

UVU BOARD OF TRUSTEES

December 5, 2013

7 p.m. – SC213c

Board of Trustees Members Present

Karen L. Acerson
Jono Andrews
Debbie Bingham
Elaine Dalton
Ronald K. Hawkins
Steven J. Lund
Fidel A. Montero
Terry E. Shoemaker
R. Duff Thompson

Board of Trustee Members Excused

Curtis B. Blair
Greg S. Butterfield

UVU Regular Attendees

President Matthew S. Holland
Marc Archambault, Vice President Development and Alumni
David Connelly, Faculty Senate President
Linda Makin, Chief Planning, Budget & Policy Officer
Cameron Martin, Vice President University Relations
Karen Olsen, Secretary to the Board
Val Peterson, Vice President Administration and Finance
Kyle Reyes, Assistant to the President
Michelle Taylor, Vice President Student Affairs
Ian Wilson, Academic Vice President

Guests:

Kat Brown, Associate Vice President Academic Affairs
Keith Mulbery, Chair Information Systems Department
Michael Savoie, Dean Technology & Computing
Andrew Stone, Director of Admission
Chris Taylor, Associate Vice President University Marketing, CIO
David Wilson, Associate Professor History & Political Science

Foundation and Trustees and guests were invited to annual holiday reception before the meeting. Regent Nina Barnes was also in attendance.

I. INFORMATION

A. Campus Report.

1) President Holland reported this year we have moved to a long-term, 4-5 year, planning process. Each division has now presented their strategic plans, which will be revisited each year. 2) A most successful K-16 Alliance meeting was held. Trustee Shoemaker has headed these meetings with UVU, MATC and local school district superintendents where they wanted to do address issue that could have great payoff. As a result of the discussion on increasing the level of communication between schools and university, we began a High School Counselor Conference for professional development and knowledge of campus. One other initiative was to reduce the amount of remedial math that must be taken at UVU each year. 50% of our students this year placed into college level math as compared to 37-38% in 2009 and 46-48% in 2012. A developmental math MOOC has been developed to help students increase math skills. Superintendents have been behind this, no more than Superintendent Shoemaker, where 80% of Wasatch district students have tested readiness for college math. Superintendents have also discussed what they are looking for in preparing teachers for content in other disciplines. At the last meeting, Trustee Shoemaker proposed development of a philosophy for the K-16 Alliance which culminated with the same philosophy as core themes of UVU--engagement, access, rigor and expectations all in the name of student success, which is the aim of public education. Trustee Shoemaker said he was very gratified that this meeting was a culmination of years of work to bring together these groups in a meaningful way. 3) Engagement learning distinction at graduation will encourage students in applied research, community projects, internships, etc. 4) Professional Financial Planning program won national NAGDCA championship. 5) PR student won the Best of Show award at the PR Association of America Golden Spike Awards Gala competing with top schools around the nation. 6) Culinary Arts faculty hosted the American Culinary Federation competition and won two gold, 12 silver, and 21 bronze awards. 7) UVU Professor Bryan Eldredge received a federal grant to start the first deaf digital library in the country. 8) Cody Fisher won 2013 Paramedic Partner of the Year for Utah, 9) Men's Cross Country won the first WAC championship for UVU. 10) Jim Godfrey and Stephen Hales, graphic design professors, received national recognition for being top designers in Print Magazine's 2013 Design Annual.

B. Foundation Report

Vice President Archambault reported on Foundation activity. October year to year did not grow significantly. From June 1-October 3 received 816 cash gifts 184 new pledges and 4 significant stock gifts worth \$1.249 million. Two new members have been added to the Foundation Board--Cord Christensen, currently CEO of TruScience and Kris McFarland, Sr. VP of HR for Workers Compensation Fund, and UVU adjunct faculty member. Foundation members have led us to significant major donors. Trustees asked how other peer universities compare in donations, and VP Archambault said in general, stock gifts are on the rise but the uncertainty of the market's future makes some donors

hesitant to give away potential assets. Also asked about charitable remainder trusts. We don't currently have any, but have had in the past. We have a planned gift advisory board.

C. Audit Committee Report

Audit Chair, Ron Hawkins, reported committee met earlier today and received the audit report from the State Auditor's Office. It was a clean report and opinion. They also measure compliance with federal mandated programs, where we also received a clean report. The Audit Committee has been very active, and there was a good discussion on cyber security and procedures within the institution where we are trying to improve, such as payroll and hazardous waste disposal. Good progress is being made in these areas. LeRoy Brown and Ray Walker reported there are 10,000 blocked hits an hour on the UVU system. We are trying as an Audit Committee to be particularly sensitive and protective of all critical data. Dean Savoie added we have received a Department of Labor grant to increase degrees in cybersecurity, which will train students to develop systems, protect them and use analytics to track problems. According to the federal government, there is an immediate need for 10,000 cybersecurity government employees and 40,000 for private companies across the country, which is expected to grow to 100-400,000 in the US alone in the next 2-3 years. There are also a number of cybersecurity firms that are moving to Utah Valley, who will become one of the top areas in the country for these firms per capita. Duff Thompson was recognized as a new member of the Audit Committee and will be a wonderful addition. We have a really good internal auditor who has change the atmosphere across campus, and improved systems and controls by addressing the right kind of risks.

D. Legislative Update

Governor Herbert was hosted on campus yesterday where he announced his 2014 budget. Budget assumptions are based on revenue projections. Governor's highest priorities are compensation and equity which align with our priorities. The top requests from COP are for compensation (3% performance based), and a \$69 million request for equity (UVU would receive the highest amount of 42% amounting to \$29 million for acute equity). For COP to vote and support this is very significant. Acute equity adopts a minimum floor of \$4800 per FTE, which is an average based on national peers from the Carnegie classification. Governor's budget included a total of \$19 million for acute equity with UVU's share at \$8 million. This is lower than hoped, but in a year where UVU is growing, this is significant and symbolically a starting point in terms of making this a priority. President Holland thanked Trustees for their support of this effort that must continue. Acute equity monies would be used to: 1) reduce student to faculty ratios as we manage growth, 2) produce more better prepared graduates in a timely manner to meet work force demand, 3) grow programs strategically to focus on STEM fields, but not exclusively STEM, 4) attract and retain talented and productive faculty and staff by paying them competitively, and provide support for professional development, 5) increase retention and completion (advisors, retention mentors), 6) provide more distance education and optional delivery times and modes, 7) provide tuition fairness for students within USHE, keep tuition low (are considering tuition differential for lower division, CTE and branch campuses), 8) operate effectively (technology for student support and administrative needs, additional staff for support programs and services, compliance, risk management and legal). Trustees expressed concern that higher tuition for upper division students may drive them away, but it is felt most students would be willing to pay more to have better services and offerings. Vice President Martin distributed a pocket Fast Facts, which is a summary of information on UVU and UVU legislative priorities of acute equity, compensation and the Performing Arts building. The new Classroom Building will expand the campus physically, but we still need to expand programming. The QR symbol on the Fast Fact card will take you to an updated site for information during the session.

Trustees were invited to the Regent sponsored meeting with the Governor, Speaker of the House and other legislators on January 17.

II. ACTION

A. Oath of Office for Duff Thompson

Oath was administered by Chair Steven J. Lund. Trustee Thompson has lived in Utah valley for 30 years and received his MBA and law degree at BYU. He worked for Howard Hughes in LA then SSI International which became WordPerfect. He then went on to work for the investment firm EsNet LLC.

B. Curriculum

Sr. Academic VP, Ian Wilson reviewed curriculum requests.

1. Emphases

a. Political Science BA/BS Emphasis in Indian Affairs Administration. UVU's Native American initiative has produced several conferences with tribal leaders. This emphasis will provide management skills that would fit on the reservation or Indian Affairs agencies for a specific skill and background. We have had interest from other

tribal leaders around the country to provide this kind of leadership training. David Wilson said they have provided orientation to help leaders fill out forms and plan civic infrastructure that is necessary for economic development. He has been involved in this area for 30 years and Ken Sekaquaptewa, Director of the Native American initiative on campus has had a similar educational experience. They are both former tribal employees, and Ken started the first newspaper in the Hopi Nation. Question was asked as this become a national center for tribal learning, is it anticipated other experts will be brought in? Growth is anticipated, but it won't be a large program. We have about 300 Native American students from 30 tribes. We have had a minor for a number of year and with the recruiting we have about 15 students annually. We hosted the first tribal leaders' summit two years ago that brought in 12 tribal leaders and additional deputies for discussion on needs. We held the second summit this year, along with the Governor's Native American Summit, the first on a college campus. Tribal leaders are very excited about the possibility of this emphasis and sending their children to UVU for degree training to become leaders. Our state touches ten tribes, plus more in neighboring states. These programs exist at an associate level in tribal community colleges and graduate programs but this may be the only bachelor level degree of its kind in the country.

b. Information Systems BS Emphasis in Information Security Management. As discussed earlier, we recently received a grant from the Department of Labor for \$3 million to establish this cybersecurity program. The grant has provided equipment and faculty, and this will be an area of emphasis within the Information Systems bachelor degree, along with the graduate certificate in Cyber Security. This emphasis will manage security and analytics. There will be many employment opportunities for these graduates. Costs will be for additional new courses, with funding from the grant. Costs will be shared with the graduate certificate because the same faculty will teach courses in both areas. Grant will provide two faculty lines in the next few years and will then need permanent funding. PBA funding has been requested to keep the faculty beyond the initial two years. In the future as the program grows, we will request additional faculty. It was noted Regents do not approve funding, just the emphasis, but will continue to watch the commitment from UVU. The Information Systems program at UVU has unique emphases and specializations which give students more options. Since 2008 we have doubled the number of bachelor majors which shows the demand in the industry.

c. Discontinuance of Computer Science BS Emphasis in Database. VP Wilson said we track enrollments and in this case we propose discontinuance of the database area of emphasis in the Computer Science degree. These courses have been infused throughout the program. Dean Savoie said all programs are reviewed on a regular basis, and data base training is included in other areas, but as an emphasis is not in demand. Trustee Lund said in his industry experience, it is a challenge to find people who can manage these databases. It was noted computer science students are trained in ERP that includes the database component so they are trained in the application and this will be watched closely. This is the evolution of database to applied database. The computer science areas has growth 25% in enrollment with 950 students right now, and have 100% placement of computer science students.

Trustee Shoemaker motioned for approval of Political Science BA/BS emphasis in Indian Affairs Administration, Information Systems BS emphasis in Information Security Management, and discontinuance of Computer Science BS emphasis in Database. Trustee Andrews seconded. Voting was unanimous.

2. Certificate of Completion in Construction Management. VP Wilson said UVU has a growing construction management program with a bachelor and AS degree. We are trying to provide stackable degrees where this certificate would lead to an AAS or bachelor degree. The certificate provides basic skills, and students can leave at that point with training to work in the construction management field. Dean Savoie said this certificate program is designed by industry for 1st level supervisors in the construction field, and will be a feeder to other construction management programs. Questions and comments: 1) Will this be an encouragement to students to end their academic career at this point and not progress in their careers? Dean Savoie said it has been shown that many employees in construction management start at the lower level and those with the skill set to progress will be put in training programs and continue to progress through their careers with many of them returning to college. We are working with the various construction programs to encourage employees to get a BS in Construction, rather than doing other training programs. We are starting students on a path to the BS in construction and this is what the companies want to have for their personnel in their career paths. This is specifically for horizontal construction—roads and bridges. There is an Advisory Board and the top 7-8 construction companies in the state are members of that board. The Clyde Company has made a significant gift for the Clyde Institute of Technology. The certificate creates more demand for the program and captures students who work for these companies and provides a market to attract more students for this program. 2) How much demand is there currently in this industry? Dean Savoie said it has been relatively flat for the past few years and will increase if the federal government increases funding for infrastructure. We see demand for this program when construction companies start to grow and train existing employees for supervisory positions. These companies have asked for this certificate. Certificates will most likely keep students moving to advanced degrees to get ahead in their industry. 3) Why isn't the MATC offering this certificate? Dean Savoie said the MATC trains for a specific skill but doesn't offer academic credit or degrees. We work closely with the MATC to make sure we are not duplicating any areas. 4) Are there other companies besides Clyde that will hire these students? Big D, Layton and other national companies have expressed interest. 5) Why would students take 30 credit hours rather than going through a six-week training seminar? Dean

Savoie said if they want a specific training set they will provide training, but if they want to keep an employee long-term in a management role, they would rather have them in a certificate program because it builds into an AS or BS degree. Good employees will be recruited by other firms, so this is a way to incentivize employees to stay with their companies. 6) Will this certificate be part of a three-year review? Yes. 7) How many students are anticipated, and should we be focusing on very small programs? We anticipate starting with 8 and growing into 18, which would be students who would not have come otherwise. We will discuss degree philosophy and the value of laddering degrees at a future Trustee meeting. 7) What are costs? There are no additional costs for this program. Trustee Acerson motioned to approve the Certificate of Completion in Construction Management. Trustee Montero seconded. Voting was in favor with the exception of Trustees Hawkins and Thompson who voted in opposition. Motion passed.

3. Graduate Certificate in Cyber Security. Dr. Mulbery said students who are admitted to this program must have completed a bachelor degree in Information Systems to be prepared for this program. Around the country many of these programs are at the graduate level to have this increased knowledge base and help meet industry demand. We anticipate this will eventually grow into a graduate degree, but certificate will remain an option. Trustee Hawkins motioned for approval of the Graduate Certificate in Cyber Security. Trustee Thompson seconded. Voting was unanimous.

C. Policies.

VP Peterson explained two policies are here under the temporary emergency process to respond to immediate changes in law. They are only effective for one year and will then require approval through the regular policy process.

321. Employment Classifications and Work Limitations (temporary emergency). This policy was approved under temporary emergency on December 2, 2012 that allowed the flexibility to come into compliance with PPACA and at that time we believed we would have enough information from the federal government to enact policy. However, requirements continue to unfold, particularly in regards to educational institutions. The temporary emergency policy will expire soon, so we will bring forward these two revisions. Given the uncertainty with the Affordable Care Act, we will go through the regular policy process between now and next December. This will allow President's Council the flexibility to respond to changes relative to work policies that will maintain our compliance with work limits and allow President's Council to manage risk. President's Council has initiated a 28 hour work week for part-time employees.

639. Adjunct Faculty (temporary emergency). Dr. Kat Brown said the same process will apply to this policy, to allow us to treat adjunct faculty fairly within policy and recognize their service, as well as maintaining compliance with federal regulations. We have always had work limits but they were changed under the Affordable Care Act. For every hour an adjunct is in the classroom, two hours outside the classroom are given, so we are limiting adjunct to 9 hours a semester or 27 hours a week with 1-2 hours a week for pedagogical training. HR has created an on-line calculator for Chairs to use, and hours are being tracked if they work across multiple areas. Trustee Thompson motioned for approval of Policies 321. Employment Classifications and Work Limitations and 639. Adjunct Faculty as temporary emergency policies to remain in compliance with federal law. Trustee Shoemaker seconded. Voting was unanimous.

601. Classroom Instruction and Management. VP Wilson said this is a very important policy that has been in review for a number of years on classroom management and behavior of students on a variety of issues. Faculty have been very involved in the development of a policy that meets the need of the students and ensures rights and need of faculty including academic freedom in the classroom. Some of the bigger concerns were how to resolve student and faculty disputes and how to deal with disruptive students. Trustee Andrews said university life is about experiencing new things but most professors will provide other options if a student does not feel comfortable with an assignment. Dr. Brown said there is also an appeal process if the instructor is arbitrary or capricious. There is language that asks for some kind of mediation to allow for both sides of the issue in a fair compromise. It also states faculty will respectfully consider student requests and students likewise will provide civil respect of faculty. The intent is to carefully balance these issues, and Trustee Shoemaker expressed agreement. Trustee Montero said he didn't see anything about faculty behavior in pursuit of increased learning and was told this is covered in Policy 635 that deals with faculty rights and responsibilities. Trustee Acerson motioned for approval of Policy 601. Classroom Instruction and Management. Trustee Dalton seconded. Voting was unanimous.

501. Undergraduate Admissions and Enrollment. VP Taylor said review of this policy began when we moved to structured enrollment to reach out to students at all levels. It maintains open enrollment while outlining enrollment standards and expectations. Enrollment standards will be established by President's Council so they can be revised as needed. Trustee Andrews motioned for approval of Policy 501. Undergraduate Admissions and Enrollment. Trustee Shoemaker seconded. Voting was unanimous.

D. Institutional Interest Income 2012-13 Actuals and 2013-14 Budget Revision.

VP Makin explained statute and Board of Regent policy require reporting and approval of actual expenditures of institutional interest income funds. Revisions have been made in the 2013-14 budget that was approved in June as we didn't know actual revenue. Actual revenue was less than budgeted, but carry forward was higher than expected. We

also made a correction on government internships, and student recruiting to balance the contingency. Questions: 1) Why the big increase in student recruiting and what is it being used for? The change in non-resident tuition changed our marketing focus, and this represents encumbrances not expended by end of June. 2) Why the increase in presidential impact? The Foundation receives money on behalf of the university. Many years ago a donation was transferred to the university for use at the president's discretion. Every year we have to budget what is there even though it was not planned to be expended, so auditors are aware of these funds. Trustee Thompson motioned for approval of the Institutional Interest Income 2012-13 Actuals and 2013-14 Budget Revisions. Trustee Dalton seconded. Voting was unanimous.

E. Awards of Excellence Ad Hoc Committee. Trustees Acerson and Montero volunteered to serve on the committee to recommend Trustee Awards of Excellence recipients.

F. Trustee Scholarship Approval. Board Secretary, Karen Olsen, explained the Trustees have approved for many years donating their stipends for meeting attendance towards a Trustee scholarship, which must be re-approved annually. Trustee Acerson motioned for approval of donating Trustee stipends towards a scholarship in the Board's name. Trustee Andrews seconded. Voting was unanimous.

G. Honorary Degrees. Trustees gave approval to pursue names of individuals for honorary degrees.

H. Naming Opportunity. Trustee Shoemaker motioned to approve the Memorandum of Understanding for the naming of the Mt. Timpanogos Chair. Trustee Andrews seconded. Voting was unanimous.

III. CONSENT CALENDAR.

A. Minutes of October 24, 2013 Board of Trustee meeting.

B. Human Resources Report for October 2013

C. Investment Report for September and October 2013. Audit Committee reviewed the revised second page of the report under the investment column where a bond was sold that was not recorded properly, which resulted in an additional \$907 earned.

D. Year End Report of Auxiliary and Service Enterprises and 2012-13 Appropriated Budget Variance

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

Trustee Thompson motioned to hold an Executive Session under the provisions of the Open and Public Meeting Act to discuss personnel and real estate transactions. Trustee Hawkins seconded. Voting was unanimous.

Trustee Acerson motioned to return to Open Session. Trustee Thompson seconded. Voting was unanimous

Meeting adjourned at 10:24 p.m.