### President’s Council Meeting

**Date:** November 13, 2014  
**Time:** 10 a.m.  
**Location:** SC213c

**Attendance:** President Holland, Joel Kincart (for Marc Archambault), Tyler Brklacich, David Connelly, David Jones, Linda Makin, Cameron Martin, Brett McKeachnie, Fidel Montero, Karen Olsen, Jeff Olson, Val Peterson, Kyle Reyes, Michelle Taylor, Mark Wiesenberg. Guests: Nancy Bartlett, Robin Ebmeyer, Melissa Frost, Cara O’Sullivan, Alexis Palmer, Andrew Stone, Olivia Ward, Jen Barrett and Dustin Long Intramural Coordinator and Assistant Coordinator.

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<th>Agenda Item</th>
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| 1. Sexual Assault Campaign | Alexis Palmer reported they have updated the document and need a decision on mandatory training. This is required to be in compliance with Title IX, Office of Civil Rights and Department of Education. We need to develop a comprehensive response program, training and resources for both male and female students, and create an environment where sexual assault and violence is discussed and where students and safe and supported. Trainings need to be meaningful, and sustainable and able to change campus culture. Being done: Presentations are being done to classes and student groups on sexual assault and violence and procedures in place. Online training vendor will be chosen. Policy is being revised. Student Code is being updated, along with sexual assault pamphlet that lists options and resources at UVU and in the community for both victims and bystanders. Alexis is meeting with student clubs to guide and support them. A student club is currently doing the national mattress campaign “Yes Means Yes”. There is a Facebook page with educational resources on campus, a self-defense night is sponsored by Service Council, and a crisis line is being developed for 24 hour service. Student government have created a video, and have invited Elizabeth Smart to speak on December 10. They will be promoting a pledge as a call to action, not mandatory. Melissa Frost said the laws have changed in response to the high likelihood of rape during a college career. The Clery Act has been changed to include reports of domestic violence, dating violence, stalking (including electronic). The Violence Against Women Act mirrors the Clery Act. EEOC has determined sexual orientation is a gender issue. All of these have one goal to end sexual assault on college campuses and create a welcoming and open environment. One requirement is to train faculty and others on resources to remain safe, along with assessment: oversight and resources, identifying and reporting sexual assault, investigation, responding to and rendering findings on complaints, remedies, consent, substance abuse, bystanders and assessment. Melissa will oversee training for faculty and staff, including athletics, first responders and identified responsible employees. Alexis will oversee student training. It has to be first person training for new freshman and transfer students, and they plan to do during orientation. All other students can do online. Discussion:  
- There needs to be clearer definitions, such as “mostly” first responders. This definition comes from the federal government and include those who a student would most likely approach for resolution  
- Training and accompanying material is difficult to do well because these are sensitive behaviors difficult to discuss in a public setting, and victim blame, but if we are not precise enough there won’t be understanding on how to protect themselves and perpetuators won’t identify themselves.  
- Concern with concurrent enrollment and other minor students. Suggested State Board of Education and Board of Regents discuss this issue  
- What about student employees—assume they will be covered under student training. Also issue on training hourly employees, such as adjunct faculty and temporary workers  
- This need for training has existed forever and been ignored. Training should the expectation of every employee and mandatory. The compliance culture should not be ignored. David Connelly noted in his other work locations he didn’t receive a paycheck until his training was completed. They had three modules—sexual harassment, sexual violence and conflict of interest, which took about an hour. It was also timed to ensure they read the materials  
- We need a system to track compliance and training.  
- Do we have leeway on content and can we combine sexual harassment and sexual violence. Mark W said they are exploring an updated having a shorter version for those who completed it previously. Most liked having the two trainings combined, and even have a penalty for not completing  
- Should be part of annual evaluation. Suggested no merit pay if not complete. This could work for salaried staff, but not faculty. We need the right incentives for the right groups. It is worth the investment of time to let employees and student know we value them enough to provide a safe, supportive environment.  
- Make sure Alexis and Melissa have the support they need on this issue. | Alexis and Melissa will bring back for further discussion. They were asked to think long-term, also about an integrated, efficient model that can be a positive boost to the culture. Training content and brochure will be returned to PC, along with student video before they go public. |
<p>| 2. Intramural Report | Alexis Palmer introduced Jen Barrett, Intramural Coordinator and Dustin Long, Assistant Intramural Coordinator to report on what they are doing to create a first-class intramural program. Jen said when she came there were two outdoor fields with no lights, and the PE building gym and National Guard Armory. With the new Geneva fields, there are able to have intramural events from 4 pm to midnight every night on the four turf fields. They also use the three basketball courts and MAC courts for indoor soccer in the SLWC. The games center and bowling lanes are also utilized. The Zone, UCCU Center and Arches Health are sponsors. Dustin reported on programming. New programs include bubble ball, crate stacking, sharbade, pickleball, spikeball, | Alexis Palmer will provide periodic reports on Intramurals. |</p>
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<th>4x4 flat foot, wheelchair basketball and broom ball. Larger leagues include flat football and basketball with about 50 teams in each league. They also do outdoor and indoor soccer with 2-3 leagues a night, plus open play, ultimate Frisbee, lazer ball, fantasy football and ping pong. Ongoing event include sports night on Monday with free pizza, laser tag every Tuesday and Thursday, crate stacking monthly, and open play weekly. They have hired an additional 15-20 people to work weekdays from 5 to 11 p.m., with revenue funding. Participation has increased by several thousand students with the increased times and facilities. It was noted it would be interesting to correlate completion and alumni participation with those who participate in intramurals. President Holland said funding for intramurals can provide an engagement opportunity to build affinity and student participation, but we need to be cost effective, and are on the right track.</th>
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<td>3. Retiree Reception</td>
<td>Mark Wiesenbarg said they have noticed that departments are sponsoring retiree receptions for their own employees, and feel they are better served at the local level. He proposed discontinuing the HR campus-wide retiree reception. They will still sponsor a lunch and recognition for all retirees. APPROVED</td>
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| 6. Hiring and University Nimbleness | This item is a followup to previous discussion on the university’s biggest threats, including IT and risk management. One issue that came up was the idea of being nimble and responsive to the academic and business communities. MATC has indicated how nimble they are in responding to community need, including IT. As we get larger, it becomes harder to be nimble. One item identified by the business engagement strategy was a rapid response team, which has been replaced by the Senior Director for Community College Programming, with a mandate to review data and visit with industry on program needs. Deans are more attuned than ever and responding, along with the STEM committee. We need to market this for community understanding. Discussion:  
- Deseret News article a few weeks ago accused higher ed of not being responsive. Industry is asking for specialized training for employees, but also want critical thinkers, which are at two ends of the spectrum.  
- Need for curriculum development within departments and mechanisms and incentives for faculty to develop curriculum and find creative ways to be responsive. Example is the Center for Technology and Government, with response to use of IT where curriculum was developed, and solutions tested to solve a problem, working with private vendors. This is a version of UVU’s Urban Mechanics  
- MATC is now providing programs that didn’t work well here, which is what should happen. We need to be consistent with our mission, respond rapidly and appropriately, while letting MATC play to their strength. We shouldn’t be overly afraid or competitive with the MATC, while being clear what we keep and do. Also keep our sense of nimbleness with important community college functions  
- It goes back to who we hire. If we hire research faculty, they won’t want to respond to business and industry.  
- Have 6-12th grade student think about pathways. | Susan Thackeray will be invited to present on pathways to PC. President H, Jeff O and David C will have further discussion. |
| 7. Board of Regents | Board of Regents will be hosted on campus tomorrow. Everyone is invited to attend the open meetings throughout the day. President Holland will be giving his report on UVU at 2:30 pm in Centre Stage. |  |
| 4. Policies | Minors on Campus. Request is for a temporary emergency process to have approved at December Board of Trustees. Robin Ebmeier has worked extensively with the policy office and David Jones. Purpose is to protect minors who are on campus by providing training and ability to respond if there are issues. Policy will begin through the regular policy process. Also policy 159 will be deleted through the same approval process. APPROVED  
Cost Transfers for Sponsored Programs. No comments were received in Stage 3. APPROVED for Stage 4 to go to December Trustees  
502. No comments received in Stage 3. APPROVED for Stage 4 to go to December Trustees.  
639. Adjunct Faculty. Kat Brown said there were no comments in Stage 3. APPROVED for stage 4 to go to December Trustees  
541. Rights and Responsibilities of Students. APPROVED for Stage 1.  
321. Was approved as a temporary emergency policy, but now needs to go to Trustees to meet the year requirement for the end of temporary emergency. APPROVED for Stage 3 for 7 day review. Will return to next PC for Stage 4 approval to go to December Trustees |  |