



# Board of Governors Meeting

Boardroom  
Administration Building  
Dixon University Center  
2986 North Second Street  
Harrisburg, PA 17110-1201

Monday, November 13, 2017  
5:00 p.m.

**via conference call**

Call to Order and Roll Call of the Members

Executive Session

Public Comments

Board Action

1. Ratify the International Union, Security, Police and Fire Professionals of America (SPFPA) Collective Bargaining Agreement
2. Revisions to Board of Governors Policy 1996-01-A: *Sources of Funding for University Scholarships*
3. Board of Governors Policy 2017-01: Students Affected by Disasters
4. Appointment of Cheyney University President

New Business

Adjournment

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**Board Members:** Cynthia D. Shapira (*Chair*), Senator Ryan P. Aument, Representative Matthew E. Baker, Audrey F. Bronson, Secretary Sarah E. Galbally (Governor Wolf's designee), Representative Michael K. Hanna, Shaina M. Hilsey, Donald E. Houser, Jr., Jonathan B. Mack, David M. Maser (*Vice Chair*), Barbara McIlvaine Smith, Thomas S. Muller, Guido M. Pichini, Secretary of Education Pedro A. Rivera, Senator Judith L. Schwank, Harold C. Shields (*Vice Chair*), Brian Swatt, and Governor Thomas W. Wolf.

For further information, contact Randy A. Goin, Jr. at (717) 720-4010.

**Board of Governors' Meeting**  
November 13, 2017

**SUBJECT:** Ratify the International Union, Security, Police and Fire Professionals of America (SPFPA) Collective Bargaining Agreement (**ACTION**)

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**UNIVERSITIES AFFECTED:** All

**BACKGROUND:** In accordance with Act 188 of 1982 as amended Section 20-2005-A, the Office of the Chancellor of Pennsylvania's State System of Higher Education (State System) completed negotiations for a new SPFPA collective bargaining agreement for the period September 1, 2017 through August 31, 2020. The attached summary details the key changes that resulted from collective bargaining.

Ratification by the Board of Governors is necessary prior to implementing these changes for the State System employees.

**MOTION:** That the Board of Governors ratify the SPFPA collective bargaining agreement and authorize the Chancellor and the Chair of the Board of Governors to execute the appropriate documents.

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**Supporting Documents Included:** SPFPA Tentative Agreement Summary and Estimated Fiscal Impact

**Other Supporting Documents Available:** N/A

**Prepared by:** Andrew C. Lehman

**Telephone:** 717-720-4030

**Summary of Major Provisions of the Tentative Collective Bargaining Agreement  
Between  
Pennsylvania's State System of Higher Education (State System) and  
International Union, Security, Police, and Fire Professionals of America (SPFPA)  
September 1, 2017 – August 31, 2020**

**Term of Agreement**

September 1, 2017 to August 31, 2020

**Salaries and Wages**

**Police:**

- General Pay Increase of two percent (2.0%) effective October 1, 2017.
- Map to new pay schedule effective first full pay period in March 2018.  
**(NOTE: Aids in Recruitment and Retention of Police Officers)**

Highlights of new pay schedule are as follows:

- Increased starting rate (Old Step 4 is New Step 1).
- Reduced number of pay steps from 20 to 12.
- Percent change between each of Steps 1-4 and 10-12 on new pay schedule is doubled from approximately 2.25% to 4.5%. Percent change between all others remains approximately 2.25%.
- Employees not seeing an increase in base pay as a result of being mapped to the new pay schedule will receive a cash payment of two and one-quarter percent (2.25%) of annual base salary rounded to the nearest dollar.
- General Pay Increase of two and one-half percent (2.50%) effective September 1, 2018.
- One Step Service Increment effective first full pay period in February 2019.
- Salary reopener in contract year beginning September 1, 2019 allowing for negotiation with respect to general pay increases and/or service increments and/or regional market-based pay.

**Security:**

- General Pay Increase of two percent (2.0%) effective September 1, 2017.
- One Step Service Increment effective first full pay period in January 2018.

- General Pay Increase of two and one-half percent (2.50%) effective September 1, 2018.
- One Step Service Increment effective first full pay period in January 2019.
- Salary reopener in contract year beginning September 1, 2019 allowing for negotiation with respect to general pay increases and/or service increments and/or regional market-based pay.

### **Health Benefits**

Maintain “me too” provision providing SPFPA benefits as structured in accordance with the management benefits program.

### **Hours of Work**

Posting requirements for changes to work schedules are reduced from two weeks to ten days in advance.

### **Seniority**

Change furlough bumping provisions as follows:

- *New Provision* – In the event of furlough, first-level supervisory SPFPA employees who previously held positions in the rank-and-file unit may utilize Bargaining Unit seniority earned while in those positions to bump into classifications previously held within the unit.
- *Eliminate Provision* – Eliminate ability of Management/Non-represented employees who previously held positions in the rank-and-file unit to bump into the unit in the event of furlough.

### **Miscellaneous Provisions**

*New Provision* – The parties recognize the members of the bargaining unit as “essential employees” for the purpose of applying Management Directive 530.17 (related to office closings).

### **Court Time**

Increase minimum pay for court time from one to two hours at the employee’s regular straight time hourly rate.

**Pennsylvania's State System of Higher Education**  
**Estimated Fiscal Impact of SPFPA Proposal on Police and Security Personnel** (Received October 11, 2017)  
**FY2017/18 - 2018/19--ALL FUNDS**

*Includes Base Salary, Cash Payments, and Related Social Security and Retirement Employer Payments\*\*  
 No Change in Employer Share of Healthcare Rates or Retirement Rates*

**Proposal for Police**

2017/18 2.0% GPI, effective 10/1/2017; collapsing steps to new pay scale structure of 12 steps, effective first full pay period in March 2018  
 2018/19 2.5% GPI, effective 9/1/2018; one step (or cash payment equal to 2.25% of annual base salary for those already at top of payscale), effective first full pay period in February 2019  
 2019/20 Wage Reopener

**Proposal for Security**

2017/18 2.0% GPI, effective 9/1/2017; one step (or cash payment equal to 2.25% of annual base salary for those already at top of pay scale), effective first full pay period in January 2018  
 2018/19 2.5% GPI, effective 9/1/2018; one step (or cash payment equal to 2.25% of annual base salary for those already at top of pay scale), effective first full pay period in January 2019  
 2019/20 Wage Reopener

	New CBA	Compensation	\$ Change	%	Compensation	\$ Change	%	Compensation	\$ Change	%	\$ Change	%	Pay Component	%	
Bloomsburg	\$1,059,653	\$1,094,844	\$35,192	3.3%	\$1,150,663	\$55,819	5.1%		\$91,011	8.6%	\$126,202	11.9%			
California	960,919	991,069	30,150	3.1%	1,051,103	60,034	6.1%		90,184	9.4%	120,334	12.5%			
Cheyney	621,666	642,275	20,608	3.3%	676,302	34,027	5.3%		54,636	8.8%	75,244	12.1%			
Clarion	623,693	644,857	21,163	3.4%	671,740	26,883	4.2%		48,046	7.7%	69,210	11.1%			
East Stroudsburg	751,489	775,726	24,237	3.2%	803,003	27,277	3.5%		51,514	6.9%	75,751	12.1%			
Edinboro	821,385	849,442	28,057	3.4%	892,898	43,456	5.1%	Contract Reopener for wages only, to include consideration for regional/market pay.	71,513	8.7%	99,571	10.1%			
Indiana	1,205,557	1,245,419	39,861	3.3%	1,314,159	68,740	5.5%		108,601	9.0%	148,463	12.3%			
Kutztown	904,095	933,225	29,131	3.2%	985,028	51,802	5.6%		80,933	9.0%	110,063	12.2%			
Lock Haven	627,841	651,556	23,715	3.8%	686,863	35,307	5.4%		59,022	9.4%	82,737	13.2%			
Mansfield	551,808	566,969	15,161	2.7%	592,358	25,389	4.5%		40,550	7.3%	55,711	10.1%			
Millersville	841,418	867,397	25,979	3.1%	907,833	40,436	4.7%		66,415	7.9%	92,394	11.0%			
Shippensburg	980,709	1,009,479	28,770	2.9%	1,050,856	41,377	4.1%		70,147	7.2%	98,917	10.1%			
Slippery Rock	775,774	800,214	24,440	3.2%	829,003	28,789	3.6%		53,229	6.9%	77,669	10.0%			
West Chester	2,016,580	2,081,463	64,883	3.2%	2,151,702	70,239	3.4%		135,122	6.7%	200,006	9.9%			
Office of the Chancellor	0	0	0	N/A	0	0	N/A		0	N/A	0	N/A	0	N/A	
<b>TOTAL</b>	<b>\$12,742,586</b>	<b>\$13,153,936</b>	<b>\$411,349</b>	<b>3.2%</b>	<b>\$13,763,511</b>	<b>\$609,575</b>	<b>4.6%</b>		<b>\$1,020,924</b>	<b>8.0%</b>	<b>\$1,432,273</b>	<b>11.2%</b>			

\*Estimates based on payroll as of October 11th, 2017

\*\*Although the contract period for the SPFPA bargaining unit is through August 31, 2019, additional residual costs will be experienced in 2019/20 due to a mid-year step and GPI increase.

	2017/18 Base Pay Before New CBA	Compensation Compared to Prior Year						Change in Annual Cost 2018/19 from 2017/18 before CBA		Cumulative Contract Cost		
		2017/18			2018/19			2019/20		\$ Change	%	Pay Component
TOTAL (Police)	\$10,645,145	\$10,999,308	\$354,163	3.3%	\$11,515,434	\$516,126	4.7%	Contract Reopener for wages only, to include consideration for regional/market pay.	\$870,290	8.2%	\$1,224,453	11.5%
TOTAL (Security)	2,097,442	2,154,627	57,186	2.7%	2,248,076	93,449	4.3%		150,635	7.2%	207,820	9.9%
<b>TOTAL SPFPA</b>	<b>\$12,742,586</b>	<b>\$13,153,936</b>	<b>\$411,349</b>	<b>3.2%</b>	<b>\$13,763,511</b>	<b>\$609,575</b>	<b>4.6%</b>		<b>\$1,020,924</b>	<b>8.0%</b>	<b>\$1,432,273</b>	<b>11.2%</b>
<i>Comparisons to the AFSCME Pattern:</i>												
for SPFPA w/ July GPI	\$12,742,586	\$13,175,834	\$433,248	3.4%	\$13,781,923	\$606,088	4.6%		1,039,336	8.2%	1,472,584	11.6%
for AFSCME												8.1%

**Board of Governors Meeting**

November 13, 2017

**SUBJECT:** Revisions to Board of Governors Policy 1996-01-A: *Sources of Funding for University Scholarships* (**ACTION**)

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**UNIVERSITIES AFFECTED:** All

**BACKGROUND:** Board of Governors Policy 1996-01-A: *Sources of Funding for University Scholarships*, provides for the use of university revenues for institutional financial aid. This policy was first revised in January 2011 to allow for the limited use of unrestricted Educational and General (E&G) revenue for need-based scholarships and has subsequently been revised to increase flexibility for institutional financial aid.

During the Academic and Student Affairs Committee meeting on October 18, 2017, discussion regarding enrollment trends included the challenges System universities face in recruiting students in a highly competitive market. University presidents in attendance overwhelmingly supported amending Policy 1996-01-A: *Sources of Funding for University Scholarships*, to provide universities with greater flexibility in awarding financial aid from unrestricted E&G revenue.

The attached revisions to Board of Governors Policy 1996-01-A: *Sources of Funding for University Scholarships*, delegate to the chancellor the responsibility to determine appropriate levels of unrestricted revenue to be used for institutional financial aid and to promulgate procedures and standards accordingly.

**MOTION:** That the Board of Governors approve the proposed revisions to Policy 1996-01-A: *Sources of Funding for University Scholarships*, as attached.

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**Supporting Documents Included:** Board of Governors Policy 1996-01-A: *Sources of Funding for University Scholarships*

**Other Supporting Documents Available:** N/A

**Reviewed by:** N/A

**Prepared by:** James S. Dillon

**Telephone:** (717) 720-4100



# PA State System of Higher Education Board of Governors

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**Effective:** January 18, 1996

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## **Policy 1996-01-A: Sources of Funding for University Scholarships**

**See Also:**

**Adopted:** January 18, 1996

**Amended:** April 2, 2009; January 20, 2011; April 10, 2014; **and** April 7, 2016; **and** [November xx, 2017](#)

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### **A. Purpose**

To provide flexibility for universities to award institutional scholarships from unrestricted funds. This policy does not apply to scholarships supported by restricted funding sources.

### **B. Definitions**

**Institutional scholarships**—University-funded financial assistance to a student for the purpose of undertaking for-credit course work not to exceed the full cost of attendance less other grant awards.

**Instructional fees**—Mandatory fees that may be used to support general instructional operations and academic facilities needs. These fees may be used to cover unusual costs of certain special programs such as music instruments, practica, instructional equipment, required course/university tests and examinations, laboratory supplies, course-required field trips, student teaching, clinical experiences, or related activities.

**Need-based institutional scholarships**—Institutional scholarships for which eligibility is based upon an analysis of financial need, to include information reported in the Free Application for Federal Student Aid (FAFSA).

**Restricted funds**—Resources received with purpose restrictions imposed by a donor or an agency outside the State System. The funds must be expended according to the specific directions of the donor or external agency. Examples of entities that can cause funds to be classified as restricted are the Commonwealth of Pennsylvania and its agencies, the federal government, and corporate or individual donors. Unrestricted funds have no restrictions placed on them by donors or external agencies.

### **C. Administration of Need-Based Institutional Scholarships**

1. Need-based institutional scholarships may be granted to students who meet the following criteria:

- a. Domiciled in Pennsylvania;

- b. Has completed the FAFSA for the award year;
  - c. Has demonstrated financial need; ~~and~~
  - d. The total financial aid awarded does not exceed the cost of attendance.
2. ~~To use this policy, p~~ Presidents must develop university procedures for establishing, and maintaining, and administering a need-based institutional scholarship fund ~~and its administration~~. University procedures must include funding expectations; not to exceed ~~5.0~~ 10.0 percent of the prior year's gross tuition and fee revenue, or higher limits if established by the chancellor; ~~utilization guidelines; and requirements for annual reports and audits~~. University procedures must be approved by the university council of trustees.
- ~~3. Universities with flexible pricing practices may exceed the limit in section C.2, above, by utilizing revenue generated through the flexible pricing model to ensure access for students with financial need. [Note: this language will be included in the procedures/standards document.]~~

#### **D. Funding of Institutional Scholarships that are Not Based on Need**

Subject to the recommendation of the president and approval of the university council of trustees, as part of the annual university budget approval process, the following sources of *unrestricted* revenue may be used to fund institutional scholarships that are not based on need:

- 1. Gifts;
- 2. Unrestricted endowment income;
- 3. Corporate sponsorship;
- 4. Camp, conference, and similar event income (net of expenditure);
- 5. Net revenue from athletic concessions, snack vending machines, and licensing royalties;
- 6. Up to ~~5.0~~ 10.0 percent of the prior year's gross nonresident tuition and fee revenue, or higher limits if established by the chancellor; ~~and/or~~
- 7. Other sources of revenue, as approved by the chancellor.

#### **E. Restricted Scholarship Funds**

Nothing herein shall be deemed to govern the awarding of scholarships that are based on sources of funding which are specifically restricted for that purpose by an external source or donor.

#### **F. Administration**

The chancellor shall promulgate procedures and standards for the administration of this policy, which may include increases to the amount of unrestricted funds available for institutional scholarships.



**Board of Governors Meeting**  
November 13, 2017

**SUBJECT:** Board of Governors Policy 2017-01: Students Affected by Disasters (**ACTION**)

**UNIVERSITIES AFFECTED:** All

**BACKGROUND:** System Universities have historically been responsive to out-of-state students who have had their enrollment disrupted at an accredited college/university due to operations being suspended as a result of a disaster, such as Hurricane Katrina in 2005. At that time, the Board approved limited policy dispensation related to out-of-state tuition and tuition technology fees. The System's universities now seek a standalone student-focused policy in order to be responsive on a real-time basis. Approval of the policy at this time will allow our universities to better serve displaced students from Puerto Rico beginning winter term 2017/2018.

**MOTION:** That the Board of Governors approve the proposed Board of Governors Policy 2017-01: *Students Affected by Disasters*.

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**Supporting Documents Included:** Board of Governors Policy 2017-01: *Students Affected by Disasters*

**Other Supporting Documents Available:** Board of Governors Policy 1999-02-A: *Tuition*;  
Board of Governors Policy 1985-03: *Student Domicile Regulations*

**Prepared by:** Kathleen M. Howley

**Telephone:** 717-720-4200

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**Effective:** December 1, 2017

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## **Policy 2017-01: *Students Affected by Disasters***

**See Also:**

Board of Governors' Policy 1999-02-A: *Tuition*

Board of Governors' Policy 1985-03: *Student Domicile Regulations*

**Adopted:** November 13, 2017

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### **A. Purpose and Scope**

Significant disasters may result in affected postsecondary education institutions suspending operations and displacing students. This policy enables Pennsylvania's State System of Higher Education universities to meet the educational needs of students who have been displaced from postsecondary institutions that suspended their operations due to a disaster.

### **B. Definitions**

- **Disaster**-- An event such as a flood, tornado, fire, earthquake, or hurricane that causes substantial damage such that a college/university in a particular region is inoperable for an extended period of time pursuant to declaration by appropriate legal authority.
- **Eligible Displaced Students**—Students, not domiciled in Pennsylvania, who have had their enrollment disrupted at an accredited college or university within the United States or its territories that has suspended operations due to a disaster. Universities are encouraged to work in good faith with students who are not immediately able to provide official college/university transcripts.
- **Out-of-State Tuition**—Tuition and the technology tuition fee charged to students who are not domiciled in Pennsylvania.

### **C. Policy**

The university presidents may waive a portion of out-of-state tuition to eligible displaced students who attend postsecondary institutions that have suspended their operations due to a disaster. Students who meet admission requirements may be offered enrollment on a space available basis and may be charged a reduced out-of-state tuition rate that is at least 102% of the in-state rate. University presidents may waive any and/or all other associated fees.

The chancellor, in consultation with the chair of the Board of Governors, is authorized to waive any policies as necessary to ensure the successful matriculation of eligible displaced

students. The chancellor shall promulgate procedures, standards, and guidelines that will ensure compliance with federal and state financial aid requirements, as well as enrollment expectations and window of eligibility for reduced tuition.

**D. Effective Date**

This Policy is effective December 1, 2017.

**Board of Governors Meeting**  
November 13, 2017

**SUBJECT:** Appointment of Cheyney University President (**ACTION**)

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**UNIVERSITIES AFFECTED:** Cheyney University of Pennsylvania

**BACKGROUND:** Cheyney University of Pennsylvania is facing unprecedented circumstances as it works to secure continued accreditation from the Middle States Commission on Higher Education. The lack of permanent leadership was cited by Middle States as among the issues of concern when it directed the university earlier this year to “show cause” as to why its accreditation should not be withdrawn. The commission is scheduled to vote on November 16, 2017, regarding Cheyney’s accreditation.

Cheyney University’s Council of Trustees has requested the Board provide limited dispensation from Board of Governors Policy 1983-13-A: *Process for Recommending Presidential Appointment*, and name Interim President Aaron A. Walton to the position of president. Mr. Walton has served as the university’s interim president since May of 2017.

After conferring with students, faculty, and alumni, the Council unanimously voted for on Nov. 9 to support this action. In accordance with state law, the Chair of the Council of Trustees has conveyed the appropriate information to the Chancellor, who hereby recommends to the Board that Mr. Walton be appointed as president beginning immediately through June 30, 2021 to ensure stable leadership to implement the university’s multi-year financial plan as submitted to Middle States.

**MOTION:** That the Board of Governors (1) grant limited dispensation from Board of Governors Policy 1983-13-A: *Process for Recommending Presidential Appointment*; (2) appoint Aaron A. Walton president of Cheyney University of Pennsylvania for a term to begin immediately through June 30, 2021; and (3) authorize the Chairperson and the Chancellor to execute the necessary documents.

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**Supporting Documents Included:** Aaron A. Walton CV

**Other Supporting Documents Available:**

**Prepared by:** Peter H. Garland

**Telephone:** 717-720-4010

## **AARON A. WALTON CURRICULUM VITAE**

12142 Thornhill Court  
Lakewood Ranch FL 34202  
Phone: 412-580-2399  
E-mail: aaronawalton@msn.com

Aaron A. Walton is a retired Senior Vice President of Highmark, Inc. of Pittsburgh, PA where he was one of nine principle officers responsible for providing overall management and direction of all corporate activities. At the time of his retirement in 2010, Highmark, Inc. had 25,000 employees nationally with revenues in excess of 13 billion annually. During his 40 year tenure with the organization, Mr. Walton held progressively higher key management roles in both corporate and subsidiary operations. Additionally, he had oversight of Highmark's Community Involvement, Foundation, Strategic Health Initiatives and joint venture affiliate activities including Gateway Health Plan.

Mr. Walton has served on more than 35 community boards during his time at Highmark. He currently serves as a member of California University of Pennsylvania's Council of Trustees, which he chaired from 1999 to 2003; Vice Chair of the PA State System of Higher Education (PASSHE) Board of Governors, where he was Chair of Academic and Student Affairs, and is Chair of Human Resources.

Mr. Walton holds a BS in Speech Pathology and Audiology from California University of Pennsylvania and a Master of Public Management (MPM) from the Heinz School of Carnegie Mellon University, Pittsburgh, PA. He has been married for forty-seven years to Dr. Gloria M. Walton, a licensed psychologist with specialties in school psychology, neuropsychology, and children's learning disorders. Aaron and Gloria have two adult children: Lauren Walton, M.D., Chief of Addiction Medicine for Keiser Permanente, Downey, CA; and Aaron D. Walton, Manager of Sales and Finance, Wyndham Corporation, Las Vegas, NV.

### **Education:**

B.S. Speech Pathology and Audiology, California University of PA, 1968

Certificate of Accounting, University of Pittsburgh, 1972

Certificate, Property and Casualty management, Robert Morris University, 1989

Master of Public Management, Carnegie Mellon University, 1997

### **Professional Skills**

HR Organizational Management

Financial Management

Strategic Planning

Negotiations

Public Speaking

Meeting Facilitation

Pension Administration

Computer Literacy including Microsoft Office

## **Work Experience**

### **Management Positions-1986-2010**

#### **Senior Vice President VP, Corporate Affairs (Pittsburgh Corporate Offices) 2002-2010**

Chairman, Highmark Foundation (Pittsburgh Corporate Offices), Highmark's national medical and social mission philanthropic division

Strategic Health Initiatives (Pittsburgh Corporate Offices), Highmark's Health and Wellness Division

Gateway Health Plan (Medicaid HMO), Highmark's joint venture with Catholic Health System Inc., Philadelphia, PA. Gateway is the eighth largest Medicaid provider nationally with revenues in excess of 1 billion annually.

Community Affairs Division, responsible for evaluation and funding of all community based initiatives in Highmark's 29 county service region in Pennsylvania

Established and operated the Children's Health Insurance Program (CHIP) s in Western PA. This was the prototype for CHIP nationally.

Established the Caring Foundation, a bereavement counseling initiative for parents and siblings of deceased love ones.

### **Subsidiary Operations**

Senior Vice President, Trans General Casualty Company, responsible for administering stop-loss insurance products nationally

President, Health Related Services (HRS), Maine (Portland, Maine), a joint venture with Blue Cross of Maine. HRS Maine was responsible Managed Care of Maine Blue Cross customers

President, Pen-Wel, Inc., a national pension and 401-K administration and claims operation servicing 15 Blue Cross Plans nationally

Chairman, Lifestyle Advantage (joint venture with the Preventive Medicine Institute, Sausalito California), responsible for delivery of the Dean Ornish Program for reducing heart disease (currently adopted and covered by Medicare)

### **Accomplishments:**

Established and managed the first Benefit Training Division for Highmark, Inc.

Created the Highmark Healthy High-Five initiative, an award winning program to address the physical, mental, and social issues of children in Western PA. This was one of the first programs in America to address childhood obesity and bullying. Received a \$100M grant to administer the program.

Created the Life style Advantage Joint Venture with the Preventive Medicine Institute of California, which pioneered a new noninvasive treatment for the intervention and prevention heart disease.

Created a Medical Claims Settlement Unit that and negotiated claims settlements nationally for Taft Hartley Union Accounts saving in excess of \$50M.

Created the Caring Foundation, a center for counseling bereaved families.

Developed the proposal that led to the building of Ebenezer Towers, a 100-unit subsidized apartment building for senior citizens.

Founding member and inaugural Chair, Hampton Alliance for Educational Excellence Foundation (HAEE) 2001. HAEE continues to raise funds and grant awards to teachers in the Hampton Township School District to enhance student development and achievement.

### **Community Involvement: Board Membership, Leadership Positions Held**

August Wilson Center for African American Cultural Center, Chair

Lemington Home for the Aged, Chair

Pittsburgh Foundation (Emeritus Member), Vice Chair

NEED (Negro Emergency Educational Drive), Chair

United Way of Allegheny County, Vice Chair

Allegheny County Youth Crime Commission, Chair

California University of PA Council of Trustees, Chair

Ebenezer Baptist Board of Deacons, Chair

Ebenezer Development Corporation, Chair

Leadership Pittsburgh, Vice Chair

Program for Female Offenders, Vice Chair

Bethlehem Haven, Vice Chair

Three River's Youth, Treasurer

Kappa Scholarship Endowment Fund, Founding Board Member

### **Awards and Honors**

100 Black Men, Inc. - Lifetime Achievement Award, 2016

New Pittsburgh Courier- Lifetime Achievement Award 2015

NOBLE (National Organization of Black Law enforcement Executives) Achievement Award 2014

Champion, Gateway Medical Society, 2011

Urban Hero's Award 2010

Lillian M. Bassi Core Values Award, California University of PA, 2008  
New Pittsburgh Courier Men of Excellence Award, 2008  
Presidential Award, NOBLE (National Organization of Black Law enforcement Executives), 2007  
Chairman's Award, Negro Emergency Educational Drive (NEED), 2005  
YMCA Strong Families Award 2004  
Brownsville Area High School, Distinguished Alumni Award, 2004  
Exemplary Community Service, Mt. Ararat Community Activity Center, 2003  
Honorary Benefit Chairperson, Every Child, Inc. 2003  
Exemplary Business Service Award, Omega Psi Phi Fraternity, 2002  
Black History Month Award, Celebrating Mr. Walton's contribution to the rich history of African Americans, WQED, PTIISBURCH, 2001  
100 Man of the Year, Award of Excellence, 2000  
Dixonian Award for Outstanding Service to California University, Faculty and Students, 2000  
Honorary Chairperson, 20<sup>th</sup> Anniversary Celebration, Greater Pittsburgh Community Food Bank  
Distinguished Alumni Award, California University of PA, 2000  
WAMO Outstanding Community Service Award 1997  
New Pittsburgh Courier- Lifetime Achievement Award 2015  
NOBLE (National Organization of Black Law enforcement Executives) Achievement Award 2014  
National NAACP Recognition Award (Chair- 1997 National Convention) 1997  
Who's Who Registry of Business Leaders World Wide, 1994-95  
Man of the Year Award, Kappa Alpha Psi Fraternity, Inc. 1987  
Service Award, Three River's Youth, 1987

### **Affiliations**

Kappa Alpha Psi Fraternity, Inc., Polemarch (President), Pittsburgh Alumni Chapter  
Kappa Scholarship Endowment Fund  
Sigma Phi Pi Phi Fraternity, Inc., Sire Archon (President), Grammateus (Secretary)  
The 100 Black Men of Western PA