

**Minutes**  
**PRESIDENT'S COUNCIL**  
**April 24, 2019**

**PRESENT:**

President Brad Mortensen  
Vice President Bret Ellis  
Vice President Norm Tarbox  
Provost Madonne Miner  
Asst. Vice President and Chief Diversity Officer Adrienne Andrews  
Ms. Jackie Shafer, SAC Chair  
Dr. Doris Stevenson, Faculty Senate Chair  
Ms. Stephanie Hollist, Deputy General Counsel  
Mr. Rich Hill, General Counsel  
Mr. John Kowalewski, Exec. Director of Marketing and Communications  
Ms. Sherri Cox, Recorder

**EXCUSED:**

Vice President Brett Perozzi

Minutes

UVU Advertisement for  
Reading Education  
Program at Davis Campus

PPM 3-31 Staff Employee  
Grievances

1. The meeting convened at 8:30 a.m. President Brad Mortensen welcomed attendees.
2. President's Council Members approved minutes from the March 27, 2019, meeting with a follow up on item 24 on the agenda, PPM 4-17, Academic Rules, Regulations, and Standards. The follow up was favorable, the PPM changes were approved.
3. President Mortensen shared a flier he received in the mail at his home promoting a reading program UVU is hosting at WSU Davis Campus. A discussion ensued concerning what WSU is doing programmatically to better get our name out as our world is becoming increasingly more competitive. We need to ensure that we are supporting folks in this area and they are seeing our name out there.
4. President Mortensen asked Ms. Stephanie Hollist to discuss changes to PPM 3-31, Staff Employee Grievances. State law requires that we adopt a personnel hearing committee process specific to whistleblower complaints. These changes bring us into compliance with a couple of laws. Includes:
  - a. A timeline of reports and handling them appropriately, burden of proof.
  - b. All testimony given during the hearing shall be under oath if the grievance relates to the employee's termination or demotion.

Approval

- c. Additional changes may occur in the future with this policy and possibly others to streamline processes.

PPM 3-32a Amorous or Sexual Relations

The President's Council approved PPM 3-31, Staff Employee Grievances updates as mandated by state law.

- 5. President Mortensen invited Ms. Hollist to discuss changes to PPM 3-32a, Amorous or Sexual Relations. Puts us in compliance with state laws concerning relationships between students and employees. Required to adopt a compliant policy or bear burden of proof. We also risk losing government immunity with these claims. Changes to the policy includes:
  - a. Identifying and addressing people in special trust positions (Coaches, faculty, staff, etc).
  - b. Need to adopt a policy to ensure insurance coverage.
  - c. The university is not required to accommodate people who have relationships.  
Need to educate people about the changes, as the state considers violation of these laws a crime. Discussion of training and internal campaigns ensued. The policy is designed to prevent abuse of power in a relationship and avoid conflict of interest.

Approval

The President's Council approved proposed changes to PPM 3-32a, Amorous or Sexual Relations.

PPM 3-38b Staff Advisory Committee Update

- 6. President Mortensen opened discussion for changes to the title of PPM 3-38b, Staff Advisory Committee. Staff Advisory Committee chair, Ms. Jackie Shafer, presented the name change from "committee" to "council".

Approval

The President's Council approved the name change for PPM 3-38b from Staff Advisory Committee to Staff Advisory Council.

Proposed 3<sup>rd</sup> Year Salary Bump

- 7. Provost Miner led a discussion on Proposed 3<sup>rd</sup> Year Salary Bump. There were several issues and questions from Legal Department, Deans' Council and committee members regarding this proposal.

Decision

The President's Council agreed to return Proposed 3<sup>rd</sup> Year Salary Bump to the Executive Committee for further discussion.

PPM 8-11 & 8-22  
Evaluation of Faculty  
Members & Faculty  
Status for Eligibility for  
Tenure

8. Provost Madonne Miner discussed changes to PPM 8-11 & 8-22, Evaluation of Faculty Members & Faculty Status for Eligibility for Tenure. Changes involve required degrees to consider for tenure and promotion. Also included are minor word changes and spelling corrections.

Changes to PPM 8-22 include changing of the term "University Library" to "Stewart Library".

Approval

The President's Council approved the changes to PPM 8-11 and 8-22, Evaluation of Faculty Members & Faculty Status for Eligibility for Tenure.

Interior Design  
Professional Sales BS  
Discontinuance

9. Provost Miner proposed the discontinuance of Interior Design Professional Sales BS. Interior Design is moving from Sales to Management.

Approval

The President's Council approved the Interior Design Professional Sales BS discontinuance.

Tribal Leaders and  
Educators Meeting on  
5/6 - 5/7

10. Assistant Vice President and Chief Diversity Officer Adrienne Andrews discussed the upcoming visit of Tribal Leaders and Educators Meeting on May 6 and 7. This is the first time they have held meetings at WSU and all are encouraged to participate in their lunch and events.

HERS Interview  
Reminders

11. Assistant Vice President and Chief Diversity Officer Andrews gave a reminder of upcoming HERS interviews which are scheduled on various dates. Participation in these interviews is encouraged. Those who wish to see questions in advance can request them from Adrienne Andrews.

Strategic Commission  
Planning Update

12. President Mortensen gave a Strategic Commission Planning Update. Several representatives from WSU met with NCHEMS at their regional meetings. Discussion points included:

- a. Growth in UVU area of the state;
- b. Population of students who thrive online vs. those who need personal face-to-face class

	<ul style="list-style-type: none"> <li>c. Study on whether dual mission institutions are costing more than technical colleges; May be beneficial to sponsor a study into dual mission benefits for the cost.</li> </ul>
Commencement Assignments	13. Commencement assignments were discussed by President Mortensen. Changes were made to accommodate representation from President's Council and Board of Trustees at all college convocations.
Trustees Agenda	14. President Mortensen discussed the agenda for the upcoming May Board of Trustees meeting. Agenda items included: <ul style="list-style-type: none"> <li>a. Five PPM policies;</li> <li>b. Interior Design discontinuance.</li> </ul>
Consent Calendar	15. The following Consent Calendar items were briefly discussed: <ul style="list-style-type: none"> <li>a. The Joe Ann Charest Quasi-endowment fund agreement for scholarships;</li> <li>b. The Quasi-endowment for the Department of ED SIP Grant and Funding;</li> <li>c. Requests for chair appointments, emeritus faculty, early retirement and Interim Dean, Julie Rich in the College of Social and Behavioral Sciences;</li> <li>d. Vice President Tarbox asked to have Ron and Wendall notified to get minutes into the file.</li> </ul>
Approval	Consent Calendar items were approved by the President's Council.
Upcoming Events	16. Upcoming Events were looked over with brief discussion.
Other	17. Other items that were discussed: <ul style="list-style-type: none"> <li>a. Adrienne Andrews will be out of the office May 13 – July 5 for medical leave.</li> <li>b. New road name at Davis Campus. This is a great way to honor someone that has contributed to the university. The name Haven J. Barlow Parkway was suggested.</li> <li>c. Vice President Tarbox was asked about the recent announcement that Athletic Director,</li> </ul>

Meeting Adjourned

Jerry Bovee, is moving to USU. He indicated that we are very disappointed but will continue to improve our athletics program and move forward.

18. With no further items to discuss, the meeting was adjourned.