

Regular Business Meeting

Trustees present: Chair Rich Christiansen, Vice Chair Jodi Hart-Wilson, Nouman Kante, Myndee Kay Larsen, Vance Smith, Beverly Burgess, Sydney Nakken, Michael Wankier (Remote), Marilee Eyre (Remote)

Others present: Scott Wyatt, Jon Anderson, Marvin Dodge, Mindy Benson, Jared Tippetts, Stuart Jones, Steve Meredith, Debbie Corum (Remote), Stephen Allen, Lucia Maloy, Ann Marie McIlff Allen, Tony Pellegrini, Nichole Wangsgard, James Sage, Bailey Bowthorpe, Trisha Robertson

Welcome by Chair Christiansen

The meeting called to order by Chair Christiansen at 1:43 PM.

ACTION ITEMS

Minutes from previous meeting

The minutes of the April 23, 2020 meeting were presented for approval.

Motion to approve the minutes as presented was made by Jodi Hart Wilson; second by Nouman Kante. Vote – unanimous.

Policy 5.30 – University Authorized International Travel

Policy change largely driven by the changes the State Department on levels of countries (based on safety). This only applies to University authorized travel. SUU does not allow travel to any country designated as Level 4. Level 3 requires presidential and board approval, Level 1 or 2 by goes to the international affairs office. Question regarding how COVID-19 impacts this. Dr. Stephen Allen, Associate Provost for International Affairs, responded that an emergency response team is put into place if there is an emergency that happens in another country. That is what happened during the Spring Semester.

Motion to approve by Myndee Kay Larsen; second by Sydney Nakken. Vote – unanimous.

Policy 5.60 - Sexual Misconduct

The U.S. Department of Education has been working on new Title IX regulations and they chose this summer to enact these new regulations. They are very complex and required that SUU quickly re-write the policy It is an entire re-write of the existing Title IX policy. New regulations contract the scope of the University’s responsibility in situations. It makes the University’s obligations much more robust, more legalistic and process heavy. There is a quasi-court type system as part of the changes. Changed the way we do training and our personnel needs. Vance Smith asked if this is language is specific to the Title IX regulations or if we made this specific to SUU? Lucia Maloy explained that there was a model policy and each Utah institution was able to modify it for their individual circumstances. How different is this from what we have been doing? These new regulations are hard and fast rules – U.S. Dept. of Education considers new regulations and they will carry the force of law. Our policy is more process heavy. When a student comes to talk with Title IX, it will be similar to how it was before including the supportive measures and resources. They will see changes in more written documentation and the live

hearing. Biggest change the students will notice is the live hearing the pseudo-court process if they go forward with a formal process. University is now required to allow cross-examination. Does the institution have more exposure or less? Liability is a lot clearer. It was hard to know when you had a reasonable response to a complaint. The liability of the school starts at the minute the formal complaint is filed. Sets a “floor”. Must show that we are “reasonable”. Jodi Hart-Wilson asked about how students are notified or aware of Title IX. SUU must notify students about where they go to look for information there has to be a link or information. State law requires all incoming freshman must receive training as part of orientation, any student who engages in any recognized student organization must do training, and all employees. Title IX does cover employment situations. Legal office has a 30-minute training and a live hour-long training. Chair Christiansen asked about the provision regarding who is required to report. This is part of new regulations.

Motion to approve by Beverly Burgess; second by Mike Wankier. Vote – unanimous.

Policy 6.46 – Academic Scheduling & Calendar

Provost Jon Anderson shared about the importance of this policy for students to know which courses they can take and when. Changes are in sequencing to the 3-year degree and focusing on sequencing at the department level and program level so a student can progress through a program efficiently. Programs are now asked to submit a full-year program by December. This also puts in place three almost equal semesters throughout the year that match face-to-face and online instruction. The first right to schedule a space are those courses that need fixed equipment like a lab before any other course that needs that space. Jodi Hart-Wilson commented about how intuitive this feels for students and kudos to those who worked on it. Big plans for the implementation of this so students can easily map out their entire college experience. James Sage mentioned that the more eyes on the academic calendar the better. Rich Christiansen asked that the faculty senate be very involved, James Sage explained that the senate have been very involved.

Motion to approve by Vance Smith; second by Jodi Hart-Wilson. Vote – unanimous.

Policy 6.70 – Requirement to Complete Training in Responsible Conduct of Research

Provost Anderson explained that this policy outlines who is required and who is strongly encouraged to complete training before research. There are many outside agencies who help fund research on campus, many of which require training. Removed all references to specific vendors and allow faculty members to choose from a variety of options to complete training. When the University submits research grants, we have to provide evidence that we have provided training. Similar language to procurement processes.

Motion to approve by Nouman Kante; second by Sydney Nakken. Vote – unanimous.

Policy 6.71 – Disclosure of Financial Interests Related to Sponsored Projects

Provost Anderson explained that this policy outlines requirements for faculty/staff who conduct research to disclose if they are getting paid by the company they are doing research for. The policy deals with research integrity for those who do research and get paid by the researcher.

Outlines that it is can be a conflict of interest for the researcher, but also the researcher's family. If a conflict is disclosed, it must be resolved before any research funding can be given. Will ensure research is being done for legitimate reasons. We are not prohibiting the practice, if it happens, the conflict is resolved before the grant is approved.

Motion to approve by Jodi Hart-Wilson; second by Beverly Burgess. Vote – unanimous.

Policy 8.3.1 – Flexible Work Arrangements

Marvin Dodge explained that this is a brand new policy. The conversation began late last fall before COVID-19 to provide a policy that defines the process for employees to request a work from home or flexible work schedule agreement. There has been a lot of conversation about this on campus, particularly among staff, for which this policy applies. This arrangement is a privilege not a right for campus staff. This policy and its corresponding form formalizes those type of arrangements. Not every employee can work from home. Flexible work is defined as working from home or flexible hours. In order for an employee to have this arrangement, it must be approved by the supervisor and the division Vice President. The intent is that the employee would make a request, complete the form, including what university IT assets they would require, and what type of work space arrangement they have in the home. Initial conversation that triggered this was office space, there is constant demand for more offices. It would be nice to save office space by allowing employees to work from home if they can successfully do so. Health and welfare is a concern as well, especially with COVID-19 right now. As the University puts more resources into our online offerings, we hope some employees who work different hours for online students, etc. would be able to use this type of an arrangement. At a minimum each of these arrangements will be reviewed annually. The arrangement is not specific to the job, but the individual involved. There was considerable discussion among the Trustees about this policy. Mike Wankier suggested making sure there is a way to measure productivity. Consistency between departments is a concern. Beverly Burgess asked what percentage of employees have a desire to work from home? The cabinet members said it varies depending on the types of positions in their areas. Myndee Kay Larsen spoke about the importance of a policy, even if most of the requests are denied. The cadence of accountability is important. Jodi Hart-Wilson suggested defining what "remote" means more specifically. Chair Rich Christiansen asked that the Board of Trustees approve conditionally and to come back in the next meeting with more clarifying language.

Motion to approve by Myndee Kay Larsen; second by Vance Smith. Vote – unanimous.

R401: New Program – AS in Education

Provost Anderson said this is a new program -- Associate of Science in Education. This is part of a larger effort to create "stackable credentials". There is a demand for this program, especially among teacher's aides and other similar professions. It can also allow students whose plans change mid-way through their degree to come away from SUU with an associate degree in Education and be able to work with that and come back to get their BS in Education. This program has no new classes, allows students to achieve a short term goal and house their credits. Nichole Wangsgard explained that the department is creating an online BS in Education and the 60 credit hours from this degree could apply to that online degree. Rich Christiansen

asked how many students are they projecting? Dr. Wangsgard said that how the department markets this will be the next step. She suspects there are students right now who could add this option to have an AS on their record. Full time Teachers Aides who don't have formal degrees throughout the region (especially in rural areas) can move through an online program. SUU will be the only AS in Education available online in the state, which will differentiate the program.

Motion to approve by Vance Smith; second by Beverly Burgess. Vote – unanimous.

SUU-STECH Articulation Agreements – Annual Updates

Updates to our agreements with Southwest Technical College. This year they have had to cut back on the certificates they offer so we took those out of the agreement. Changes to course work on both sides. No major changes. Chair Christiansen asked about how the partnership is going. Provost Anderson said they will prepare a summary and report for a future meeting.

Motion to approve by Jodi Hart-Wilson; second by Nouman Kante. Vote – unanimous.

CONSENT ITEMS

- Various Curriculum Changes
- Academic Restructuring/Various Administrative Unit Changes
- Personnel
- Early Retirements (Cal Rollins, Jeff Allred)
- Tenure and Rank Advancement (Jon Anderson)
- Investment Reports (March, April, May)
- Endowment Reports

Motion to approve the consent items by Nouman Kante; second by Jodi Hart-Wilson. Vote – unanimous.

INFORMATION & REPORTS

Board Member College Reports

- **Jodi Hart-Wilson (Aviation & USF):**

Aviation: For the fall, they have a total of 562 students. 140 are the fixed wing. The negative impact of COVID has been a decrease in recruitment and the maintenance program. Because of COVID, many of the other institutions that have provided this program have stopped, so we are the only one. Moving forward with Chuck Aaron and his academy. There is a lot of interest from pilots who want to have that specialty training. Line of credit update: Marvin Dodge said they put it out for bid and State Bank of Southern Utah has been fantastic to work with.

Utah Shakespeare Festival: Disappointed that we couldn't have a season this year. They are gearing up for next season and moving along. It's been a good time for them to reassess, etc. President Wyatt added that it is USF's best fundraising year ever. Our donors are not transactional donors. They believe in the festival not just because they get a free play. Next year is the 60th Anniversary Year.

- **Myndee Kay Larsen (Alumni):**

National Alumni Council has 6 new members. They have also revamped the student alumni association made up of current students that can help instill campus tradition and connection with current students. The Alumni Council has launched a voting campaign encouraging alumni to vote. Launching the “Tradition Keeper” program – 50 traditions students can do throughout their time at SUU. Each demographic is hit – current, prospective and alumni with the tradition keeper campaign.

- **Mike Wankier (Athletics):**

The athletics department team is working well through the pandemic. Athletics finished in the black going into FY 21. Their budget this year will be dependent on whether sports can continue. The Marketing Communication team has a new tagline #StormTheSky. The Big Sky president’s council gave permission to individual schools regarding sports sponsorship – led to the discontinuation of the Tennis program at SUU. The department has done their best to manage staffing through the pandemic. The Big Sky conference voted to move the football conference season to Spring. It wasn’t a unanimous vote. Institutions have discretion on scheduling non-conference games for the other 3 games (can’t play more than 11 games). We could play a few in-state scrimmages where we can bus to games and work with our neighboring schools, but it was decided no games can be played until the spring. Debbie Corum working on a program for life skills and in-depth training programming for student-athletes, etc. Discussion about football and the decision by the Big Sky conference to postpone all fall athletics. It was not unanimous decision and there are still concerns about playing all sports in the Spring. We will continue to update the Trustees.

President’s Report

President Wyatt spoke about enrollment updates. We are on an 8-year slide of enrollments in higher ed in the United States. The projections this fall were to be at least 20% down enrollments and about 85% of campuses are down. We are projecting we could be up 13.8% up in total headcount. We are projecting 9.4% up budget-related FTE. In state will be up 19% out of state. Transfers up 38%. Remarkable. Says a lot about this institution – the relationship that students have with the people and place. We are at an all time high for retention rates this fall. Still concern about fall depending on how it goes in other campuses around the country. SUU has put many systems and protocols in place to be ready for a safe and healthy fall semester.

We are as ready as we can be for fall. After months of preparation we are excited to try it out. There are still concerns. We are not taking anything lightly. The number one priority is that students have a place where they can learn in a safe and healthy environment. We are so interconnected as a student body we have to be 100x more vigilant than anyone else. Website is updated regularly: suu.edu/coronavirus.

This is the best time to be in higher ed ever because stress equals opportunity. This is going to be the best year for higher education as we respond to all of the pressures in the best way that we can. We will either come out of this stronger or weaker, and SUU

will come out of this stronger. We have seen evidences of that: the additional online degrees, cost, and access.

1. Cost: we are more sensitive to cost now than we have ever been.
2. More focused on access than we have ever been. How do we find opportunities for people to get a degree who otherwise couldn't?
3. Cost, access and equity for everyone.

We haven't raised tuition and fees in 2 years. Provost is working on initiatives to make online even more cost effective.

Stuart Jones noted that among college bound high school students in Utah, 64% applied to SUU – substantial increase in market share.

Update on Chief Diversity Officer: We are organizing a diversity and inclusion advisory committee on campus. They will review strategic plan, structure activities and help us with the search for a new Chief Diversity Officer.

The President said it is a shame if we don't learn something from the pandemic, recession and the race conversations happening right now. He spent a few hours talking with SUU's Black Student Union and noted that there are challenges here that we shouldn't have – the minority students face things that he thought we had moved far beyond. The diversity we have on this campus is one of the wonderful things about it and so finding ways to make it more successful is important. Diversity is broader than race and ethnicity as well: first generation students, single parents, etc. The Child Care Center and Teddy Bear Den are ready to go. It is going to change lives and help stop intergenerational poverty in this community. Proud of the team and students who have worked on this project.

President Wyatt thanked Ann Marie Allen for her dedication to SUU. Over the last 4 years, she has given up vacation time and worked long hours to help the University with some significant legal challenges. We are excited for her next adventure as a district court judge.

MOTION TO ADJOURN

Motion to adjourn by Jodi Hart-Wilson. Vote – unanimous.

The meeting was adjourned at 4:44 PM.