Board of Trustee Members Present
Karen L. Acerson
Jason Chaffetz
Janette Hales Beckham
Timothy R. Clark
Ron Dallin
Carolyn Merrill
Doyle Mortimer
Andrew Stone
Val Peterson, Vice President Administration and Legislative Affairs

UVSC Regular Attendees
President William A. Sederburg
Steve Clark, Faculty Senate President
Cory Duckworth, Vice President Student Services
Val Hale, Associate Vice President Advancement/Marketing
Linda Makin, Director of Budgets
Clint Moser, President-elect, PACE
Karen Olsen, Secretary to the Board
Val Peterson, Vice President Administration and Legislative Affairs

Board of Trustees Excused
Jared Sumsion, Coordinator Constituent Affairs
Dan Campbell
Jeff Kahn
Tom Powell

UVSC Guests
Kim Strunk, Dept Chair Dance
Jackie Colledge
Wilson Dominques
Rachelle Jardine
Joni Tuttle
Laura Ward
Jeff and Brooke McClellan
Brent Turner

Vice Chair Janette H. Beckham chaired the meeting. Kris Coles was introduced as the new Student body President, and also new Board of Trustee member. He is from Sandy, Utah, and graduated in 2002. He comes from a family many of whom have represented UVSC in student government.

I. ACTION
A. Resolution of Appreciation for Karen Acerson. Trustee Clark read the Resolution of Appreciation for Karen Acerson. She will be leaving the Board April 30. Trustee Chaffetz motion for approval of the resolution of appreciation for Karen Acerson. Trustee Clark seconded. Voting was unanimous.

B. Resolution of Appreciation for Doris Buffet and the Sunshine Lady Foundation. Trustee Acerson read the Resolution of Appreciation for Doris Buffet and the Sunshine Lady Foundation which has funded approximately $850,000 to UVSC students through its Women’s Independence Scholarship program. Trustee Mortimer motion for approval of the resolution of appreciation for Doris Buffet and the Sunshine Lady Foundation. Trustee Acerson seconded. Voting was unanimous.

C. BS Degree in Biotechnology. Dr. Worthington presented the proposal for a BS degree in Biotechnology. Jim Price and Mark Bracken, Biology Department, have both worked on the program proposal. Biology was one of the first degrees in the School of Science and Health and the proposed degree is forwarded because of state needs. The state legislature appropriated money for a joint program with SLCC, who has a successful AAS degree program, and partnership will be formed for a four-year degree at UVSC. It is the only program of its kind in the USHE system. Program would be effective Fall 2007 and would be the first UVSC degree delivered in Salt Lake county. Beginning Fall 2008 the degree will be offered on our
campus when lab equipment is in place. Many of the foundation courses are in place, and 20% of current biology majors indicated an interest in the degree. Typically 60% of those who indicate interest matriculate as majors. Grant money will be used to train high school students and purchase lab equipment. Trustee Clark motioned for approval of BS Degree in Biotechnology. Trustee Chaffetz seconded. Voting was unanimous.

D. Policy – Courtesy Vehicles. Vice President Peterson explained this policy is for cars that dealers provide to the institution, primarily in athletics. This policy will bring the college in compliance with IRS code, which states who is responsible for paying fees associated with cars, insurance, and W-2 recording. Policy states that all costs of the lease vehicle would be applied except those designated for business purposes. The policy provides forms needed to track information, which is then reported on a quarterly basis. Car is provided at no charge to the individual, and the lease is with the school. Trustee Merrill motioned for approval of the policy on Courtesy Vehicles. Trustee Acerson seconded. Voting was unanimous.

E. 2007-08 Strategic Directions. Vice President Hale reviewed suggested changes made by strategic directions advisory committee today that are different from what was presented in the community forums:
1) IIa. This change reflects the community of engaged learners model including stewards of place, people of integrity and competent professionals. Trustee Beckham expressed approval on behalf of the Trustees for the interest in community and service and the acceptance of this model by the community.
2) IIId. Support faculty and staff scholarly and creative activities that align with student-centeredness and regional engagement. This also ties in with the $400,000 in grant money budgeted for next year. Kathie Debenham added assessment will be a key piece of the grant. Those applying will need to measure the outcomes and benefits of funding. Trustee Mortimer noted the focus on hiring and retaining faculty and staff who are supportive of community engagement and resulting economic development. President Sederburg said the focus of faculty hiring will be for individuals who fit the following model: a) must like students, b) have a teaching focus, c) be able to collaborate with colleagues and participate in team teaching. Bruce Parker interviews all faculty finalists and makes sure they understand the mission as a teaching institution. Deans have also been supportive of this model. Direction 5c also indicate staff and faculty will have state resources invested to support the mission. The mission of the college can be defined by STORC (student centeredness, teaching, opportunity, regional service, and collaboration). 3) IIIa. Change was made to read assess, develop and broaden the base and quality of associate and bachelor degree programs. 4) 4e. This includes space because it is such a valuable commodity. Mostly reallocations of space will be made to accommodate new employees. Co-chair Debenham noted the key words in the strategic directions are transition, education, retention, resources, hiring and culture. Trustee Dallin motioned for approval of the 2007-08 Strategic Directions with current changes incorporated, Trustee Merrill seconded. Voting was unanimous.

F. 2006-07 Employee Compensation Package. Linda Makin noted the state legislature funded a generous benefit allocation of 3.5% cost of living for all employees, plus 1-1/2% discretionary and 9.8% medical premium increase. The self-funded insurance plan was approved a year ago and has had great success in a number of ways. Four months of reserves are now in place, and self-funding will prove beneficial to the employees. Pat Forbes said the overall premium rate increase is 9.3%, and a portion of this will be going to the reserve fund. She reviewed the changes in coverage for medical, dental and other benefits. The college will also cover the annual fee for flexible spending.

Bruce Parker presented the salary equity plan for faculty. 1) market equity adjustments to increase faculty currently below 86% of CUPA, which is phase III of the faculty equity plan. 2) centrally funded rank advancements, c) funding for key faculty retention during the year.

Pat Forbes presented the staff salary proposal. Benchmarking of all staff positions began in October 2006 and is based on CUPA, AAUP, HEITS, SSE6, employment council of Salt Lake, and other independent sources. Those positions that cannot be benchmarked were reviewed by the job slotting committee. Positions were then ranked. Two scales were developed —one for exempt and one for non-exempt. Exempt will have a 25%
spread of midpoint and will include grades 30-54. Non-exempt will have a 20% spread of midpoint and include grades 5-19.

Executive salary scale will include 5 grades. Not all titles will be equal grades, and designation will be based on position.

The hourly rate scale will increase 5%, and salary scale will be changed to reflect. Adjunct faculty will receive a 5% increase beginning summer semester.

There will be 41 exempt, 105 non-exempt and 115 hourly positions that will have positive increases from the benchmarking. Promotions will be based on 3-8% increase and salaries will be no less than minimum of new grade. Red circled positions are those employees whose salary is over the maximum in the benchmark study and will only receive COLA increases. Any future demotion in grade will be at 5% per grade. Benchmarking will take place every two years and in the off years position changes will be monitored.

Question was asked whether it would be benefit employees to decrease benefit package and add this money to base salary. President Sederburg noted the key to attracting employees is to keep the benefit package attractive. Budget Director Makin noted benefits are reviewed by a consultant who noted UVSC’s benefits are rich, but costs are low and UVSC was applauded for doing both. Funds are also being set aside for key staff retention.

Trustee Dallin motioned for approval of the 2007-08 Employee Compensation Package. Trustee Acerson seconded. Voting was unanimous.

G. 2006-07 Revised Institutional Interest Income Budget. Linda Makin reviewed changes made in the Institutional Interest Income budget during the year. Additional funds were given to Honors, federal funding development, institutional advancement student marketing for both recruitment and targeted, Wasatch campus marketing, institutional memberships, and a student spirit initiative. Funding was reduced for organizational development and contingency. Trustee Acerson motioned for approval of the revised institutional interest income budget for 2006-07. Trustee Mortimer seconded. Voting was unanimous.

H. 2006-07 Revised Appropriated Revenue. There was an increase in the income tax funds, plus a separate appropriation for fuel and power increases. Monies are set aside for fluctuating tuition numbers. Funding was also received for initiatives and consortiums. Trustee Stone motioned for approval of the revised appropriated revenue budget for 2006-07. Trustee Dallin seconded. Voting was unanimous.


J. Rank Advancements for 2006-07. Trustee Stone motioned for approval of rank advancements for the following: Instructor to Assistant Professor – Jeannette Faulk, Nichole Ortega, Sidney Smith, and Lorraine Wallace. Assistant Professor to Associate Professor – Lynn L. Adams, Heidi Condie, Kevin E. Eyraud, Michael A. Jensen, Christa Albrecht-Crane, Michael L. Minch, R. Dennis Potter, Virginia Bayer, Calvin Bond, Fern Caka, Kermal Makasci, Jason Slack, George Veit, Bruce E. Wilson, Michael F. Harper, W. Kirk Love, R. Jeffrey Maxfield. Associate Professor to Professor – Lori Barber, Marianne Craven, David E. Manning, Darin Taylor, Robert Walsh and Steven Wasserbach. Trustee Merrill seconded. Voting was unanimous.
K. **Sabbatical Leave Approvals for 2007-08.** Trustee Dallin motioned for approval of sabbatical leave for the following: Doug Anderson (Fall 2007), Lori Barber (Fall 2007), Brian Birch (2007-08 academic year), Laura Hamblin (2007-08 academic year), Marianne Craven (Spring 2008). Trustee Acerson seconded. Voting was unanimous.

L. **Honorary Degree Change.** Trustee Mortimer motioned to approve a more appropriate title of Honorary Doctorate in Education for Mary Lou Fulton. Trustee Clark seconded. Voting was unanimous.

II. **GENERAL CONSENT CALENDAR**
A. **Minutes of March 8, 2007 Board of Trustees Meeting**
B. **Investment Report for February 2007**
C. **Human Resources Report for February 2007**
D. **Sun System Hardware.** Vice President Peterson said purchases of four servers will upgrade the current Banner system to handle the workload at peak times such as during registration. Total cost is $254,248. Continual maintenance and upgrades are needed in IT.

Trustee Acerson motioned for approval of the General Consent Calendar. Trustee Stone seconded. Voting was unanimous.

III. **INFORMATION**
A. **Date Changes for Trustee Meetings.** Secretary Karen Olsen explained changes in Trustee meeting dates for the rest of 2007. June meeting will be changed to Wednesday, June 13, and November meeting will be changed to Wednesday, November 7.

B. **Board of Trustee By Law Changes.** Secretary Karen Olsen noted new Trustee By Laws were approved in the October 2006 meeting with minor changes. These changes have been made and Trustees were asked to sign the By Laws indicating their approval.

C. **2007-08 Budget Allocation Information.** Linda Makin, Budget Director, distributed 2007-08 budget information including new base tax funds, first and second tier tuition increases, internal allocations and non-appropriated funds and reimbursed overhead. $5 million of the $8 million allocated for university will be used for base expenditures in 2007-08 and the remaining $3 million for one-time projects. Approximately $1.4 million will be allocated mid-year dependent on enrollment and budget impact.

D. **President’s Report.** President Sederburg gave the presentation given at “Sandwich with Sederburg”, which highlighted the community engagement model and budget allocations. Three major focuses were noted: 1) build model of engagement, 2) fulfill commitments for university, 3) provide ability to serve students. Accountability will be emphasized, with a report at the end of the year.

Trustee Mortimer motioned to move to Executive Session to consider matters permitted by the Utah Open and Public Meetings Act. Trustee Merrill seconded. Voting was unanimous.

Meeting adjourned at 10:25 p.m.