order at 2:35 p.m. noting that the meeting notice has been posted and the press notified as required by the Freedom of Information Act.

### **Approval of Minutes**

**The motion was made by Trustee Hank Futch, and seconded by Trustee Craig Thornton, that the minutes of the October 17, 2024 Property Committee Meeting be approved. The Chair called for the yeas and nays, and the Minutes were approved.**

### **Property Updates**

Paul Patrick provided property updates, including three projects that were on the agenda for review by the Joint Bond Review Committee at its meeting on Wednesday, March 26.

- Berry Residence Hall, Phase 2 Approval
- Parking Garage Deck Swap, Phase 2 Approval
- Phase 2 Budget Increase for Project 205 Property Purchase

### **Motion to Adjourn**

**The motion was made by Trustee Craig Thornton, and seconded by Trustee Hank Futch, that the Property Committee meeting be adjourned at 3:19 p.m. All in favor.**

## **ACADEMIC AFFAIRS COMMITTEE MEETING**

Trustee Penny Rosner, Chair; Trustee Henrietta Golding, Vice Chair

**Committee Member(s) Present** – Trustees *Henrietta Golding (vice chair), Matt Klein, Toya Pound, Penny Rosner (chair), Brian Stern, Tav Swarat, Renée Romberger (ex officio), Andrew Hsu (ex officio, non-voting)*

**Committee Member(s) Participating via Zoom** – Trustees *Beth Burke and Ricci Welch*

### **Call to Order**

Committee Chair Penny Rosner called the meeting to order at 3:19 p.m. noting that the meeting notice has been posted and the press notified as required by the Freedom of Information Act.

### **Approval of Minutes**

**The motion was made by Trustee Henrietta Golding, and seconded by Trustee Brian Stern, that the minutes of the January 26, 2025 Academic Affairs Committee Meeting be approved. The Chair called for the yeas and nays, and the Minutes were approved.**

### **Provost's Report** – *Suzanne Austin*

- Dean Searches Update
  - Dean Jason Coy, School of Humanities and Social Sciences (effective March 15, 2025)
  - Dean Steve Schreiner, School of Engineering, Computing and Mathematics (effective June 1, 2025)
- Plans for New Departments
  - Dean Aimee Arias, School of Languages, Cultures and World Affairs
    - International Studies
  - Dean Wes Dudgeon, School of Health Sciences
    - Applied Exercise Science
    - Public Health Sciences and Administration
- Academic Programs
  - B.S. Entrepreneurship – *Paul Schwager*
- CofC/MUSC Collaborations – *Suzanne Austin/Wes Dudgeon*

### **Motion to Approve New Program Proposal**

**The motion was made by Trustee Henrietta Golding, and seconded by Trustee Matt Klein, to approve the new B.S. Entrepreneurship Program. The Chair called for the yeas and nays, and the motion passed. All in favor.**

### **Motion to Approve Awarding of Degrees for May 2025 Graduates (Resolution)**

**The motion was made by Trustee Toya Pound, and seconded by Trustee Brian Stern, to approve the Resolution, “Awarding of Degrees for May 2025 Graduates.” The Chair called for the yeas and nays, and the motion passed. All in favor.**

**COLLEGE OF CHARLESTON  
RESOLUTION OF THE BOARD OF TRUSTEES  
AWARDING OF DEGREES**

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March 28, 2025

**WHEREAS**, pursuant to S.C. Code Ann. §59-130-30 (9) the Board of Trustees of the College is constituted as a body corporate and politic and is empowered, among other things, to “confer degrees upon students and other persons as the board considers qualified;”

**WHEREAS**, the President has made available to the Board a preliminary list of candidates for the award of baccalaureate and graduate degrees from the several Schools of the College and the University of Charleston, South Carolina;

**WHEREAS**, each such candidate has been certified by the appropriate Dean, the Registrar, and the Provost, as Chief Academic Officer of the College, as meeting the requirements and prerequisites for the award of the appropriate degree upon the candidate’s successful conclusion of the Spring 2025 Semester;

**WHEREAS**, the Board has accepted such representations and certifications as being true and accurate in all material respects and has determined that all such degree candidates are so qualified for the award of their respective degrees upon the successful conclusion of the Spring 2025 Semester; and

**WHEREAS**, all of the relevant degree-awarding programs of the College related to degrees to be awarded under this Resolution have been duly approved by the South Carolina Commission on Higher Education.

**NOW THEREFORE, BE IT**

**RESOLVED**, that the Board hereby authorizes the President to confer on each and all of the aforementioned described degree candidates who have successfully completed the Spring 2025 semester, the names of each of which shall be published in the Official Program for the May 2025 Graduation Ceremony, those degrees for which they have been found qualified, together with all the rights, honors, privileges and responsibilities appertaining thereto;

**RESOLVED**, that the President and the Provost, or either of them, may make such adjustments to the preliminary list of candidates for the award of baccalaureate and graduate degrees from the several Schools of the College and the University of Charleston, South Carolina, as may be necessary and appropriate to account for the actual academic performance of degree seeking candidates during the Spring 2025 semester; and

**RESOLVED**, that the President and Provost, and such employees as may be designated by both or either of them, are hereby authorized and directed to take any and all action as may be necessary and appropriate to implement this Resolution and effectuate its purposes.

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**Motion to Recess Academic Affairs Committee Meeting until tomorrow morning, Friday, March 28, for the Enrollment Planning Update by Jimmie Foster.**

**The motion was made by Trustee Brian Stern, and seconded by Trustee Henrietta Golding, to recess the Academic Affairs Committee meeting until tomorrow morning, Friday, March 28. All in favor.**

## **STUDENT AFFAIRS AND ATHLETICS COMMITTEE MEETING**

Trustee Shawn Holland, Chair; Trustee Andy Gianoukos, Vice Chair

**Committee Member(s) Present** – Trustees Shawn Holland (chair), Laurin Burch, Hank Futch, Andy Gianoukos (vice chair), Henrietta Golding, David Hay, Toya Pound, Craig Thornton, Derrick Williams, Renée Romberger (ex officio), Andrew Hsu (ex officio, non-voting)

### **Call to Order**

Committee Vice Chair Andy Gianoukos called the meeting to order at 3:54 p.m. noting that the meeting notice has been posted and the press notified as required by the Freedom of Information Act.

### **Approval of Minutes**

The motion was made by Trustee Hank Futch, and seconded by Trustee Derrick Williams, that the minutes of the January 16, 2025 Student Affairs and Athletics Committee Meeting be approved. The Chair called for the yeas and nays, and the Minutes were approved.

### **Student Leader Updates**

- Adam El Hassan, Student Government Association President  
(Gift was presented to Adam for his service as SGA President.)
- Alex Worrall, Graduate Student Association President  
(Gift was presented to Alex for his service as GSA President.)

### **Athletics Updates** – Matt Roberts

- Kieron van Wyk, Senior Men's Golf Player
- Competitive Success
  - Women's Basketball
  - Men's Basketball
  - Spring Sports

## **MOTION TO RECESS SAA COMMITTEE MEETING UNTIL TOMORROW MORNING**

The motion was made by Trustee Craig Thornton , and seconded by Trustee Derrick Williams, at 4:22 p.m. to recess the Student Affairs and Athletics Committee meeting until tomorrow morning, Friday, March 28. All in favor.

## **BOARD OF TRUSTEES MEETING RECESSED**

Chair Romberger recessed the Board meeting at 4:22 p.m. until tomorrow morning, Friday, March 28, at 8:00 a.m. for continental breakfast and the Board meeting at 8:30 a.m.

**FRIDAY, MARCH 28, 2025**

## **BOARD OF TRUSTEES MEETING RECONVENED**

**Board Member(s) Present** – Trustees Renée Romberger (chair), Laurin Burch, Beth Burke, Darryl Fyall, Andy Gianoukos, Henrietta Golding, David Hay, Matt Klein, Penny Rosner, Brian Stern, Tav Swarat, Craig Thornton and Derrick Williams

**Board Member(s) via Zoom** – Trustees Hank Futch, Shawn Holland, Toya Pound, Steve Swanson (vice chair), Ricci Welch (secretary) and Neysa Williams

**President’s Cabinet Member(s) Present** – President Andrew Hsu, Suzanne Austin, Chuck Baker, Mark Berry, Alicia Caudill, Katarina Fjording, Jimmie Foster, Dan Frezza, Courtney Howard, John Loonan, Michelle McGrew, Ron Menchaca, Paul Patrick, Matt Roberts, Mark Staples and Brad Weiland

**Other Attendees Present** – Joh-nette Brown, Lindsey Copeland, Betty Craig, Julia Eichelberger, Valerie Frazier, Elizabeth Kassebaum, Chris Korey, Jesse Kunze, Lance Laidlaw, Laurie Minges, Chris O’Neal, Keith Sauls, William Veal and Dawn Willan

(Only attending Board Members, President Hsu, Chief of Staff, President’s Cabinet, Board Office Staff, and others presenting or participating in the meetings are noted as attendees).

### **Call to Order/Welcome**

Chair Romberger reconvened the Board meeting at 8:36 a.m. and welcomed everyone attending the meeting. She thanked President Hsu and Rongrong for hosting the wonderful Reception and Dinner at 6 Glebe Street last evening for the Board of Trustees.

In addition, she thanked Professor George Chartas in the Physics Department for the wonderful telescope viewing opportunity.

Also, she thanked the Board Committee liaisons, Board Staff and Technical Staff that assist with these Board meetings.

### **Executive Session**

**The motion was made by Trustee Tav Swarat, and seconded by Trustee Derrick Williams, to go into Executive Session at 8:38 a.m. for the “Receipt of legal advice where the legal advice relates to a pending, threatened, or potential claim or other matters covered by the attorney-client privilege”; “Discussion of negotiations incident to proposed contractual arrangements and proposed purchase/lease of property”; “Consideration of candidates’ Qualifications for Commencement Speakers and Candidates’ Qualifications for Honorary degrees”; “Employee records – legal matters and executive contract negotiations – personnel matters”; Personnel matters – legal matters covered by attorney-client privilege”; and “Discussion of trade secrets where public disclosure would expose commercially valuable plans, marketing services and competitive information”. All in favor.**

**The motion was made by Trustee Derrick Williams, and seconded by Trustee Henrietta Golding, to come out of Executive Session at 9:54 a.m. All in favor.**

Chair Romberger noted that no action was taken in Executive Session.

### **Approval of Minutes**

**The motion was made by Trustee Derrick Williams, and seconded by Trustee Tav Swarat, that the minutes of the January 27-28, 2025 Board of Trustees Meeting; February 19, 2025 Board of Trustees Special Meeting; February 25, 2025 Board of Trustees Special Meeting; and March 3, 2025 Board of Trustees Special Meeting be approved. The Chair called for the yeas and nays, and the minutes were approved.**

### **“A Moment in History” Presentation by Dr. Julia Eichelberger and Valerie Frazier**

Dr. Julia Eichelberger and Dr. Valerie Frazier, Co-Chairs of the Committee on Commemoration and Landscapes, presented today’s “A Moment in History” Presentation, “Native American Presences in SC.”

### **Alumni Association Board President, Foundation Board Chair and Charleston Athletic Fund President Reports**

Laurie Minges, President of the Alumni Association Board; Keith Sauls, Chair of the Foundation Board; and Chris O’Neal, President of the Charleston Athletic Fund, presented their respective Board Reports.

*[Chair Romberger presented Chris O’Neal with a gift for his service as President of the Charleston Athletic Fund for the past year.]*

### **Faculty Senate Report**

William Veal, Speaker of the Faculty Senate, gave his report on behalf of the Faculty.

“This will be my last address to the Board. My term ends on June 30. Your newly elected Speaker will be Liz Jurisich who has recently been the chair of the Department of Mathematics. The Senate will be in good hands since Liz has been Speaker before.

My job is to convey faculty sentiment and feelings about what is happening with them as a group. Right now, they are feeling attached, threatened, beaten, and depressed. Why? I think you all know why. The political atmosphere and initiatives being forced upon us as a body is overwhelming. There is hope and a brighter future. We are resilient. We are encouraged and optimistic in what we believe in and what we teach. From moral, ethical, philosophical, and intellectual viewpoints, we will prevail and develop students who can think logically, solve problems, and function creatively.

I want to convey to you all how the faculty are feeling as a result of the federal and potential state initiatives. Some faculty feel that their persona, existence, and professionalism is being targeted. We have scholars in academic fields that should not be attacked but praised. For some, it is as if who they are, their identity is being stripped away. For others, it is a feeling of worth and value.

Let me give you some examples of the impact this issue has on different faculty. Certain grants that have language in them for studying different groups of people have been altered for the coming years. Funding has been eliminated. Not as bad as R1 schools, but there is a tangible impact here on researchers and those who are supported from these grants. Grant proposals must be rewritten. Many faculty spend 6-12 months developing an idea, establishing relationships with community members, and creating a proposal that focuses on a variety of our population. All this work has been negated. I have been working with the Provost to try to establish a statement, similar to the one with COVID, that would allow faculty members going up for Promotion and/or Tenure to describe how this incident has impacted their research and scholarly work.

As a collective, we realize that something must be done in this time of political posturing. I spoke with some of you yesterday about our plans. We are moving forward to working collectively with the administration and you all to find a resolution that will maintain the integrity of our profession and identities but also integrate with current and potentially future legal and political directives.

I want to thank the Board of Trustees for agreeing to have a Town Hall with faculty and students. This is a wonderful opportunity to highlight the symbiotic relationship that exists among these groups.

I want to end my remarks by stating that this is a great Liberal Arts institution. At the last Faculty Senate meeting, we had two professors who joined me at the Liberal Arts Summit in Nashville, give a presentation on what they learned. No surprise, career readiness was a big topic and theme. At the College of Charleston, we are doing a great job preparing our students for the future. Our Liberal Arts tradition will help our students be more competitive in the workforce since they will be more creative, be able to pivot, and solve problems more effectively than others. Our students are being prepared to work in a multicultural world.

Even though Alicia Caudill always says she has “the best job on campus”, I want to disagree. I have the best job on campus. I went to an undergraduate institution that focused on Liberal Arts. I am so happy that I am able to spread my wings and thrive at this Liberal Arts college as a professor. Even though I am housed in the Department of Teacher Education, I have been able to teach in the Department of Chemistry and Biochemistry, the SMFT program, the undergraduate Environmental Studies program, and the graduate program of Environmental Studies and Sustainability. The College of Charleston has also allowed me to develop study abroad programs. I have traveled with students to five different countries on four different continents. I can also use my Spanish skills when I take students to Latin America. I love what I do. What a job and what a place to be able to be a liberal arts professor.

I want to end on a high note. I want to thank the current administration for being an incredible part of shared governance. I am part of a group of Faculty Senate Chairs in the State of South Carolina. We talk every two months about issues, and one of the top items is shared governance. Compared to other public campuses in the state, we have a great working environment with our administration and Board of Trustees. There is open dialogue, and we respect each other’s knowledge, duties, and position.”

Chair Romberger thanked William for his leadership. “You have been a true ‘friend in partnership’, and I look forward to thanking you at the next Board meeting.”

### **Staff Advisory Committee Report**

Lindsey Copeland, Chair of the Staff Advisory Committee to the President, gave her report on behalf of the Staff.

### **ACADEMIC AFFAIRS COMMITTEE**

Committee Chair Penny Rosner reconvened the Academic Affairs Committee meeting from yesterday afternoon.

### **Enrollment Planning Update**

Jimmie Foster gave the Enrollment Planning Update.

### **Motion to Adjourn**

**The motion was made by Trustee Henrietta Golding, and seconded by Trustee Tav Swarat, that the Academic Affairs Committee meeting be adjourned at 10:51 a.m. All in favor.**

## **STUDENT AFFAIRS AND ATHLETICS COMMITTEE**

Committee Vice Chair Andy Gianoukos reconvened the Student Affairs and Athletics Committee meeting from yesterday afternoon.

### **Student Affairs Updates** – *Alicia Caudill*

- Emergency Aid for Basic Needs Academy
- Fraternity and Sorority Life Update
- Ten Years of the Collegiate Recovery Program

### **Motion to Adjourn**

**The motion was made by Trustee Craig Thornton, and seconded by Trustee Renée Romberger, that the Student Affairs and Athletics Committee meeting be adjourned at 11:06 a.m. All in favor.**

## **DEVELOPMENT, ALUMNI, GOVERNMENTAL AND EXTERNAL RELATIONS COMMITTEE MEETING**

Trustee Beth Burke, Chair; Trustee Toya Pound, Vice Chair

**Committee Member(s) Present** – *Trustees Beth Burke (chair), David Hay, Matt Klein, Toya Pound (vice chair), Penny Rosner, Tav Swarat, Craig Thornton, Derrick Williams, Renée Romberger (ex officio) and Andrew Hsu (ex officio, non-voting)*

**Committee Member(s) Participating via Zoom** – *Trustees Shawn Holland, Steve Swanson and Neysa Williams*

### **Call to Order**

Committee Chair Beth Burke called the meeting to order at 11:07 a.m., noting that the meeting notice has been posted and the press notified as required by the Freedom of Information Act.

### **Approval of Minutes**

**The motion was made by Trustee Derrick Williams, and seconded by Trustee Toya Pound, that the minutes of the January 17, 2025 Development, Alumni, Governmental and External Relations Committee Meeting be approved. The Chair called for the yeas and nays, and the minutes were approved.**

*(Trustee David Hay left the meeting at 11:08 a.m.)*

### **Institutional Advancement Updates** – *Dan Frezza*

- Advancement Update
  - Culture of Engagement and Philanthropy
  - Fiscal Year 2025 Progress to Goal
  - Measuring Alumni Engagement

### **Marketing and Communications Update** – *Ron Menchaca*

- Marketing Recruitment
- Admissions “nudge” Campaign

- Social Media Special Initiatives
- Social Media Performance

**Executive Session**

The motion was made by Trustee Derrick Williams and seconded by Trustee Craig Thornton, to go into Executive Session at 11:36 a.m. for the “Receipt of legal advice where the legal advice relates to a pending, threatened, or potential claim or other matters covered by the attorney-client privilege”; “and “Discussion of trade secrets where public disclosure would expose commercially valuable plans, marketing services and competitive information”. All in favor.

The motion was made by Trustee Tav Swarat, and seconded by Trustee Matt Klein , to come out of Executive Session at 11:57 a.m. All in favor.

Committee Chair Burke noted that no action was taken in Executive Session.

**Motion to Approve 1967 Legacy Bench Plaque Language**

The motion was made by Trustee Craig Thornton, and seconded by Trustee Tav Swarat, to approve the 1967 Legacy bench plaque language as presented. The Chair called for the yeas and nays, and the motion passed. All in favor.

**Motion to Adjourn**

The motion was made by Trustee Toya Pound, and seconded by Trustee Penny Rosner, that the Development, Alumni, and Governmental Affairs and External Relations Committee be adjourned at 11:58 a.m. All in favor.

*(Lunch at 12 noon)*

*(Trustee Shawn Holland back on zoom at 12:07 p.m.)*

**AUDIT AND GOVERNANCE COMMITTEE MEETING**

Trustee Tav Swarat, Chair; Trustee Ricci Welch, Vice Chair

**Committee Member(s) Present** – Trustees Laurin Burch, Beth Burke, Darryl Fyall, Andy Gianoukos Brian Stern, Tav Swarat (chair) and Renée Romberger (ex-officio)

**Committee Member(s) via Zoom** – Trustees Steve Swanson, Ricci Welch (vice chair) and Neysa Williams

**Call to Order**

Committee Chair Swarat called the meeting to order at 12:35 a.m. noting that the meeting notice has been posted and the press notified as required by the Freedom of Information Act.

**Approval of Minutes**

The motion was made by Trustee Brian Stern, and seconded by Trustee Andy Gianoukos, that the minutes of the January 17, 2025 Audit and Governance Committee Meeting and the March 6,

**2025 Audit and Governance Committee Special Meeting be approved. The Chair called for the yeas and nays, and the Minutes were approved.**

**Board of Trustees Signed Ethics Disclosure Form and Oath of Office, Code of Conduct and Statement of Commitment**

Committee Chair Swarat reminded everyone that at the January 27, 2017 Board of Trustees meeting, the Board approved the annual completion by every Board member of the Disclosure of Ethics Compliance Form, certifying each respective member's full compliance with the State Ethics Act and all related procedures and regulations, including related College of Charleston policies and procedures.

“In addition, after diligent examination of USC's Code of Conduct and Clemson University's Board of Trustees Manual Appendix E (Trustee Code of Conduct and Responsibilities) and other good governance and best practices research, on August 6, 2021, the Board adopted similar principles in its own College of Charleston Board of Trustees “Oath of Office, Code of Conduct and Statement of Commitment.”

Before asking all Board members to sign both documents, Committee Chair Swarat called their attention to a few items in the document to be included in our meeting minutes.

“By signing this Code of Conduct and Statement of Commitment, I endorse and accept the important responsibilities that define my role as a member of the Board. Accordingly, I hereby affirm and publicly commit to the guiding principles and core values.

We are all serving at the pleasure of the General Assembly and Governor, and it is our responsibility to take on the fiduciary responsibilities of the College of Charleston.”

Board members signed both documents indicating their endorsement and acceptance of each responsibility. Elizabeth Kassebaum collected all signed forms and sent forms to the Board members participating in the meeting via zoom.

**Wendy Koreyva, Internal Auditor**

Committee Chair Swarat informed everyone that Wendy Koreyva will be moving into the Academic Affairs Office on April 1<sup>st</sup> as Executive Director for Finance and Personnel. The search for a new Internal Auditor will begin soon. The next Audit Plan will be presented at the August Board meeting.

**Bylaws Review/Realignment**

Committee Chair Swarat informed everyone that at a special meeting of the Audit and Governance Committee Working Group on March 6, 2025, he addressed renaming the Board of Trustees Standing Committees. After discussion, the Working Group agreed that the proposed names for the Standing Committees will be:

- (1) Executive Committee
- (2) Student Success Committee
- (3) Governance Committee (includes Audit, Board Education and Governmental Relations)  
The Statute will be reviewed to determine whether or not it is required that the Board have a committee named “Audit”.
- (4) Academic Affairs Committee
- (5) Finance Committee (includes Budget)

- (6) Property Committee (includes Facilities) will be a standing committee.
- (7) Advancement Committee (includes Alumni and Philanthropy)
- (8) Athletics Committee

The final version of standing committee names and charters will be distributed to Board members prior to the June Board meeting or a special meeting in April. The Board will vote on the proposed final version of the Standing Committee names and charters sometime after a required 30 days' notice period for Bylaws Amendments.

#### **Motion to Approve Proposed Renaming of the Standing Committees and Charters**

**The motion was made by Trustee Darryl Fyall, and seconded by Trustee Andy Gianoukos, to consider the recommended name changes and restructuring of the Standing Committees and Charters for adoption by the Board at the June Board of Trustees Meeting. The Chair called for the yeas and nays, and the motion was approved. All in favor.**

#### **Motion to Approve Policy on Institutional Voice**

**The motion was made by Trustee Derrick Williams, and seconded by Trustee Andy Gianoukos, to approve the Policy on Institutional Voice. The Chair called for the yeas and nays, and the motion was approved. All in favor.**

*("1.3 Policy on Institutional Voice" approved by the Board of Trustees on March 28, 2025 can be found at the end of these meeting minutes.)*

#### **Governmental Relations Report**

Paul Patrick presented the Governmental Relations Report.

- There will be no Board of Trustees' elections this year. Maybe 2026.
- The House finished the budget last week.

#### **Motion to Adjourn**

**The motion was made by Trustee Brian Stern, and seconded by Trustee Andy Gianoukos, that the Audit and Governance Committee meeting be adjourned at 12:48 p.m. All in favor.**

#### **Board of Trustees Committee Chairs' Reports**

Due to time constraints, there were no committee reports at this meeting.

#### **Committee Resolutions/Motions Proposed During Committee Meetings**

Board Committees met yesterday and this morning and there are two motions from the Budget, Finance and Facilities Committee; two motions from the Academic Affairs Committee; one motion from the Development, Alumni, Governmental and External Relations Committee; and two motions from the Audit and Governance Committee to address.

#### **Budget, Finance and Facilities Committee:**

**The Budget, Finance and Facilities Committee moves that the Board approve the Cougar Rising Award Proposal. The Chair called for the yeas and nays, and the motion passed. All in favor.**

*["Cougar Rising Award Proposal" can be found at the end of these meeting minutes.]*

**The Budget, Finance and Facilities Committee moves that the Board approve four Resolutions for: (1) Study Abroad Tuition Revised Tuition, (2) Engineering Programs Lab Fee; (3) Honors College Fee; and (4) Wellness and Wellbeing Fee. The Chair called for the yeas and nays, and the motion passed. All in favor.**

*Academic Affairs Committee:*

**The Academic Affairs Committee moves that the Board approve the new B.S. in Entrepreneurship Program. The Chair called for the yeas and nays, and the motion passed. All in favor.**

**The Academic Affairs Committee moves that the Board approve the Resolution, “Awarding of Degrees for May 2025 Graduates.” The Chair called for the yeas and nays, and the motion passed. All in favor.**

*Development, Alumni, Governmental and External Relations Committee:*

**The Development, Alumni, Governmental and External Relations Committee moves that the Board approve the 1967 Legacy bench plaque language as presented. The Chair called for the yeas and nays, and the motion passed. All in favor.**

*Audit and Governance Committee:*

**The Audit and Governance Committee moves that the Board consider the recommended name changes and restructuring of the Standing Committees and Charters and vote at the June Board of Trustees meeting. The Chair called for the yeas and nays, and the motion was approved. All in favor.**

**The Audit and Governance Committee moves that the Board approve the Policy on Institutional Voice. The Chair called for the yeas and nays, and the motion was approved. All in favor.**

*(“1.3 Policy on Institutional Voice” approved by the Board of Trustees on March 28, 2025 can be found at the end of these meeting minutes.)*

**Chair’s Report**

Chair Romberger thanked Board members who attended College events on behalf of the Board since the last meeting.

In particular, she thanked Trustees Hank Futch, Darryl Fyall and Neysa Williams for their participation in the Faculty Shadowing Program this spring.

Also, she expressed deep gratitude to Provost Austin, Amy Goble, Dean Seth Pritchard and Professors de Tuillo and Chartas for the great BOT Charleston experiences offered this spring. The Harbor Cruise and Telescope viewing were great.

At the June Board meeting, possible offerings for the BOT Charleston Experience in the Fall will be a topic of discussion:

- (1) Behind the scenes tour of a theatre production
- (2) Bee Keeping at Stono Preserve
- (3) Archaeology field experience

- (4) Boeing tour
- (5) Rita planetarium tour

At the August Board meeting, the indepth strategy and visioning session will focus on “Collaboration/Partnerships.”

#### **Executive Session**

**The motion was made by Trustee Brian Stern, and seconded by Trustee Derrick Williams, to go into Executive Session at 12:56 p.m. for the “Receipt of legal advice where the legal advice relates to a pending, threatened, or potential claim or other matters covered by the attorney-client privilege”; “Discussion of negotiations incident to proposed contractual arrangements and proposed purchase/lease of property”; “Employee records – legal matters and executive contract negotiations – personnel matters;”, “Personnel matters – legal matters covered by attorney-client privilege; and “Discussion of trade secrets where public disclosure would expose commercially valuable plans, marketing services and competitive information”. All in favor.**

**At 12:58 p.m., only the Board of Trustees, President Hsu, Chuck Baker, Mark Berry, Elizabeth Kassebaum and Paul Patrick remained for Executive Session.**

**The motion was made by Trustee Craig Thornton, and seconded by Trustee Matt Klein, to come out of Executive Session at 1:48 p.m. All in favor.**

Chair Romberger noted that no action was taken in Executive Session.

#### **Motion to Adjourn**

**The motion was made by Trustee Derrick Williams, and seconded by Trustee Andy Gianoukos, that the meeting be adjourned at 1:49 p.m. All in favor.**

## Rising Cougar Award Proposal

### Overview

The **Rising Cougar Award** is proposed to recognize and celebrate outstanding contributions by new staff members at the College of Charleston who, in their first 18 months of employment, have demonstrated exceptional dedication, initiative, and alignment with the College's core values. This award acknowledges those who embody the spirit of the College and contribute meaningfully to its strategic goals. The **Rising Cougar Award** aligns with the College's commitment to creating a thriving campus culture and enhancing the employee experience as outlined in the institution's strategic pillars.

### Award Objectives

- **Recognize Exceptional Contributions:** Honor new staff members who have significantly impacted their department or the College.
- **Encourage Engagement and Innovation:** Motivate new employees to continue bringing fresh perspectives, innovation, and energy to their roles.
- **Foster a Supportive Campus Environment:** Strengthen campus culture by recognizing contributions at every level that embody the College's values of integrity, respect for the individual, inclusivity, and student-centered service.

### Award Criteria

Nominees should meet the "**Exceeds Expectations**" category across each criterion, with specific examples provided by the nominator:

1. **Values Alignment:** Embodies the College's commitment to integrity, respect for the individual, and a student-centered approach in their role.
2. **Initiative and Innovation:** Demonstrates creativity or problem-solving skills that have led to meaningful improvements within their department or across the College.
3. **Positive Departmental Impact:** Acts as a positive force within their department, contributing to a collaborative and supportive environment.
4. **Community and Mission Engagement:** Actively contributes to the College's mission to foster an inclusive and engaged campus community.

### Eligibility

- Open to non-faculty staff members within their first 18 months of employment at the College of Charleston, both temporary and permanent. Only one award will be given across the two groups.
- Nominees must meet the "Exceeds Expectations" level across all criteria, supported by detailed examples – as determined by the panel of judges.
- Exclusions: Faculty, student workers, and contractors are not eligible for this award. Nominees will not be eligible for Permanent or Temporary Staff Awards.

### **Selection Process**

1. **Nomination Submission:** Supervisors and colleagues may nominate eligible staff members annually. Nomination forms will require detailed examples of how the nominee meets or exceeds each criterion.
2. **Selection Committee:** A committee comprising representatives from Human Resources and the Staff Advisory Committee will review nominations.
3. **Review and Decision:** The committee will evaluate nominations based on the criteria and award objectives to select a recipient.

### **Recognition and Benefits**

- **Formal Recognition:** The awardee will be honored at the annual employee recognition event and featured in College communications
- **Monetary Award:** The recipient will receive a financial award of \$500, underscoring the College's commitment to rewarding excellence.
- **Plaque:** A commemorative plaque will be presented to the recipient, symbolizing their contributions to the College of Charleston.

### **Promotion Strategy**

- **Internal Communication:** Announce the award across campus channels, including email newsletters, the HR portal, and digital screens on campus.
- **External Communication:** Share news of the **Rising Cougar Award** in College newsletters, alumni updates, and the official website to showcase the College's dedication to staff engagement and community development.
- **Recognition Event:** Highlight the award and its recipient at the annual employee recognition event, underscoring the value of new staff members' contributions.

### **Proposal Justification**

The **Rising Cougar Award** aligns closely with the College's strategic priorities, including its commitment to **Employee Experience and Success** and **Respect for the Individual**. By celebrating new staff contributions, this award promotes a supportive culture and strengthens employee morale while highlighting the College's dedication to honoring its most valuable resource: its people.

This comprehensive proposal for the **Rising Cougar Award** ensures an impactful recognition program, fostering a positive, engaging, and inclusive environment for staff at the College of Charleston.



**OFFICIAL POLICY**

**1.3**

**Policy on Institutional Voice**

**3/28/25**

**Policy Statement**

The Board of Trustees will employ best practices regarding the College of Charleston's role in public discourse on issues of the day.

In reviewing the issues of institutional voice, open discourse and freedom of expression on campus, the Board of Trustees agrees with three main principles:

- **Adhere to areas within one's professional expertise.** University presidents and other administrators are not experts in the myriad social and political issues in the state, country and world. They are experts in running a university. Individual faculty members may have expertise in their field or discipline and may speak out, just not for the university.
- **It is not possible to satisfy the interests of all parties.** When the university speaks as one voice on issues of the day, the near-certain controversy around a statement distracts from the university's core mission of educating students and may even put certain members of the campus community at risk.
- **Avoid imposing undue restrictions on free speech.** Members of the campus community who disagree with the university's statement on an issue or event will most probably be reluctant to share their views, which is counter to the university serving as a space for the open dialogue of diverse ideas, opinions and perspectives.

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**Policy Manager and Responsible Department or Office**

Office of the President

## Policy

The Board of Trustees directs the university and its leaders to issue official statements only when directly related to the university's academic mission and business and not about public matters or issues of the day. In a circumstance where an official statement is needed, the Board of Trustees encourages the administration to take a restrained approach in its messaging, so as not to inhibit academic freedom and the diversity of thought on campus.

This policy is not intended to prevent individual college community members from exercising their First Amendment rights. The College of Charleston supports the free speech rights of its students, faculty, staff and visitors when speaking as individual citizens and not purporting to speak on behalf of the university.

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### Departments/Offices Affected by the Policy

All departments/offices.

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### Procedures Related to the Policy

3.7.4 Communicating with Elected Officials; 3.7.1 Media Relations: Press Releases, Public Statements, Communicating with the Media, Opinion Essays and Letters to the Editor

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### Related Policies, Documents or Forms

*College of Charleston Board of Trustees By-laws*

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**Issue Date: 3/28/25**

**Date of Policy Revision: N/A**

**Next Review Date: 3/28/30**

**POLICY APPROVAL**  
**(For use by the Office of the Board of Trustees or the Office of the President)**

Policy Number: 1.3

Chairman, Board of Trustees \_\_\_\_\_

Date: \_\_\_\_\_