



## **BOARD OF TRUSTEES MEETING MINUTES**

September 16, 2021 – 9:30 a.m.

Community Education Center – Hybrid Meeting

### **Trustee Members:**

Ms. Kearston Cutrubus (Chair)  
Ms. Karla Bergeson (Vice Chair)  
Mr. Brent Bishop  
Ms. Amanda Covington  
Ms. Louenda Downs  
Ms. Karen Fairbanks  
Mr. Ben Ferney  
Mr. Curtis Funk (via Zoom)  
Mr. Don Salazar  
Mr. Keith Titus

### **Excused:**

### **Weber State University Representatives:**

Dr. Brad Mortensen, President  
Dr. Norm Tarbox, Vice President for Administrative Affairs  
Dr. Ravi Krovi, Provost  
Dr. Brett Perozzi, Vice President for Student Affairs  
Dr. Bret Ellis, Vice President for Information Technology  
Dr. Betsy Mennell, Vice President for University Advancement  
Ms. Adrienne Andrews, Assistant Vice President for Diversity & Chief Diversity Officer  
Ms. Sherri Cox, Secretary to the Board  
Mr. Steven Richardson, Director of Strategic Initiatives  
Dr. Laine Berghout, Faculty Senate Chair/Professor/Chemistry (Zoom)  
Dr. Gail Niklason, Staff Advisory Council Chair  
Mr. Rich Hill, General Counsel  
Ms. Stephanie Hollist, Deputy General Counsel  
Ms. Allison Hess, Director, Public Relations

Dr. Kristin Hadley, Dean, College of Education

Mr. Jason Francis, Associate Professor/Health Sciences Librarian

Dr. Shaun Adamson, Professor/Head of Teaching and Information Services

Ms. Diana Meiser, Assistant Professor/EAST Librarian

Mr. RC Callahan, Executive Director/ WSU Online

Ms. Angela McLean, Director/Disability Services

Mr. George Berrara, Presidential Leadership Fellow

Mr. Zachary Sink, Presidential Leadership Fellow

Mr. Allen Lore, Director, Continuing Education IT

Ms. Aubrey Lord, Administrative Associate

**Guests:**

Mr. Tim Jackson, President, and CEO, United Way of Northern Utah

**Public Attendees:**

Mr. Jeremy Shinoda, Ogden City Diversity Commissioner

**Press:**

No press were present

**Call to Order:**

The meeting was called to order at 9:38 a.m. by Ms. Karla Bergeson, Vice-Chair. She welcomed all in attendance.

**Full Board Agenda Items****Installation of New Trustees:**

Mr. Brent Bishop and Mr. Keith Titus were installed as new trustees by taking the oath of office led by Ms. Sherri Cox.

**Meeting Minutes Approval (August 9, 2021):**

Meeting minutes from August 9, 2021, Planning Retreat Orientation Meeting were reviewed by the Board of Trustees.

***ACTION:*** Upon a motion by Ms. Louenda Downs to approve the meeting minutes from August 9, 2021, with a second by Mr. Curtis Funk, the motion passed unanimously.

**Information****College Liaison Report:**

Dr. Kristin Hadley, Dean of the College of Education, gave a review of the college's different departments, including: Exercise and Nutrition Sciences, Health, Physical Education, and Recreation, Stromberg Complex Management, Child and Family Studies, and Teacher Education. Dean Hadley discussed the college's Justice and Equity Foundation, Personal Connections and Academic Excellence Ecosystem, Community-University-Workforce Innovation Ecosystem, Recruitment, Retention, and Completion Outcome, Implementation Committees/Working Groups and Resources. One area the Dean referenced for improvement was how to rework resources to support the college efforts and how to adjust different elements to meet the strategic plan goals. An example given was the readjusting of space such as locker rooms, or other areas that are not being used, to better fit the needs of the college.

When asked how Trustees can assist their college, Dean Hadley replied that Trustees can offer ideas and support, or help reach out to partners.

**Special Topic - United Way:**

Mr. Tim Jackson gave a presentation on the United Way of Northern Utah and the services they provide for Box Elder, Weber, and Morgan counties. Its mission is to unite people, organizations, and build healthy, stable, and well-educated communities. Their four focus areas are education, income, health, and community leadership. Successes, challenges, and opportunities were also discussed. A video consisting of volunteers, service, and group photos was synchronized to music from the "The Greatest Showman." It fostered emotion and praise from the Trustees.

**Faculty Presentation by Stewart Library:**

A faculty presentation by health sciences librarian, Mr. Jason Francis, included a background of Canvas course development and associated issues. Library faculty serve as liaisons to each college assisting with access to library services and course material requests. The library worked with disability services to assist faculty with making course content accessible to all students, including those with disabilities. Using the CARES Act funding received, professional caption videos were created in 2020. Future plans will use Kaltura video creation software to create a repository of captioned video content and tagging documents to accurately communicate information with students. LinkedIn Learning teaches and trains on the use of these processes. Mr. RC Callahan talked about data, and how the disabilities office makes information accessible quickly. The use of Blackboard Ally is very helpful for faculty to know if their content is visible as it uses color-coded dials and tabs to show the status of their information and how to correct it. About one in four students have learning disabilities, so many students are using these services.

**Weber State University Reports****President's Report:**

President Mortensen shared the following highlights from his report:

- a. ESL graduation is a great event to attend.
- b. Visit the WSU homepage and ask Waldo a question
- c. Network Management partnership
- d. Workers fund compensation donated to Rocky Mountain Center
- e. Enjoying seeing students on campus in person
- f. Covid-19 numbers are looking ok and the vaccination requirement is underway with surveys from students declaring their status.

**Alumni Report:**

Trustee and Alumni President, Curtis Funk, shared that \$56,000 was raised at the Alumni golf tournament this year, which is a record amount. \$80,000 in scholarships were awarded to students.

**Staff Association Council (SAC) Report:**

Ms. Gail Niklason, SAC chair, reported that SAC has met several times since the start of the year. Incoming and ongoing staff committees are looking to make changes to retain personnel. Being an advocate is so important. Concerns and priorities shared included an interest in remote work policy, working to be a voice on campus, and better communication.

**WSUSA Report:**

Trustee and WSUSA President, Ben Ferney, thanked everyone for all they do for the student body. Over the summer many things were done to prepare for the school year. The theme for the year is BUILD Weber, which is an acronym for belonging, uplift, intention, legacy, and develop. Ben indicated that this year has a very passionate group of vice presidents serving.

**Upcoming Events:**

Upcoming events were listed for review with acknowledgments made concerning the Mount Ogden Hike scheduled for Saturday, Sept. 18, Homecoming week kicking off October 11-16, NAC is being held virtually and in-person on October 15, and Trustees are invited to attend. The Annual Diversity Conference will be held virtually Sept. 30 - Oct. 1, 2021.

**Business Committee****Acknowledgment of Don Salazar:**

Vice Chair Karla Bergeson acknowledged and congratulated Trustee Don Salazar on the new position he has accepted as the United States Hispanic Business Council Board of Directors chairman in Washington, D.C.

**ACTION Items: Trustee Don Salazar****a. Audit Committee Report**

The Audit Committee report was reviewed without any discussion.

***ACTION:*** On a motion to approve the Audit Committee report made by Mr. Don Salazar, with a second by Ms. Karen Fairbanks, the motion was unanimously approved.

**b. Consent Calendar**

The consent calendar was reviewed by the Board of Trustees. It was noted that the quarterly investment reports included the months of April - July.

***ACTION:*** On a motion to approve the Consent Calendar by Mr. Don Salazar with a second by Ms. Amanda Covington, the motion was unanimously approved.

**c. Information Items**

Information items were reviewed without discussion.

## Academic Policy Committee

### **ACTION Items: Trustee Louenda Downs**

**a. PPM 8-11, Evaluation of Faculty Members & PPM 8-12, Dated Guidelines For the Ranking Tenure Review Process**

Provost Krovi discussed the changes to PPM 8-11 and PPM 8-12, answered questions, and engaged in discussion with the Trustees concerning channels. A channel is a pathway to receive tenure and promotion. There are different criteria in each channel. A new channel, Channel F, was developed and recommended by Faculty Senate to create a path for tenure that recognizes many faculty are asked to give excessive service. This can impact their ability to accomplish their outstanding work in teaching and research. However, as the policy was shared with campus, concerns arose that the new channel had too low of standards for teaching. Rather than send the entire policy proposal back to rework the concerns about Channel F, President Mortensen followed the options in PPM 1-20 to recommend revisions to the policy, specifically striking the inclusion of a new Channel F. Provost Krovi indicated there are positive conversations taking place to develop a way that better balances circumstances of excessive service without diminishing teaching quality.

***ACTION:*** A motion to approve PPM 8-11, Evaluation of Faculty Members & PPM 8-12, Dated Guidelines For the Ranking Tenure Review Process, with the revision recommended by President Mortensen to strike the inclusion of a new Channel F, was made by Ms. Louenda Downs with a second by Chair Kearston Cutrbus, the motion passed unanimously.

**b. PPM 9-5, Faculty Responsibilities to Students**

Provost Krovi recommended changes to PPM 9-5 without discussion by the Trustees.

***ACTION:*** Upon a motion to approve PPM 9-5, Faculty Responsibilities to Students by Ms. Karla Bergeson, with a second by Mr. Ben Ferney, the motion passed unanimously.

**c. Information Items**

Information items were reviewed. It was noted that Provost Krovi gave a background on tenure during the Academic Policy Committee discussion.

### **Other**

Other items discussed included the upcoming accreditation review through Northwest Commission on Colleges and Universities.

### **Adjourn**

With no other items to discuss, the meeting was adjourned at 11:13 a.m.