MINUTES
BOARD OF REGENTS
MIDWESTERN STATE UNIVERSITY
May 6, 2021

The Board of Regents, Midwestern State University, met in regular session on the Midwestern State University campus in the Comanche Suites, Clark Student Center, Wichita Falls, Texas, at 11:00 a.m., Thursday, May 6, 2021.

Individuals in attendance were as follows:

Regents: Mr. Caven Crosnoe, Chair
Ms. Nancy Marks, Vice Chair
Ms. Tiffany Burks, Secretary
Mr. Warren Ayres
Mr. Tony Fidelie
Mr. Oku Okeke
Ms. Karen Liu Pang (via teleconference)
Dr. Shelley Sweatt

University Administration: President Suzanne Shipley
Provost and Vice President for Academic Affairs James Johnston
Vice President for Student Affairs Keith Lamb
Vice President for Administration and Finance Beth Reissenweber
Vice President for Enrollment Management Fred Dietz
Vice President for University Advancement and Public Affairs
Tony Vidmar
Associate Vice President for Facilities Services Kyle Owen
Director of Athletics Kyle Williams
General Counsel Barry Macha
Chief Audit Executive Leigh Kidwell
Controller Chris Stovall
Director of Marketing and Public Information Julie Gaynor
Director of Board and Government Relations Debbie Barrow

Governance Representatives: Dr. David Carlston, Faculty Senate Chair (2020-2021)
Dr. Karen Moriarty, Faculty Senate Chair (2021-2022)
Ms. Reagan Foster, Staff Senate Chair
Ms. Shelbi Stogdill, Student Government Association (SGA) President (2020-2021)
Mr. Austin Strode, SGA President (2021-2020)

Media Representative: Mr. Michael Grace, News Channel 6

Per a duly posted notice and a quorum present, Chair Crosnoe called the meeting to order at 11:00 a.m.
Opening Comments and Introductions
Chair Crosnoe welcomed everyone to the meeting. He noted that Regent Pang was participating in the meeting virtually and added that Regent Hessing and Student Regent Montes Martinez were each traveling and could not participate. Ms. Gaynor introduced the individuals in attendance.

Public Comment
Chair Crosnoe noted that the Board provides an opportunity for public comment concerning agenda items at the beginning of each meeting. Ms. Barrow reported that no one had signed up to speak.

Reading and Approval of Minutes
21-58. The Board of Regents approved the minutes of the February 11, 2021 Board meeting as presented.

COVID-19 and Campus Operations Update
21-59. Provost Johnston and Vice President Lamb, co-chairs of the Return-To-Campus Task Force, provided information to bring the Board up-to-date on the university's Plan and the timeline for returning to Phase IV operations. Regent Marks expressed appreciation to the students, faculty, and staff for their efforts during this challenging year.

Faculty Report
21-60. Regent Marks noted that Dr. Dave Carlston had served as Faculty Senate Chair since 2013 and would be stepping down after this year. She expressed appreciation to Dr. Carlston on behalf of the Board for his commitment to representing the faculty well during these last eight years. Dr. Carlston thanked the Board and administration for the opportunity to work with them during the years. On behalf of the faculty, he expressed appreciation for how the university managed the pandemic and thanked the students for their efforts during this past year. Dr. Carlston commented on the communication that occurred, an example of the growth in shared governance. He introduced newly elected Faculty Senate Chair Dr. Karen Moriarty, who indicated that she looked forward to serving in the upcoming year.

Staff Report
21-61. Ms. Reagan Foster, Staff Senate Chair, provided information on behalf of the staff. She also extended her thanks to Dr. Carlston for his work and camaraderie. She reported on recent graduation ceremonies and the team effort necessary to help students reach the finish line. She noted that a Staff Senate Task Force would work during the summer to review summer hours and flexibility in work schedules. She added that they would also partner with the Health and Wellness Committee to develop a holistic wellness plan for the campus.

Student Government Report
21-62. Regent Marks congratulated Student Government Association (SGA) President Shelbi Stogdill on her recent graduation from MSU as a Priddy Scholar. Ms. Stogdill's report was presented in the Board Book, and she reviewed highlights, noting initiatives and
Ms. Stogdill thanked the Board, administration, and governance partners for their efforts on behalf of the students. She added that she planned to attend the Texas Tech University Law School in the fall. She introduced Austin Strode, incoming president for 2021-2022. Mr. Strode reported he was an economics major from Lakeway, Texas, outside of Austin. He added that he had gained important leadership opportunities through his participation in the Sigma Nu fraternity.

**Athletics Report**  
21-63. Athletics Director Williams' report was presented in the Board Book as a point of information only. Mr. Williams added information on the spring sports that were still competing. He added appreciation to the university's Board and leadership for allowing the student-athletes to compete during the last year.

**Enrollment Management Report**  
21-64. Vice President for Enrollment Management Fred Dietz reviewed his report in the Board Book. He highlighted the university's efforts to grow dual credit beginning in the fall and continued retention efforts.

**Academic Affairs Report – Doctoral Programs Update**  
21-65. Provost Johnston reviewed the information provided in the Board Book regarding the new Ed.D in Educational Leadership and proposed doctorate in Radiologic Sciences.

**Proposed Additions to Core Curriculum**  
21-66. Provost Johnston reviewed the information shown in the Board Book regarding two course additions to the core curriculum. Regent Marks moved approval of these additions as presented. Regent Sweatt seconded the motion and it was approved.

**Proposed Addition of Academic Minor**  
21-67. Provost Johnston reviewed the information shown in the Board Book regarding a proposed new signature minor in Visual Communications. Regent Marks moved approval of this action as presented. Regent Ayres seconded the motion and it was approved.

**Writing Proficiency Requirement Changes**  
21-68. Provost Johnston reviewed the information shown in the Board Book regarding the recommendation of adding a third option for satisfying the Writing Proficiency Requirements and allowing online administration of the Writing Proficiency Exam (WPE). This item was approved following a motion by Regent Marks and second by Regent Fidelie.

**Wichita Falls Museum of Art at Midwestern State University – Ratification of Artwork Accessions**  
21-69. The Board Book included information regarding artwork recommended for accession to the Museum's Permanent Collection. Regent Marks moved the Board ratify this action as presented. Regent Sweatt seconded the motion and it was approved.
Proposed Room and Board Rates – FY 2020-2021
21-70. Vice President Lamb reviewed the proposed housing and dining service rates presented in the Board Book, including comparisons with the rates charged at select Texas institutions. Regent Marks moved Board approval of the rates as shown. Regent Okeke seconded the motion, and it was approved.

Faculty Emeritus Status, and Faculty Promotions and Tenure
21-71 & 72. Regent Marks noted that these items would be discussed in closed session later in the meeting. She added that Provost Johnston was available to answer questions related to the emeritus, tenure, or promotion processes. There being no process-only questions, the meeting continued.

Summaries of Financial Support and Comprehensive Campaign Update
21-73. Regent Ayres highlighted gifts received since the last meeting of the Board of Regents. Vice President Vidmar reviewed the summaries of financial support presented in the Board Book and reviewed the success of the Comprehensive Campaign.

Financial Reports
21-74. The January, February, and March 2021 Financial Reports were accepted upon a motion by Regent Ayres and second by Regent Pang. Vice President Reissenweber reviewed information regarding federal stimulus funding as presented in the Board Book.

Investment Report
21-75. The Board accepted the second quarter FY 21 investment report upon a motion by Regent Ayres and second by Regent Burks.

Salary/Title/Position Changes in FY 21 Budget
21-76. The Board Book included reports of personnel changes that were presented for information only. The salary, title, and position changes were ratified upon Regent Ayres' motion and a second by Regent Okeke.

Campus Construction Update
21-77. The Board Book included several reports on current construction projects for the Regents' information. Associate Vice President Owen reviewed the photographs of recent projects, as shown in the Board Book. A question was raised regarding what would be included and the size of the suites available for Greek organizations in the new Bridwell Activities Center. Mr. Owen responded that the suites would include a kitchenette, study/office, and general meeting area. Following the Board meeting, information was provided to the Regents indicating that suites were planned for approximately 1780 gross square feet each.

Capital Expenditure Plan (MP1) Report – FY 2022-2026
21-78. Regent Ayres stated that the Board reviews and considers this report each year as required by the Texas Higher Education Coordinating Board (THECB). Associate Vice President Owen noted that this standard report listed any project the university might
pursue during the next five years. Regent Ayres moved approval of this report as presented. Regent Fidelie seconded the motion, and it was approved.

**Tuition and Fee Rates for 2021-2022**
21-79. Vice President Reissenweber reviewed the proposed rates that were outlined in detail in the Board Book. It was noted that these same recommendations, with the exception of the proposed Instructional Enhancement Differential Fee (IEF) changes, were presented to the Board for their information and discussion in February. Regent Ayres moved approval of these rates as presented. Regent Okeke seconded the motion, and it was approved.

**Recess**
The meeting recessed at 12:25 p.m. for lunch. The meeting resumed at 1:15 p.m.

**Standards of Conduct, Conflict of Interest Disclosure, and Ethics Commission Filing Compliance**
20-80. Regent Burks presented this item as a point of information, asking each regent, other than the Student Regent, to certify in writing their understanding of and compliance with state and university ethics and conflicts of interest policies. She noted that regents must also certify their filing of the required Personal Financial Statement with the Texas Ethics Commission, adding that this year's deadline for filing the statement was extended to July 1.

**Compliance Update**
21-81. The Compliance Update was included in the Board Book as a point of information.

**Internal Audit Update**
21-82. The Internal Audit Update was included in the Board Book as a point of information.

**Payroll-Timekeeping Audit Report 21-03**
21-83. Ms. Kidwell presented the Payroll-Timekeeping Audit Report 21-03 for the Board's acceptance. Regent Burks moved acceptance of the report as presented. Regent Marks seconded the motion and it was approved.

**Holiday Schedule for Staff Employees – 2021-2022**
21-84. The proposed holiday schedule was presented in the Board Book. The schedule was approved upon a motion by Regent Burks and a second by Regent Marks.

**Diversity, Equity, and Inclusion (DEI) Strategic Plan**
21-85. Dr. Shipley reported that the work of the DEI Task Force began in the summer of 2020. She noted that the proposed DEI Strategic Plan would help the institution embed new principles, ideas, and practices into MSU's operation and culture. Dr. Martin Camacho, a member of the DEI Task Force, provided a framework for the document and reviewed the background information and the DEI Statement and Values that are included in the Plan. He noted that while the Task Force understands that everything included is subject to change, the group feels this is the most comprehensive Plan to address MSU's needs in
this area. Dr. Camacho reported that the composition of the Task Force brought together a diverse group in views, socio-economic status, demographics, and race. He added that the process was comprehensive, not rushed, and took advantage of the university's shared governance in the review process.

Following discussion and additional comments by Regent Okeke, a member of the Task Force, and President Shipley, the DEI Strategic Plan was approved as presented upon a motion by Regent Burks and second by Regent Pang.

Establishment and Naming of Charlye O. Farris Social Justice Resource Center
21-86. Vice President Vidmar reviewed the information provided in the Board Book regarding this naming. A brochure regarding a fund-raising effort related to the proposed Charlye O. Farris Social Justice Resource Center was provided to the Board (see Attachment 1). The Charlye O. Farris Social Justice Resource Center naming was approved upon a motion by Regent Burks and second by Regent Fidelie.

Student-Initiated Naming Opportunities
21-87. Vice President Lamb reviewed the proposals brought forward by the MSU Student-Athlete Advisory Committee (SAAC), endorsed by the Student Government Association (SGA), and recommended by the administration to rename the football practice field the "Robert Tyree Grays Field" and the women's locker room in D. L. Ligon Coliseum the "Noel Johnson Locker Room." Regent Burks moved approval of these namings as presented. Regent Marks seconded the motion, and it was approved.

Update on Youth Protection Guidebook
21-88. The Board Book included information in response to questions raised during the February 2021 meeting. Vice President Lamb reviewed this information, and it was accepted as presented.

MSU Policies and Procedures Manual – Proposed Changes
21-89. Regent Burks noted that many policies were recommended for approval or modification as outlined and described in the Board Book. General Counsel Macha, Provost Johnston, and Vice President Reissenweber reviewed each of the items. Following this review and discussion, Regent Burks moved approval of these policy changes as presented. Regent Fidelie seconded the motion and it was approved.

University Leadership Report
21-90. President Shipley provided a brief update on the legislative session, the legislation being considered regarding MSU's governance, the university's tuition revenue bond request, MSU's work with federal legislators, and the anticipated transfer of MSU to the Texas Tech University System.

Executive Session
21-91. Chair Crosnoe announced that the Board of Regents would go into Executive Session to discuss Items 21-91A (Consultation with Attorney), 21-91B (Real Property), 21-91C (Gifts or Donations – to include discussion/action concerning a Restricted Fund Gift
Agreement), and 21-71, 21-72, and 21-91D (Personnel Matters – to include Faculty Emeritus, Tenure, and Promotion; annual performance review of the President and Chief Audit Executive; and consideration of other personnel matters), as allowed by Texas Government Code Sections 551.071, 072, 073 and 074. He noted that no action would be taken in Executive Session, and the Board would reconvene in Open Session when the Executive Session concluded.

The Executive Session began at 2:04 p.m. Regents Crosnoe, Ayres, Burks, Fidelie, Marks, Okeke, Pang (via teleconference), and Sweatt attended all of the Executive Session. Provost James Johnston remained in the meeting for discussion of Items 21-71 and 21-72 only, leaving the session at 2:44 p.m. Mr. Macha and Ms. Barrow remained in the meeting for discussion of Items 21-71, 21-72, 21-91A, B, and C, leaving the meeting at 3:10 p.m. President Shipley remained in the meeting for discussion of the same items as Mr. Macha and Ms. Barrow, as well as 21-91D2 and the first portion of 21-91D1, leaving the meeting at 3:26 p.m. The Executive Session concluded at 4:00 p.m.

Open Meeting
The open meeting resumed at 4:03 p.m. Mr. Crosnoe reported that the closed session was complete; the only items discussed were the items announced, and no votes were taken.

Gifts or Donations – Restricted Fund Gift Agreement
21-91C. Regent Ayres moved that the Board of Regents authorize the President to work with the Chair of the Board of Regents to finalize Amendment No. 2 of the Pledge and Restricted Fund Agreement between the Perkins-Prothro Foundation and the MSU Charitable Trust. Regent Sweatt seconded the motion and it was approved.

Emeritus Status
21-71. Regent Marks moved approval of granting emeritus status to the following individuals upon their retirement from MSU. Regent Burks seconded the motion and it was approved.

- Ms. Pam Moss – Assistant Professor and Academic Advisor for the Academic Support Center – 14 years of service
- Dr. Jeff Blacklock – Associate Professor of Curriculum and Learning – 15 years of service
- Dr. Sharon Arnoult – Associate Professor of History – 20 years of service
- Dr. Magaly Rincon-Zachary – Professor of Biology – 28 years of service
- Mr. Gary Goldberg – Professor of Art – 37 years of service
- Dr. Ranette Halverson – Professor of Computer Science – 40 years of service

Faculty Promotions and Tenure
21-72. Regent Marks moved approval of granting tenure and/or promotion for the individuals identified below. Regent Sweatt seconded the motion and it was approved.

Granting Tenure and Promotion From the Rank of Assistant Professor to Associate Professor to the Following Individuals:
Granting Tenure and Promotion From the Rank of Assistant Professor to Associate Professor to the Following Individuals:
Emily Rutherford, Ed.D. Special Education
Chris Vivio, D.M.A. Music

Granting Promotion from Associate Professor to Professor to the Following Individuals:
Satyanarayana Ayinagadda, Ph.D. Social Work
Raj Desai, D.I.T. Engineering
Jacqueline Dunn, Ph.D. Physics
Tina Johnson, Ph.D. Computer Science
Mitzi Lewis, Ph.D. Mass Communication
Kirsten Lodge, Ph.D. English

Real Property
21-91B. Regent Okeke moved that the Board authorize the President to finalize a Memorial Stadium Rental Agreement between Midwestern State University and the Wichita Falls Independent School District for 2021-2030. Regent Ayres seconded the motion and it was approved.

Closing Comments
Chair Crosnoe thanked the Regents for their participation in the meeting. He noted that the next regular meeting of the Board would be Thursday, August 5, 2021. He stated that if things progressed as anticipated, the August meeting would be the final meeting of the MSU Board of Regents.

Adjournment
There being no further business, the meeting adjourned at 4:08 p.m.

I, Tiffany Burks, the fully appointed and qualified Secretary of the Midwestern State University Board of Regents, hereby certify that the above and foregoing is a true and correct copy of the minutes of the Midwestern State University Board of Regents meeting on May 6, 2021.

Tiffany Burks, Secretary
Midwestern State University
Board of Regents

ATTACHMENT:
1. Charlye O. Farris Social Justice Resource Center Brochure
An Invitation to Support the CHARLYE O. FARRIS SOCIAL JUSTICE RESOURCE CENTER

Presented by

Suzanne Shipley, Ph.D., President, Midwestern State University

Tony Vidmar, MBA, Vice President for Advancement and Public Affairs, Midwestern State University
THE VISION

In establishing the Charlye O. Farris Social Justice Resource Center (Farris Center), MSU Texas will create a hub for education, advocacy, and training in diversity, equity and inclusion (DEI).

Named in honor of Charlye O. Farris, the first Black female attorney admitted to practice law in the State of Texas and a pillar of the Wichita Falls community, the Farris Center will offer programming, workshops and resources designed to engage community members and leaders in deepening their understanding and awareness of equity and racial and social justice issues.

With open doors and space for reflection, dialogue and collaboration, the Farris Center will welcome all members of our community and empower them to engage in meaningful conversations and action on a range of social justice topics. Our goal is to build a more just, welcoming and inclusive community across MSU Texas and surrounding Wichita Falls.

“Charlye was a person of unbelievable character. In her extraordinary career she gave a voice to people whom others refused to hear. Remarkably, the challenges she faced in her lifetime didn’t diminish her desire to help others. It would mean a great deal to her to promote more diversity on campus and in Wichita Falls and open doors that weren’t opened for her. We couldn’t find a more deserving person to honor with this naming.”

Barry Macha
General Counsel, MSU Texas
Former District Attorney, Wichita Falls

Charlye Farris (seated second from left) with her family at the banquet celebrating the Margaret Brent Award. Charlye received this prestigious national award from the American Bar Association Commission on Women in 2003.
Meeting the Moment: Turning Intention into Action

MSU students, faculty and staff value a safe and supportive community both on and off campus. Such a community requires individuals, organizations and businesses to support diversity, equity and inclusion. In recent campus climate surveys, MSU students, particularly students of color, cite a lack of inclusivity in the Wichita Falls community as a need for improvement.

The Farris Center aligns with and enhances the student-focused MOSAIC Cross Cultural Center. MOSAIC engages historically minoritized and marginalized student populations in culturally-responsive programming and increases student engagement and action on critical social and diversity, equity and inclusion issues throughout the MSU community.

As we approach our centennial, the transformational impact of these two centers, one for outreach to the community and one for the support of the MSU campus, will strengthen the mission of MSU Texas for the future.

Working with leaders from Zavala, NAACP, OPAL Center, the Wichita Falls Chamber of Commerce Diversity Committee and the Nonprofit Center, among others, we seek to amplify the missions of these organizations, make meaningful connections and build bridges between students, faculty and the leaders in our community.

With the Farris Center, MSU Texas will meet this moment of need and opportunity to champion DEI in our community and provide critical skills for intercultural competency for community employers and leaders.

“Because of who she was, people were drawn to Charlye. She had an uncanny ability to get people with different opinions in the same room and start conversations. I think she would be greatly in favor of the center and the difference it can make in bringing people from the community and MSU together. I hope her presence will be felt there.”

Arthur Bea Williams
Former Justice of the Peace
and Acting Mayor
Wichita Falls

Members of the MSU Texas Black Student Union (BSU) collected school supplies as part of their Project Pack a Bag service project to serve students in Zambia, Africa at the MAFUTA Primary School and other rural schools.
**HONORING THE LIFE AND LEGACY OF CHARLYE OLA FARRIS**

Charlye Ola Farris was born in Wichita Falls in 1929 to James and Roberta Farris. Her keen intellect and work ethic accelerated her primary and secondary education, and she graduated as valedictorian of Booker T. Washington High School at 15 years of age.

At the time, Charlye was unable to attend Hardin College (now Midwestern State University) because of her race. Instead, she enrolled at Prairie View A&M University, where she received her bachelor's degree (1948) in political science.

Charlye was encouraged by her parents, both educators, to pursue teaching, and she did—for one year. Her interest in the law eclipsed any other career path and in 1953 she graduated from Howard University Law School in Washington, D.C.

A brief visit home after law school became permanent after she passed the Texas Bar exam. Charlye became the first Black woman to be licensed to practice law in the State of Texas and the first Black lawyer to practice actively in Wichita County. Her election in 1954 as County Judge Pro-Tem drew national attention as it was the first time that a Black person had served as a judge in the South since Reconstruction.

Throughout her career, Charlye Farris remained undeterred in her pursuit of justice for her clients from all walks of life and always considered the human side of her cases and clients. She fought on behalf of underrepresented and marginalized groups with her exceptional skill and determination. Although she practiced law primarily in Wichita Falls, she earned national acclaim and many honors, including the prestigious Margaret Brent Women Lawyers of Achievement Award given annually by the American Bar Association Commission on Women in the Profession.

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In addition to being valedictorian of her class, Charlye was also crowned Homecoming Queen at Booker T. Washington High School.

"Charlye Farris was a pioneering spirit and example for all of us. As the daughter of educators she valued her own education and advocated for others to achieve their potential through education. She would be so pleased to see the Farris Center become a reality, especially as it will advance the work she consistently championed throughout her life."

Guy A. "Tony" Fidelie, Jr.
MSU Board of Regents

An advocate for education, Charlye mentored young lawyers and opened doors for others to enter the profession. She was appointed by Governor Rick Perry to the Board of Regents at Midwestern State University and served from 2006 to 2010; poignantly, she would not have been permitted to attend MSU 60 years earlier. During her time as a Regent she contributed her advice and time to advance MSU with sincere dedication.

Today’s racial tensions remind us that symbols matter, that words have the power to transform, and that individuals can influence positive and lasting societal change. Charlye Farris’ legacy as a lawyer, judge and advocate for education make her an extraordinary example of excellence, persistence and commitment.

Now is the time to inscribe her name—and capture her history—through the prominent naming of the social justice center. Charlye Ola Farris will be honored with a dedicated and perpetual naming on the campus of MSU Texas.
Leveraging Expertise and Community Partnerships

Under the leadership of Student Affairs, the Farris Center will provide training and development opportunities—practical implementation of theory and expertise—for community leaders and business partners focused on improving diversity, equity and inclusion in their organizations.

Through internal partnerships with academic departments, we will draw upon the expertise of our faculty. Resources unique to MSU Texas, like the Wichita Falls Museum of Art, will allow us to explore racial and social justice themes through visual art.

As the Farris Center grows, we will leverage resources from our Career Management Center, Alumni Relations and continuing education to partner with organizations and create culturally relevant activities in and around Wichita Falls.

Opening Doors: A Safe Space for Courageous Conversations

With open doors, we will provide a safe space for empowering connections to take place. Events that have unfolded nationally repeatedly underscore the urgent need for all organizations to address concerns of diversity, equity and inclusion. At the Farris Center, every voice will be heard and all are welcome.

Our programs will encourage people to seek the knowledge to grow in understanding of social justice in their own lives and how it connects to the wider community.

The Charlye O. Farris Social Justice Resource Center will be located in Bea Wood Hall Room 103, a convenient location for community groups and guests. Conference and office areas will be available for community organizations to hold remote and in-person meetings, seminars and other activities.

Innovative and Inclusive Programming

The Farris Center will be open to the greater Wichita Falls community. We will provide trainings for allies and advocates to impart the skills and tools that will support systemic change that improves the climate of our workplaces, organizations and community as a whole.

Training and programs will be offered in-person and virtually, while the Farris Center website will be a 24-7 online resource. As the Farris Center becomes established, we will explore additional opportunities to engage participants from the MSU Texas Flower Mound campus, both virtually and in-person.

“Everyone benefits from a more inclusive environment. In creating stronger links between MSU Texas and Wichita Falls through the work of the Farris Center, we will find ways to transform the experience for students and others who don’t yet feel included or reflected in the community.”

Cammie Dean
Assistant Vice President,
Student Affairs
Director, Priddy Scholars

As a leading public liberal arts university, MSU Texas is committed to providing students with rigorous undergraduate and graduate education in the liberal arts, sciences and the professions. The MSU Texas student body is increasingly diverse, with students representing 44 states and 54 foreign countries. More than 40% of the student body is comprised of students of color.
A select group of initial topics and trainings are listed below:

**Proposed Training & Workshops**
- Introduction to Social Justice
- Allyship and Advocacy Training
- Introduction to Intercultural Competency
- Intercultural Development Inventory
- Intercultural Development Plan Coaching
- Community Organizing
- Conflict and Mediation Training
- Anti-Racism in Action Workshop

**Sample Community Outreach & Dialogue Topics**
- Affinity Groups
- Better World Book Club
- Community Climate Survey
- Legislative Education and Advocacy
- Creative Community Network – social justice and the arts
- Scholarship Dinner
- Social Justice Essay Contest
- Lecture Series

**Online Education & Resources**
- Biography and oral history of Charlye Farris’ life and career
- Local Wichita Falls history
- Calendar – diversity dates/observances; programming
- Recommended films, websites, publications

**Community Benefit and Impact**

Beyond amplifying the understanding of diversity, equity and inclusion, we anticipate a ripple effect of positive economic and social impact across MSU Texas and our Wichita Falls community through the work of the Farris Center.

As the fourth largest employer in Wichita County, MSU Texas currently employs 1,276 people. Data show that a more welcoming and inclusive environment, on and off campus, has a positive impact on student, staff and faculty recruitment and retention efforts.

Among the strategies for economic development presented by the Wichita Falls Chamber of Commerce, the new Talent Partnership is focusing on increasing internship opportunities and recruiting workers from under-represented populations to meet the labor force needs.

The Chamber also established a Diversity Business Council to promote entrepreneurship among under-represented populations and stronger diversity, equity and inclusion efforts among employers. Such efforts may have limited success without practical training and development opportunities for supervisors and decision-makers leading our local businesses and nonprofits. Currently, no service exists in the Texoma region for such training to develop, hone, execute and apply DEI skills. With the creation of the Farris Center, MSU Texas will change this reality.

We will evaluate the impact of Farris Center programming and events on an ongoing and annual basis, using quantitative and qualitative data to inform decision-making.

“The Farris Center is a win-win for MSU and Wichita Falls. What a groundbreaking opportunity to create access to education and resources that can open minds and hearts. Charlye Farris’ integrity and dedication will inspire a new generation of young people to open doors for others like she did.”

Keisha Ellis
MSU Alumni Spirit Award Recipient 2016
HOW SHALL WE COME TOGETHER?
CHARLYE O. FARRIS SOCIAL JUSTICE RESOURCE CENTER ENDOWMENT

Education is the ultimate investment in the future—of individuals, families, communities, states, nations and our future world. With the creation of the Farris Center, MSU Texas will honor the legacy of Charlye Farris and continue to grow and evolve our commitment to diversity, equity and inclusion through open doors to the Wichita Falls community.

Visionary projects, however, demand equally bold investments. With philanthropic gifts, MSU Texas will establish the Charlye O. Farris Social Justice Resource Center Endowment as a permanent, self-sustaining source of funding for the Farris Center.

To create this endowment to honor the life and legacy of Charlye O. Farris, we invite your leadership support to help us achieve $1.5 million needed to fulfill the vision for the Farris Center.

The time is now to make a bold investment in a university dedicated to educating the leaders of today and tomorrow. Your support for all aspects of this project has impact beyond measure and will ensure that the legacy of Charlye Farris, and all who are inspired by her, will continue for future generations.

MSU Texas gratefully acknowledges our Farris Center Advisory Committee for its guidance:

Barry Macha
Arthur Bea Williams
Guy A. “Tony” Fidelie, Jr.
Shayla Owens
Diann Taylor
Keisha Ellis
Cammie Dean

For more information, and to make a gift in support of the Farris Center, please contact:

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