

UVU BOARD OF TRUSTEES

March 28, 2013

7 p.m. – SC213c

Board of Trustees Members Present

Karen L. Acerson
Greg Butterfield
Rebecca Marriott Champion
Ronald K. Hawkins
Steven J. Lund
Carolyn Merrill
Doyle Mortimer
Terry Shoemaker
Chad Workman

Board of Trustee Members Excused

Debbie Bingham
Curtis J. Morley

Guests:

Jono Andrews, Student body President elect
Marinda Ashman, College Student Success
Steve Bule, Associate Dean School of the Arts
Ernie Carey, Dean Technology and Computing
Courtney Davis, Art History
David Fearnley, Mathematics
Michael Jacobsen, AVP – Athletics
Phil Matheson, Physics
Mike Rigert, University Marketing
Sam Rushforth, Dean Science & Health

UVU Regular Attendees

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

Alexander Sousa, UVU Review
KD Taylor, Dean University College
Jane Urbaska, AVP - Development
Mark Wiesenber, AVP – Human Resources
Bruce Wilson, Chemistry
George Veit, Dental Hygiene
David Yells, Dean Humanities & Social Sciences
Shad Gale, Presidential Intern
Becky Petersen, Presidential Intern
Stephen Wickhamshire, Presidential Intern

Dinner guests were members of the College of Humanities and Social Sciences: Dean, David Yells, Torben Bernhardt, Communication Specialist; Steve Clark, Chair, Behavioral Science; Janet Colvin, Chair Communication; David Connelly, Chair History & Political Science; Stephen Gibson, Chair English & Literature; Wayne Hanewicz, Chair Integrated Studies; Toni Harris, Assistant Dean; and Jeff Packer, Chair Languages.

I. INFORMATION

A. President's Report

1) Rebecca Marriott Champion Piano Competition was outstanding, drawing tremendous talent. Reviews from parents and teachers were superlative. 2) UVU Theater Director Chris Clark and theater students received many awards at the national Kennedy Center America College Theater Competition, 3) Hosting Mormon Studies conference on April 4-5 with scholars from a range of different perspectives, 4) April 9-10 we will have stellar scholars from Harvard, Princeton, Georgetown, Notre Dame and UVU with a range of different perspectives, as part of the Religious Liberty in an Era of Change Conference. Governor Leavitt will be the keynote speaker. Noah Feldman from Harvard will give the keynote on Tuesday. All Trustees are invited, along with their guests. 5) Copies of the book written by Anousheh Ansari, our commencement speaker, were distributed, 6) We have been reviewing our marketing approach to engaged learning, and our unique educational mission. We wanted to show the great range of what we are doing and be able to do more to recruit new students, particularly in our current environment of enrollment decline. TV spots were developed quickly and economically in-house to highlight engaged learning across disciplines and programs with real students and their stories. Trustees were very enthusiastic.

B. Legislative Report.

Trustees received copies of the letter from President Holland to campus with highlights of the recent session. 1) Classroom building was funded at \$54 million (\$1 million less than needed), also O&M for building. We were the only institution in higher education to receive a major building, and it was a very competitive process. We plan to break ground in June on this building that will provide needed faculty, teaching, classroom and meeting space. 2) Most key priorities were funded, and we are grateful for our key legislators and those in key committees for their help. Trustees were invited to also let them how much we appreciate this funding and support. 3) Base budget was reviewed. a) \$1 million+ received for compensation targeted to health insurance and state retirement. We did not receive COLA like other state employees, instead we received additional funding for equity and mission based that is roughly equivalent, and could be used for this purpose. It is a concern that precedence will be created that higher education be treated

differently than other state employees. b) Higher Education received \$9 million institution wide for mission and equity. Our share of mission is \$1 million+, which is tied to things we need to do. UVU did receive the highest percentage of equity funding which will help budgets and is a significant move forward, having received two years in a row. We will continue to work on this until the imbalance is corrected. Prospects are very good for support next year for equity from legislative leaders, c) engineering initiative funding was received last year.. Legislature was very supportive of our new building, and the Higher Education Appropriations Subcommittee is very committed to UVU. STEM was the focus of the session and funding was approved to prepare students beginning with junior high for college level math. UVU received a 9% increase in new tax funds. Questions from Trustees: a) Asked whether equity received is base funding, which it is. b) Asked whether private money will be required for the additional \$1 million needed for the classroom building and does it need to be raised before building starts. Yes, it will require private money, but total will be required at completion of building, not at beginning. President Holland thanked the great team support he has had throughout the session, from Val Peterson, Cameron Martin and Linda Makin.

C. Foundation Report.

Vice President Marc Archambault reported fiscal year to date, we are up 6% in number of individual cash gifts received, and when combined with stock gifts and firm new pledges collected, total number of gifts received this fiscal year has reached nearly 3,000, up 175 from this time last year. We are up 100% over last year in the aggregate gift value of cash pledges, and stock for a total of \$3,188,051.

Jane Urbaska, Associate Vice President of Development, reported on an important network opportunity with CXO. They are a private membership organization based in Salt Lake City and neighboring states, and bring together a group of senior level management, CEO's and Presidents. President Holland will be making a presentation to this group in Salt Lake City on May 8, and Trustees were strongly encouraged to attend and invite someone they would like to introduce to UVU. She will send an email to Trustees with invitation information.

D. Athletic Report

Associate Vice President of Athletics, Michael Jacobsen, presented the annual Athletic Report. 1) UVU has 315 student athletes in 15 different programs and next year will have 340 athletes with the addition of men's soccer. Most athletes carry 15 credit hours and are required to have 12 to compete. Majority are working hard to develop their academic and physical skills and practice up to 20 hours a week, have road travel, do service along with being students. 2) women's basketball team was ranked 7th in the nation academically with a 3.52 GPA (out of 346 school in the country). They are on track to do the same this year. 3) student athletes have a 3.20 cumulative GPA. 121 received Academic All American, 10% had a 4.0 or better. 4) We have received the Commissioner's Cup for three consecutive years in the Great West Conference and last year we won 13 out of the 18 conference championships. This is our 4th year in the conference and we will probably receive it again. 5) Highlights of last year: softball team won 33 games which is a new school record, Mason Casper went to the NCAA tournament in men's golf, baseball team won 38 straight games and set six offensive records, soccer had an undefeated conference schedule, men and women cross country both won conference and Josh McCabe went to the NCAA tournament, women's basketball defeated USU who ultimately won the WAC and they won the league championship and three wrestlers went to the NCAA tournament. 6) wrestling team beat Arizona State University and Stanford, both great teams, 7) new men's soccer coach and team are being added, 8) attendance for all sports increased 33%, men's basketball up 47% and men's baseball 114% with over 5,000 in attendance at the BYU game, 9) Invitation to join the WAC is effective July 1, 2013. This will give us an opportunity to compete at the highest level and get the kind of recognition other schools do, also provide automatic bids, regional opponents and rivalries, reduced travel cost and time, and increased media exposure. Athletic reputation also helps institutions.

II. ACTION

A. Resolutions of Appreciation.

Resolutions of Appreciation were given to Michael Jacobsen, retiring Athletic Director, and Chad Workman, student body president and Trustee who is completing his term. Mr. Jacobsen said in his 29 years here he has spent his time watching games and has worked for great leaders who provided tremendous support. They have recruited the best students and athletes, even though they didn't have as many opportunities. He was part of winning a national championship in softball and has had a great run. Chad has appreciated the opportunity to represent the students at UVU.

Jono Andrews was introduced as the student body president elect and newest Trustee. He is a marketing major who will complete in August and is staying for a second degree in business management to be completed in April. He played Lacrosse at UVU and then got into leadership. He grew up in Georgia and Maryland.

B. Staff Holiday Calendar for 2014-15

Alexis Palmer, President of the Professional Association for Campus Employees (PACE) presented the staff calendar. 12 holidays are allowed under state statute. They review dates for holidays not already designated by state law. Approvals go through PACE and President's Calendar, for final Trustee approval. Trustee Acerson motioned for approval of the 2014-15 Staff Holiday Calendar. Trustee Workman seconded. Voting was unanimous.

C. Academic Calendar for 2014-15 and 2015-16. Academic calendar committee has been working to provide a two-year calendar to help student planning, particularly for deferrals. They have developed several parameters that will guide the academic calendar: 1) maintain 72 instructional days in fall and spring semesters and equivalent in summer, 2) start on a Monday every semester, 3) maintain same number of days per week as much as possible, 4) have full week break Thanksgiving week, 5) full week spring break, and move it to two weeks before the end of the semester in April, which will also more closely match local school district breaks, 6) have at least one week between semesters. We have also discontinued switch days which were designed to alleviate the discrepancy between number of Monday classes in spring semester with many holidays falling on Monday and switched Monday classes with Tuesday classes. Monday evening only courses will be lengthened by 15-20 minutes to pick up lost time. Questions and comments: 1) how much pressure is there for a week long spring and Thanksgiving break and is it needed? Students appreciate as it gives them time to get caught up before the end of the semester, and faculty enjoy it also. It doesn't reduce the contractual obligation for faculty. We have found where there is a partial week break many students take the entire week anyway, and instruction is disrupted. 2) Appreciate the change in spring break schedule as it will better align for concurrent enrollment students. Trustee Workman motioned for approval of the 2014-15 and 2015-16 Academic Calendar. Trustee Lund seconded. Voting was unanimous.

III. 2013-14 Compensation and 2nd Tier Tuition

As noted in the legislative report, higher education did not received the 1% COLA, but received extra money in other categories and were given leeway to pursue a variety of strategies to achieve the 1% increase. We have felt the need for some time to do increases for staff for equity. Mark Wiesenberg presented Compensation and Benefits. **Compensation:** 1) 1% COLA for faculty with a portion for targeted retention, equity and merit and obligations for rank and tenure promotions, 2) 2% COLA increase for staff, with .8% for targeted equity and retention, 3) 1% COLA for Executive with some equity and retention, 4) 4.6% for Adjunct faculty (\$103 per three credit hour course), 5) 1% COLA increase for hourly. **Benefits:** 1) additional medical option for High Deductible Health Plan. We have had some particularly challenging years with self-funded plan. With the plan changes and a small increase in premiums, we are able to keep our benefit package affordable, and provide additional options.

This has taken much effort, working within the parameters of enrollment decreases and PPACA requirements. UVU employees have had a 1% increase in the last 4-5 years and have taken on high levels of growth. Even in the reduced budget year we are facing, it was felt we must do something for employees, particularly staff and equity. To do this, hard choices were made. One was the decision to increase 2nd tier tuition by 1%. UVU is one of two institutions that will be doing a 2nd tier increase this year, with everyone having a 5% 1st tier increase. Last year we were the only institution to not increase 2nd tier. In addition we will be making some budget reductions, which we are in the midst of right now across the board in every division. Academics will be feeling the largest reduction with fewer students and sections. We don't anticipate any sweeping program cuts and hope to keep most positions. Questions and comments: 1) Where is UVU tuition in comparison to other institutions? We are 4th out of 8 institutions in the system. 2) Is raising tuition more than the cost of living and changes in the economy going to price students out of an education? This is a question of concern and much thought. We take our access mission very seriously and note price sensitivity and reluctance to increase, but with the significant drop in tuition revenue and personnel who haven't had increases for a number of years, we felt it was necessary. When we compare tuition nationally and with our peers, we have one of the 4th lowest tuition rates in the country. Students encouraged us with feedback at the hearing to raise tuition at least this much or more to maintain quality. All employees will also have an insurance premium increase. HR has done a great effort in reviewing salary compa-ratios to get employees close to median on equity. 3) UVU is incredibly efficient in terms of salaries and the quality that is here. It appears the state does not intend to push for increases to compensation, but will expect reliance on the boards of trustees to wrestle with tuition increases. 4) What is the ratio of total benefit package to base salaries? For some lower paid employees, the benefits are more than base salary. Overall, salaried employees are about 50% for each, particularly because benefit costs are the same regardless of salary. Trustees felt most people would prefer higher compensation than benefits. Retirement plans are established by state statute, and health care costs continue to rise. 5) Are we going to defined contribution plans? We have an 8% surcharge to maintain defined retirement plan. Only new non-exempt staff are eligible to be in a defined contribution plan. 6) With the market increasing, why are defined benefit costs going up so dramatically? Even with aggressive numbers, the actuaries are indicating these amounts are needed and will most likely reach 23% before a turn around. With the new rate increase, we will be at 22%. 7) Why the increase difference in faculty, staff and adjunct? We have been out of balance

significantly which the 2% increase for staff will help, along with targeted equity. Years ago the faculty were working under an equity plan to maintain market position, and staff didn't have this opportunity. Non-exempt staff are compared against local wages, and we are starting to see an increase in turnover of our best staff with the economic increase. It is also significant that faculty are in favor of additional increases for staff. 8) Last year we didn't increase tuition when everyone else was, so this makes Trustees realize the necessity. Trustees are very sensitive to their charge for the good of the university and students. Trustee Mortimer motioned for approval of 2013-14 Compensation as outlined. Trustee Lund seconded. Voting was unanimous. Trustee Acerson motioned for approval of a 1% 2nd Tier tuition increase. Trustee Champion seconded. Voting was unanimous.

IV. Rank Advancements

Discussion was held in Executive Session. Trustee Acerson motioned for approval of the advancement to the rank of Professor for Christa Albrecht-Crane, Hsiu-Chin Chen, Michael Minch, and Jason Slack and advancement to the rank of Assistant Professor for Anne Arendt and Sean Tolman. Trustee Lund seconded. Voting was unanimous.

V. Curriculum

Additions:

- 1) **BS Statistics.** This is a new degree with much student interest, and will provide good job opportunities. This also rounds out the Math department offerings.
- 2) **Certificate of Proficiency in Ethics.** This is designed for persons who already have a bachelor degree and want additional preparation to work in a company in an ethics area, such as policies and procedures. 15 required credit hours can be completed in one year, and this will contribute to the state desire to offer more one-year degrees. All courses are currently taught. UVU is involved in high school and college Ethics Bowl.
- 3) **Certificate of Proficiency in Information Technology.** This is the first of several that will come forward for cyber security to prepare students for BS degrees and advanced study. Students take existing courses and in a short period of time are introduced to basic IT designed for career readiness and further advanced degrees.
- 4) **Certificate of Proficiency in Technical Communication.** This is formalizing a certificate that is currently being given which is for students who are doing technical writing. Certificates are also important for the 66% educational goal for the state, and are part of the various levels of training and education provided at UVU.
- 5) **Integrated Studies Emphasis in Ethics.** Ethics is a core requirement for graduation and the Center of Ethics helps prepare students of integrity as part of our core values. Cost is minimal, as all ethics courses are already in place. We have the strongest Philosophy and Ethics program in the state. This allows students in any discipline to receive this minor.
- 6) **Minor in Art History.** Many students in non-art areas are interested in art history. Students who are interested in graduate school will be helped in that process by having this minor. This could at some point become a major, but the difficulty is getting enough full-time faculty to teach. They do hope to have an emphasis in the existing BA in Fine Art. They believe there are 50-60 students interested in this minor.
- 7) **Minor in Chinese Commerce.** For the past 2-3 years, we have had a Chinese initiative and have held conferences and study abroad programs. Previously a minor in Chinese and Chinese Language have been approved, and this will round out the third minor.
- 8) **Minor in Ethics.** Opportunity for current students to receive a minor in this area.
- 9) **Minor in Russian Studies.** This is part of our desire to broad our offerings in specific areas. We have the courses which were combined to produce this minor

Discontinuations:

- 1) **BS Computer Science: Computer Engineering emphasis.** This emphasis was replaced with the new BS in Computer Engineering.
- 2) **Bachelor of Technology Management Emphases: Air Conditioning and Refrigeration Technology, Carpenter Union (JACT), Electronic and Computer Technology, HVAC Apprentice, Industrial Maintenance Apprentice, Lineman Apprentice, Line Meter Apprentice, Lineman Substation Apprentice, Lineman Technology, Plumber Apprentice, Sheet Metal Apprentice, and Welding Technology.** The BS in Technology Management had a series of emphasis that built on an AAS degree. Most of these have moved to the MATC and are no longer offered at UVU. The MATC doesn't offer degrees, but we have an agreement with them for students to be able to finish their AAS degrees at UVU.

Name Change:

- 1) **College Success Studies to Student Leadership and Success Studies.** Scope and role of this department has changed with the addition of student leadership courses. The name change will provide a more accurate reflection of what is happening in the department. They also provide peer mentoring.

Restructures:

- 1) **BS Chemistry/Physics Education program split into two separate degrees: a) BS in Physics Education and b) Chemistry Education.** Proposal is to split current degree into two separate degrees. It is easier for

student to find employment in secondary education with a degree specific to their area of focus. No additional costs. There are more students interested in physics and chemistry, and all STEM areas are growing

- 2) **Department of Engineering Graphics and Design Technology (EGDT).** This is for a new Department of Engineering Technology that will separate off from the current Engineering Graphics and Design Technology department. A critical mass of students has been reached as new students and faculty have been added. No additional funding is needed as department chair will be chosen from existing faculty with a stipend. New assistant will be paid from redirected funds.

Four Year Follow up Report:

- 1) **BS Dental Hygiene.** Dental Hygiene students go through an AAS degree and stay for an additional year to receive a BS degree. Future demand for graduates will be at the bachelor level. We have a small cohort of 19 majors. It is an expensive program because working clinics must be provided, as well as stringent accreditation standards. Question was asked how it competes with other programs, particularly private for-profits. We are a different and better program that provides good education to prepare for vocations, and are not being harmed by competitors. Competition prices range in the \$65,000 range, and the UVU program is the most expensive program on campus with its special fee of \$11,000 for two years. We have never placed below 5th in the nation in total quality and have placed 1st in the nation on several occasions. We will work with the new Dental School at the U for rotations.

Trustee Shoemaker motions for approval of all curriculum additions of BS in Statistics, Certificate of Proficiency in Ethics, Certificate of Proficiency in Information Technology, Certificate of Proficiency in Technical Communication, Integrated Studies Emphasis in Ethics, Minor in Art History, Minor in Chinese Commerce, Minor in Ethics and Minor in Russian Studies; discontinuations of BS in Computer Science, Bachelor of Technology Management Emphases in Air Conditioning and Refrigeration Technology, Carpenter Union (JACT), Electronic and Computer Technology, HVAC Apprentice, Industrial Maintenance Apprentice, Lineman Apprentice, Line Meter Apprentice, Lineman Substation Apprentice, Lineman Technology, Plumber Apprentice, Sheet Metal Apprentice, and Welding Technology; name change for College Success Studies to Student Leadership and Success Studies; restructures and the Four Year BS Dental Hygiene report. Trustee Champion seconded. Voting was unanimous.

VI. Ratification of Honorary Degrees.

As discussed previously, honorary degrees are to be ratified for commencement speaker and three others – Anousheh Ansari, Janette Hales Beckham, Doris Buffett and David G. Neeleman. All but Doris will be in attendance, and hers will be presented in a separate event as her health does not allow her to travel. Ms. Ansari is the author of the freshman reading book for fall, and Trustees felt she is a very good pick. Former Trustee Beckham has provided outstanding service and support at UVU and throughout the community and beyond. Ms. Buffett has done a lot of good throughout the world and has given support for women at UVU. David Neeleman is very flattered and honored. He will also be speaking at the first CAPS Convocation on Friday. Trustee Champion motioned for honorary degrees as follows: Anousheh Ansari, Honorary Doctorate of Science; Janette Hales Beckham, Honorary Doctorate of Humane Letters; Doris Buffett, Honorary Doctorate of Humane Letters; and David G. Neeleman, Honorary Doctorate of Business. Trustee Hawkins seconded. Voting was unanimous.

VII. Administrative Leave Request and Update of Sabbatical Request

After discussion in Executive Session, Trustee Shoemaker motioned for approval of administrative leave for Dr. Fred White to receive a 50% funded leave for 10 months and approval of exception to policy because of the significance of this effort as a Fulbright Scholar, and what it will accomplish both for Dr. White and the students and UVU. Trustee Workman seconded. Voting was unanimous.

Trustee Mortimer motioned for approval of sabbatical change for Dr. Amir Kia from full year to one semester Fall 2013. Trustee Shoemaker seconded. Voting was unanimous.

VIII. Policies:

- 1) **403. Restrictions on the Use of Skateboards, Roller Blades, Roller Skates, Bicycles and Motorcycles**

Vice President Peterson explained at one time scooters were allowed in the hallways, but with the increase in student numbers, safety became a concern. We indicate this message on outside entrances. Trustee Hawkins motioned for approval of Policy 403. Restrictions on the Use of Skateboards, Roller Blades, Roller Skates, Bicycles and Motorcycles. Trustee Merrill seconded. Voting was unanimous.

- 2) **423. Space Assignment and Space Change**

Policy outlines role of the Infrastructure Committee with VP Peterson's position as Chair, and membership consisting of other vice presidents and chief planning and budget officer. They review projects for cost effectiveness and necessity.

Question was asked on the cost of keeping campus buildings open on Saturday evening until 10 or 11 p.m. VP Peterson indicated this has been discussed. There will be some costs, but campus evolution is headed in that direction, particularly with increased events. Trustee Shoemaker motioned for approval of Policy 423. Space Assignment and Space Change. Trustee Merrill seconded. Voting was unanimous.

III. CONSENT CALENDAR.

A. Minutes of February 7, 2013 Board of Trustee meeting.

B. Human Resources Report for January 2013. We are seeing an increase in employee turnover, particularly from higher performing employees that we want to keep, who are receiving large offers to move. This is happening with both faculty and staff, particularly in such areas as IT, where they are going to the private sector.

C. Investment Report for January 2013. Investments were up in January and we had increased earnings through the year with good management.

Trustee Workman motioned for approval of the Consent Calendar. Trustee Mortimer seconded. Voting was unanimous.

Trustee Lund motioned to hold an Executive Session under the provisions of the Open and Public Meeting Act to discuss personnel issues. Trustee Acerson seconded. Voting was unanimous.

Trustee Lund motioned to move out of closed session. Trustee Hawkins seconded. Voting was unanimous.