

UVU BOARD OF TRUSTEES

March 30, 2016

9 a.m. – SC213c

Board of Trustee Members Present

Karen L. Acerson
Curtis B. Blair
Taran K. Chun
James N. Clarke
Elaine S. Dalton
Anne-Marie W. Lampropoulos
Jack Sunderlage
Dylan Swarts
Jill Taylor
R. Duff Thompson

UVU Regular Attendees

President Matthew S. Holland
Mark Bracken, Faculty Senate President
Scott Cooksey, Vice President Development and Alumni
Sherry Harward, PACE President
Linda Makin, Vice President Planning, Budget and HR
Cameron Martin, Vice President University Relations
Fidel A. Montero, Chief of Staff
Karen Olsen, Assistant to the Board
Jeffery Olson, Senior Vice President Academic Affairs
Val Peterson, Vice President Finance and Administration
Kyle Reyes, Special Assistant to the President for Inclusion
Michelle Taylor, Vice President Student Affairs

Guests:

James Bailey, Graduate Program Director
Kim Bojorquez, UVU Review
Kat Brown, Associate Academic Vice President
Melinda Colton,
David Connelly, Professor History & Political Science
Birch Eve, student body president-elect
Stace Hall,
Stan Jenne
Robert Jorgensen, Cybersecurity faculty
EDA: Tom Brennan and Jonathan Hickerson

Deb Marriott
Jeff Maxfield
David McEntire, Dean College of Aviation & Professional Services
Michael Savoie, Dean College of Technology & Computing
Forrest Williams, Dean University College
Norman Wright, Dean Woodbury School of Business
David Yells, Dean College of Humanities & Social Sciences
Frank Young, Associate Vice President-Facilities

I. ACTION

A. Resolution of Appreciation for Dylan Swarts. Resolution of appreciation for Trustee Swarts' for his service the past year as Trustee and Student body president was read by Chair Dalton. He was recognized as a steady voice for the students.

Karen Olsen was also recognized for her service as Assistant to the Board.

B. Policies.

1) 247. Contract Review and Signature Authority. VP Peterson said this policy delineates process of contract approval that allows us to stay in compliance with state statute and also have General Counsel review for those who can sign for contracts. It explicitly states the president has signature authority and delegates it further to vice presidents as long as they have the proper approval through President's Council, Trustees, Regents, as well as state legislature if it is for new facilities or designated expenditure levels. Trustee Acerson motioned for approval of Policy 247. Contract Review and Signature Authority. Trustee Thompson seconded. Voting was unanimous.

2) 510. Graduate Admissions and Continuation. VP Olson noted this is the last policy of the group required by the Commissioner's Office for graduate programs. Jim Bailey, Graduate Director, said current graduate policies were put in place with the first graduate program and were program specific. This policy indicates standards for all graduate programs, including application process, continuation in program, probation, and re-admittance. Trustee Thompson motioned for approval of Policy 510. Graduate Admissions and Continuation. Trustee Sunderlage seconded. Voting was unanimous.

3) 101. Policy Governing Policies, and 109. Contacting the Attorney General's Office. VP Makin said a year ago we hired a new General Counsel. This is a limited scope request to note practices that have developed in her role in relationship to the Attorney General's office and how it works as an intermediary. Trustee Clarke motioned for approval of limited scope changes in Policy 101. Policy Governing Policies and 109. Contacting the Attorney General's Office. Trustee Taylor seconded. Voting was unanimous.

4) 607. Course-Based Fees for Credit Courses. VP Olson noted a year ago the Trustees adopted this temporary emergency policy. During this year we have been working on revisions, but still have steps in the final process to complete. Request is for a short extension of the temporary emergency. Policy was revised in response to an audit on course fees and is much more comprehensive in addressing changes in technology, satellite campuses, etc. Trustee Swarts motioned for approval of Policy 607. Course-Based Fees for Credit Courses. Trustee Blair seconded. Voting was unanimous.

C. Requisition Approval. VP Peterson said with 37,000 students and employees and 8,000 parking stalls, any new parking is welcomed on campus. Request is to approve construction of a new 500 stall lot built on the existing intramural fields across from the warehouse next to the Wee Care Center. It will also be utilized for the new Arts Building. Lot will cost approximately \$1.1 million and be funded through Parking Services. After approval, it will go immediately to bid so it can be completed over the summer. We have worked extensively with the neighborhood on mitigation, including adding walls and have built four new turf intramural fields at Vineyard, with a funding request to add some natural fields as well. We also worked extensively with Orem City to make certain we were in compliance with all codes and ordinances, even though we don't have to comply with city planning

and zoning. There will be no access to the parking lot from 400 West. Trustee Acerson motioned for approval of the requisition for a new parking lot on the southeast corner of campus. Trustee Taylor seconded. Voting was unanimous.

D. 2016-17 Tuition. VP Makin explained Utah has a two-tier system for tuition increases. 1st Tier applies to all institutions of higher education across the state. The Board of Regents will consider a 1st tier increase of 3.5% with revenue used for employee compensation and health care costs, along with enrollment growth and other priorities. UVU is not recommending a 2nd Tier increase, but one change in the MBA graduate scale. Full-time, day MBA students are required to take 12 credit hours per semester. Some of the students want to take elective courses, which would require them to pay graduate level tuition for these as well. Proposed change is to allow them to take any courses from 12-18 credits at the undergraduate credit price. This is the lowest tuition increase since 1998-99 and the lowest dollar amount since 2000-01 which represents our concern for the increasing costs of higher education, while also recognizing the need to maintain quality and support for employees.

E. 2016-17 Student Fees. Trustee Swarts said UVUSA spent a lot of time reviewing general student fees. Their final proposal was brought to President's Council to lower the number of fees and amount. They reviewed support of the Student Life and Wellness Building and recommended a change of \$5.52 for campus recreation, which includes a reduction in O&M and adding \$1.50 for costs. Since it is a new building we hadn't been able to adequately represent costs. There was a \$3.46 reduction in building bond fee which will add enough for increase in Student Life & Wellness building O&M. Reduction of \$4.42 to athletics fees, and increase to conference affiliation fund so reduction of \$2.42 to athletics. This was the most difficult decision they made, but was based on increased funding from enrollment and noting 1/3 of fees currently goes to athletics, which is one of the highest athletic funding from fees as compared to other institutions. Other changes were a reduction of 33 cents for student computing fee and a reduction of 29 cents to UTA. Funding for the Dean of Student's office was moved from student fees to appropriated funding for a reduction of \$5, with a total reduction of \$9. The total tuition and fee increase for 2016-17 will be 2.67%, the second lowest in 20 years. Trustee Acerson motioned for approval of 2016-17 Tuition and Student Fees. Trustee Chun seconded. Voting was unanimous. They will now go to Board of Regents for approval for implementation Summer of 2016.

F. 2016-17 Employee Compensation. 85% of our budget is for personnel and we value our employees. Legislature approved a 2% general compensation increase for all state employees including higher education, and a 7.3% medical premium increase. 25% of compensation will come from 1st Tier tuition increase, with additional match of about 1%.

Benefits: Our medical plan continues to operate very successfully with reserves maintained. In consultation with the president and the Benefits Committee, proposal is to use reserves for wellness program incentives and employee subsidies of health savings accounts. 1) Each benefit-eligible employee will receive a base increase of \$625 beginning July 1. 2) Medical plan will increase by 1.6% with additions of autism screening and treatment and 3D mammo grams, with no other changes or reductions in existing plan. This will result in increase of about \$2.60/month for a family traditional plan. 3) for those on high deductible plan, \$75 a month for single and \$100 a month for employees +1 will be given to a health savings plan. 4) no changes in dental plan or premium. 5) Wellness Program 1st tier an increase to \$300 one-time (completion of health assessment and providing biometric scores which will help to determine risk to plan), and for 2nd tier a payment of \$300 (such things as flu shot, trainings, etc.) for a total possible payment for wellness of \$500 one-time, and 6) long-term disability increase of 8.9%.

Salaries: The average increase across each salary group is 2.5% and will be distributed differently: 1) Faculty: a) \$625 to base, b) rank and tenure promotions, c) 2% for market equity adjustments based on national data, as compared to terminally-degreed tenure or tenure track, non-terminally degreed, and non-tenure track faculty (Lecturer), d) .25% for Deans for retention. 2) Staff. (full-time, benefit-eligible): a) \$625 to base, b) market equity based on local and national data, market median and years in current position. Three grade levels will be added. c) Staff have developed a merit plan utilizing a matrix that recognizes comparatio and performance. Staff hired by July 1, 2015 who have completed a performance evaluation and are not on disciplinary action will be eligible for a merit increase. VP's have developed matrixes for their divisions for distribution, and d) key retention.

Trustee questions: 1) Do you have a set comparatio on hire? We try for market median, but because of internal and gender inequity it may result in being lower. Goal is to hire at 90%, have all solid performers at 100% and exceptional employees over 100%. 2) how do you determine comparables for part-time adjunct faculty? Over the years we have systematically increased adjunct salaries more aggressively to be more in line with other peer universities. 3) What percentage of instruction is taught by adjuncts? For the first time this year we hit the benchmark of 55% of instruction being offered by salaried faculty. As we grow, and not receive funding, this could change. Our adjunct faculty add to the student experience by providing professional backgrounds in their fields. Also, the national trend is toward more reliance on adjuncts. 4) in the private sector, those who weren't performing typically didn't receive increases, is it the same at UVU? As we work on equity and move toward merit, this will happen. Faculty are currently working on a better evaluation process with more input from Deans and Chairs. 5) What feedback have you received from faculty and staff? They were pleased with the base increase for all, and that most employees will also receive an additional increase. Staff have been very positive about merit plan, but it is a culture change and will need education. Both faculty and staff realize the market challenges we face. Faculty voluntary turnover is fairly steady, but staff is fairly high, and involuntary higher than previous years. Trustee Sunderlage motioned for approval of the 2016-17 employee compensation plan. Trustee Lampropoulous seconded. Voting was unanimous.

G. Curriculum. Sr VP Olson said we have a good foundation in place for graduate programs and are proposing five new ones. Jim Bailey, Director of Graduate Programs, presented an overview: a) we currently have three master programs. b) we established a Graduate Office and appointed Graduate Director, c) developed Graduate Council with members from each college

and school along with student representatives. d) developed a process for new graduate programs with oversight from Graduate Council and implementation of graduate policies. Each new degree has extensive review for market and student demand, course and learning assessment that comes to Graduate Council, university curriculum committee, Academic Affairs Council and is then recommended to president to take to Board of Trustees. They had over 20 proposals that went through feasibility studies and resulted in these five new programs being developed. Others are in progress. After approval at Trustees, they will be forward to Board of Regents, and then to Northwest for accreditation approval.

Questions: 1) how long is each program? Social Work is one calendar year (fall, spring and summer), Accounting is two semesters, Cybersecurity is two semester full-time, Public Service is 36 hours (most will be part-time students). 2) Do these all require additional tenured faculty and how do you hire tenured faculty? Most will be tenure track.

1) Master of Public Service. This is the only program of its kind in the state and is focused on strengthening of administration for homeland security. Trustee Clarke motioned for approval of the Master of Public Service degree. Trustee Chun seconded. Voting was unanimous.

2) Master of Accountancy. A master or equivalent is required to become a CPA in Utah. There is strong industry and student demand, working with advisory board, and with support of BYU. Trustee Swarts motioned for approval of the Master of Accountancy. Trustee Taylor seconded. Voting was unanimous.

3) Master of Social Work. Leads to licensed clinical social worker with significant growth in our service area. Trustee Acerson motioned for approval of the Master of Social Work. Trustee Lampropoulos seconded. Voting was unanimous.

4) Master of Science in Cybersecurity. There is a very high demand for professionals. Utah is the #2 state in the nation for cybersecurity attacks. Trustee Blair motioned for approval of the Master of Science in Cybersecurity. Trustee Acerson seconded. Voting was unanimous.

5) Master of Computer Science. Also very high demand, as noted by advisory board, with a focus on computer software systems. Trustee Sunderlage motioned for approval of the Master of Computer Science. Trustee Blair seconded. Voting was unanimous.

6) Psychology BA/BS/Minor. Our Bachelor in Behavioral Science is the second highest enrolled major on campus. Most of those are students interested in psychology, so there is great demand. This will create a degree that will give students the additional coursework they need, and will allow them career options. Trustee Blair motioned for approval of the Psychology BA/BS/Minor. Trustee Clarke seconded. Voting was unanimous.

7) Department name change from Basic Composition to Literacies and Composition. This name more accurately reflects what they are doing for reading and information literacy, as well as writing and composition. Trustee Taylor motioned for approval of the department name change from Basic Composition to Literacies and Composition. Trustee Thompson seconded. Voting was unanimous.

8) Department name change from Engineering Graphics and Design Technology to Engineering Design Technology. Request is made to eliminate graphics from the title so students are not confusing this degree with an art graphics design major. Trustee Acerson motioned for approval of the department name change from Engineering Graphics and Design Technology to Engineering Design Technology. Trustee Sunderlage seconded. Voting was unanimous.

9) Integrated Studies Emphasis in Leadership (restructure). There are several emphases in Integrated Studies where students choose two or more emphases and coursework that melds them together. Request is to add emphasis in leadership that will be housed in the Woodbury School of Business. Trustee Sunderlage motioned for approval of the Integrated Studies emphasis in Leadership. Trustee Taylor seconded. Voting was unanimous.

10) History and Social Studies Education BS (restructure). Currently we have a history emphasis for education majors, but there are not many openings in that area as they need a broader history and social science background. Trustee Blair motioned for approval of the History and Social Studies Education BS degree. Trustee Acerson seconded. Voting was unanimous.

11) Geographic Information Systems Emphasis (deletion). We have an old minor in this area, but have now added a Geomatic and GIS major. This program no longer has enrollment, so are asking to delete. Trustee Acerson motioned for deletion of the emphasis in Geographic Information Systems. Trustee Lampropoulos seconded. Voting was unanimous.

H. Rank Advancements. Trustee Chun motioned for approval of rank advancement to Professor for Mark Talbert, Art & Visual Communications. Trustee Blair seconded. Voting was unanimous. Request for rank advancement for Bart Poulson was denied as he is not fully qualified.

I. Honorary Degrees. Trustee Blair motioned for honorary degrees for John Quinones, Christine Durham, Todd Pedersen and John Valentine. Trustee Taylor seconded. Voting was unanimous.

II. CONSENT CALENDAR.

- A. Minutes of February 11, 2016 Board of Trustee meeting.**
- B. Investment Report for January 2016.**
- C. 2015-16 Education and General Appropriated Revenue Revision I**

Trustee Chun motioned for approval of the Consent Calendar. Trustee Lampropoulos seconded. Voting was unanimous.

III. INFORMATION

A. Campus Report. President Holland said we have extraordinary faculty and student accomplishments that he will share at a later time. 1) UVU has reached 75 years of excellence. Thanked Trustees for their support for the awards banquet and for the quality of the awardees, 2) John Quinones will be the commencement speaker, 3) Thanked Trustee Clarke for being MC at the recent Appreciation Banquet, where we had all the living former presidents in attendance and honored them with honorary degrees, and the Interim Presidents with the Mt. Timpanogos Award.

B. Master Planning. There are three parts to the planning process: 1) Strategic Plan for Managing Growth. Data has been generated to drive future planning, 2) Academic Master Plan. Looked at what programs we want in the future, how the colleges will develop, etc. Both of these feed into the 3) Facilities Master Plan. EDA provided an update on early thoughts as we have similar meetings with the community, civic leaders, faculty and staff.

Growth. From 1990-2010 population doubled in Utah County and projections show between 2010-2030 there will be a 60% increase. Half of Utah's K-12 growth in the past 15 years was in our service region, and most will attend UVU. This shows the need for growth funding for UVU. The class of 2025 will be 25% larger than the class of 2016. Predictions are 40,398 students by 2020 and 46,949 students by 2025. Based on these numbers by 2025 UVU will need to add 180 salaried faculty, 149 adjunct faculty, \$36,502,000 in state taxfunds, 2.5 million square feet (based on low west rate of 73.6 sq. ft. per students).

Four Options. Tom and Jonathan from EDA gave an overview of the charge for master planning and reviewed the four options for use of the Vineyard property that came from the data collected: 1) Feeder Campus. Have a community college at Vineyard with upper division at the main campus, 2) Specialty Discipline. Stand-alone programs at Vineyard, 3) Dual Location. Extension of existing main campus with transit options between them. 4) Service and Support Campus. Relocate all non-academic support, including parking. Would leave more space for academics on the main campus. A hybrid of two options has been the top choice. Trustee provided feedback on the four options.

Respondents to the survey have indicated what determines the UVU experience: a) great education for a great price, b) small classes, c) pride in UVU. What students want and expect: a) more applicable skills and experience b) seamless combination between student life, work and school, c) better public transportation, d) maintaining small classes, e) housing near campus or on-campus, f) more involvement in events, g) having their voice heard. Campus is connected: a) literal connection of hallways (off-campus disconnect), b) access to GE classes, c) academic counseling, d) support services. Defining student life at UVU: a) learning to balance work, life and school, b) get your degree and get out (students returning mid-career, stackable degrees, additional skills).

Academic Master Plan. They have done analysis on the most important academic programs to grow. They held several discussions with faculty and academic leaders and were unanimously in favor of the Specialty and Service and Support options for the Vineyard Campus. They are concerned about duplicating infrastructure, but feel there is tremendous potential to grow on the main campus and integrate with the west campus. They also looked at efficiencies in scheduling, space use, hybrid and on-line courses, reconfiguration of colleges, etc.

Student Housing. Along with small classes, one thing students indicated they would like is on-campus housing. VP Taylor said it would provide tremendous options for programming and working with freshman students. Trustee Swarts said as he has met with students and feels housing would dramatically increase school pride, attendance at athletic events and increase alumni and community support. We have contracted with Horrocks to provide data on transportation issues and plot mapping on current concentrations of students and proximity to campus. Trustees were in favor of providing an on-campus housing experience for freshman and sophomore students, which could change the character of the university.

After more campus and community input, EDA will provide a draft with more details that will be brought back to Board of Trustees. Trustees were encouraged to give additional input.

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

Meeting adjourned at 12:06 p.m.