

**Minutes**  
Weber State University  
Board of Trustees  
Dec. 6, 2016

**Trustees:**

Ms. Kearston Cutrubus  
Ms. Louenda Downs (Vice Chair)  
Ms. Karen Fairbanks  
Ms. Heather Hales  
Mr. Nolan Karras (Chair)  
Dr. Jeff Stephens  
Mr. Kevin Sullivan  
Mr. Gregory Woodfield

**Excused:**

Mr. Steve Starks  
Mr. Scott Parson

**Weber State University Representatives:**

Dr. Charles A. Wight, President  
Dr. Madonne Miner, Provost  
Dr. Brad Mortensen, VP for University Advancement  
Dr. Jan Winniford, VP for Student Affairs  
Dr. Bret Ellis, VP for Information Technology  
Mr. Steve Nabor, Senior Associate Vice President, Financial Services  
Mr. Shane Farver, Secretary, Board of Trustees  
Dr. Susan Thornock, Chair, School of Nursing  
Mr. John Kowalewski, Executive Director, Marketing & Communications  
Ms. Amelia Williams, Chair, Staff Advisory Committee  
Mr. Lonnie Lujan, Vice Chair, Staff Advisory Committee

**Others:**

Ms. Leslie Mott, Director of Nursing and Health Professions, DATC  
Ms. Jessi Gordon, Consultant: Education and Workforce Development, Gallup

**Press Present:**

Ms. Anna Burlison, Standard-Examiner

Welcome

Approval of 10-4-16  
Meeting Minutes

President's Report

WSUAA President's  
Report

Faculty Report

Special Report:  
Gallup/Purdue Index

- I. The meeting convened at 9:30 a.m.
- II. Vice Chair Louenda Downs welcomed those present.
- III. Upon a motion from Jeff Stephens seconded by Kevin Sullivan, the Board of Trustees approved minutes from the Nov. 1, 2016, meeting and ratified associated committee minutes.
- IV. President Charles Wight provided the attached report.
- V. Heather Hales, president of the WSU Alumni Association provided the attached report and said the WSU holiday glasses were a hit.
- VI. Susan Thornock, chair of WSU's School of Nursing, gave a report on the program's success and collaboration with area applied technology colleges. Among the points of the report was a 98 percent completion rate for WSU nursing students and the fact that Weber State educates nearly half of the nurses in Utah. Fifty percent of nursing students receive either a scholarship or financial aid.  
  
Leslie Mott of the DATC reported that her institution has a close relationship with WSU, with Weber State faculty teaching on location at DATC's campus.
- VII. Jessi Gordon, consultant for education and workforce development at Gallup, gave a presentation on the national Gallup-Purdue Index survey of college graduates. The survey, "Great Jobs & Great Lives," measured well-being, employee engagement, alumni attachment and collegiate experience.  
  
Among findings was the fact that the odds of being emotionally attached to an alma matter were 8.1 times higher if alumni agreed that the institution is passionate about the long-term success of its students. In addition, the alumni respondents were 4.1 times more likely to be emotionally attached if they reported that they had a mentor who encouraged

	<p>them to pursue goals and dreams.</p>
<p>WSUSA President's Report</p>	<p>VIII. Student Body President Gregory Woodfield reported on the attached items regarding several trainings, stress reduction, and other matters. The WSU Student Association is also working on getting a chapter for the National Alliance on Mental Illness here on campus.</p>
<p>Committee Reports (Business Committee)</p>	<p>IX. Heather Hales, filling in for Scott Parson, gave the following report:</p>
<p>(Quarterly Investment Report)</p>	<p>1) The committee recommends approval of the quarterly investment report.</p>
<p><b>ACTION</b></p>	<p>Upon a motion from Karen Fairbanks seconded by Woodfield, the Board of Trustees unanimously approved the Quarterly Investment Report.</p>
<p>(PPM 5-36b: Security Camera Use)</p>	<p>2) The committee recommends the approval of PPM 5-36b: Security Camera Use. The policy, in compliance with federal and state guidelines, governs security cameras.</p>
<p><b>ACTION</b></p>	<p>Upon a motion from Kearston Cutrbus seconded by Kevin Sullivan, the Board of Trustees unanimously approved PPM 5-36b.</p>
<p>(Quarterly Athletics Report)</p>	<p>3) The committee recommends approval of the quarterly athletics report. WSU had its highest student-athlete graduation success rate in nine years, which was at 78 percent.</p>
<p><b>ACTION</b></p>	<p>Upon a motion from Hales seconded by Jeff Stephens, the Board of Trustees unanimously approved the Quarterly Athletics Report.</p>
<p>Quarterly Construction Report</p>	<p>4) The committee recommended approval of the Quarterly Construction Report. Hales noted that the trustees would like to see legislative approval for the Social Science Building, and Downs recommended that the trustees share that desire with legislators.</p>

**ACTION**

Upon a motion from Kevin Sullivan seconded by Fairbanks, the Board of Trustees unanimously approved the Quarterly Construction Report.

Personnel and Policy Committee

X. Kevin Sullivan, chair of the Personnel and Policy Committee gave the following report:

Leave for Birth, Adoption and Foster Child Placement

- 1) The committee recommends approval of changes to PPM 3-26 and 3-21 in regard to changes to leave policy. The changes would allow the use of sick leave for adoption and placement of foster care.

**ACTION**

Upon a motion from Sullivan seconded by Cutrbus, the Board of Trustees unanimously approved the policy changes.

(AS in Business and Economics)

- 2) The committee recommends the creation of an Associate of Science degree in business and economics. The degree could serve as a stepping stone for those on the way to a bachelor's degree.

**ACTION**

Upon a motion from Woodfield seconded by Hales, the Board of Trustees unanimously approved the creation of an Associate of Science degree in business and economics. The degree proposal will next go to the State Board of Regents for final approval.

Events Calendar

XI. Downs mentioned commencement on Dec. 16.

Other

XII. Chair Nolan Karras mentioned a student success meeting on Feb. 7 that trustees might want to consider attending.

Adjourn to Executive Session

XIII. Upon a motion from Nolan Karras seconded by Karen Fairbanks, and in accordance with Utah Code Section 52-4-205 (1) (a), the Board of Trustees adjourned to a closed executive session in order to discuss the character, professional competence, or physical or mental health of an individual.



**President's Report  
WSU Board of Trustees  
Dec. 6, 2016**

1. Matthew Choberka, chair of WSU's Department of Visual Art & Design, was recognized with one of Ogden City's 2016 Mayor's Awards in the Arts. Choberka's work, both in painting and mixed media, focuses upon the instability and complexity of the contemporary world. In addition, WSU student Jaime Contreras, 18, won a mayor's award in the Youth Artist category. Mayor Mike Caldwell honored Choberka, Contreras, and others during a Nov. 17 celebration.
2. Weber State unveiled the university's largest solar project Nov. 11 at WSU Davis. Panels that are a part of the approximately 2-megawatt project cover seven acres of land on the southeast side of the Davis County campus and supply up to 100 percent of that campus' electrical needs. The solar array is financed, designed, installed and maintained by SolarCity – the nation's leading solar provider. It is expected to provide predictable and stable power for the next 20 years. During the array's lifetime, it will generate more than 57 million kilowatt-hours of energy and offset more than 85 million pounds of carbon emissions.
3. Weber State's offices of Institutional Effectiveness, Institutional Research, Student Affairs Assessment, Information Technology and others have created a new Web page to guide people toward useful data and the proper data stewards for information. The site, [weber.edu/data](http://weber.edu/data), features several resources including where to go for data, an interactive report index, means for report or dashboard requests, and up-to-date information on ongoing data projects.
4. WSU nursing and respiratory therapy students now have a state-of-the-art environment to hone their skills. The newly renovated Annie Taylor Dee Simulation Center gives our medically minded students a chance to practice on technologically sophisticated mannequins that mimic vital life signs. In addition, the renovation includes a nurse practitioner suite, a three-bed lab, and audio and visual feed that gives professors the ability to alter patient scenarios and symptoms and give feedback to students. An open house on Nov. 10 celebrated the center's renovation.

5. WSU's football team ended its season with a 7-5 record and a trip to the NCAA playoffs. WSU lost its playoff game to Chattanooga, but it was the first time since 2009 that WSU had advanced to the playoffs. WSU ended the season 6-2 in Big Sky play, finishing third in league standings.
6. The Weber State women's basketball team is putting together a great season, most recently evidenced by with a 76-37 win over Portland. In late November, the Wildcats achieved a 5-0 record, which had never been done in school history. The women's team now has 6-1 overall record for the season.
7. International Education Week (IEW), which provides an opportunity to foster cultural exchange on campus, took place Nov. 17-19. Each day of the week featured an activity led by WSU international students. More than 250 people participated in these events. The WSU community was able to experience the global diversity we have on our campus. The International Education Symposium provided an avenue for faculty and staff to share their best practices for helping international students in the classroom and beyond. Thirteen faculty and staff members presented on various topics.
8. Radiological sciences professor Diane Kawamura was selected as the Most Effective Radiologic Technologist Educator in the U.S. in the 2016 edition of the Minnies, published by AuntMinnie.com.
9. Weber State University hosted its 11th Annual Native Symposium, which focused on forgiveness, on Nov. 10. A sunrise ceremony at the Browning Center flagpoles with spiritual leader Lacey Harris of the Northern Ute Tribe kicked off the symposium. Dr. Darryl Tonemah, a full-blooded Native American (Kiowa/Comanche/Tuscarora), later spoke on growing up on and off reservations throughout the country. Tonemah is an American Indian health psychologist, musician and actor who retains a deep connection with his roots. Tonemah presented "Reconciliation After Appropriation: Healing Conversations with Indigenous People" and then participated in a panel discussion including Dr. Forrest Crawford, Tashina Barber and Lacey Harris. The day concluded with a luncheon and roundtable discussions.
10. Weber State University held the third Town Hall Conversation on Race Nov. 12 in with more than 150 participants. This event, dedicated to creating community after the election, included a panel discussion that included Dr. Dianna Abel, Maria Parrilla de Kokal, Dr. Sarah Hanisko, Rev. Monica Hall and Alicia Washington. Following their remarks, participants were invited to break into small groups to discuss their feelings, perceptions and understandings about the election. The event concluded with a discussion about what people would be willing to do to positively participate in civic engagement. The next event will be held Jan. 14 in the Shepherd Union Ballrooms from 1 to 3 p.m.



**Weber State University Alumni Association President's Report**  
**WSU Board of Trustees**  
**December 2016**

➤ **Boondocks Unlimited Access Pass**

The WSU Alumni Association sponsored the annual unlimited fun pass for WSU Wildcats and friends. The event was held on Nov. 21 at the Kaysville Boondocks. More than 70 WSU members, friends and supporters attended. WSUAA members received discount pricing (ticket cost \$15) and non-members could also attend (ticket cost \$22). The party package included hours of unlimited access to all attractions (bowling, rollerball, laser tag, kiddie cove, miniature golf, go-karts, bumper boats, batting cages), plus a \$5 game card for arcade play and deluxe pizza, pasta and ice cream buffet.

➤ **Christmas Village**

The WSU Alumni Association supported the Ogden City Christmas Village lighting event that was held on Nov. 26, 2016. It was the third time the WSUAA supported that event in three years. The WSUAA Emeriti Council handed out WSU holedex glasses to attendees. The WSUAA Christmas Village house is one of the 59 cottages and was decorated with a "dorm room" theme, spotlighting WSU gear, athletic events, graduation, WSU license plate and WSUAA membership. The WSU Wildcat Village was a great help, allowing us to borrow some of their dorm room accessories. Over 150,000 people visit the Ogden Christmas Village every year.

➤ **Annual Fund Direct Mail Solicitation**

The WSU Alumni Relations office will be distributing the end-of-year Annual Fund direct mail solicitation, consisting of approximately 6,000+ letters to WSU constituents. Letters will be arriving to homes during the second week of December. Each college has been represented in addition to Student Affairs, WSU Athletics, Alumni Association, and additional segmented donor audiences.

➤ **Recognition**

Andre Lortz, past president of the WSU Alumni Association received the Richard Richards Ethical Leadership Award. The Richard Richards Institute for Ethics recognized Andre Lortz, the chief financial officer for Maverik, as the winner of the institute's Ethical Leadership Award. The award was presented at the Ogden-Weber Chamber of Commerce breakfast on Nov. 17 from 7:30 - 9 a.m. Andre was able to talk about his experience of bringing Flying J Inc. out of a free fall bankruptcy and pay back all lenders 100% plus interest. The board is pleased to recognize Andre Lortz for his professional leadership as a chief financial officer and his extensive volunteer service on several boards and committees in the Ogden and surrounding areas advancing education, technology and jobs.

➤ **Scholarships**

The Alumni Association proudly sponsors two scholarships each year for juniors and seniors. This year, the Phi Kappa Phi banquet and induction ceremony was held on Nov. 10. This year the WSU chapter of PKP honored Andre Lortz and inducted him into the society. A longstanding tradition, Phi Kappa Phi recognizes an alumni and invites them to become part of this organization. By becoming a Phi Kappa member, you are among WSU's finest and most distinguished scholars. The society is convinced that acknowledging and

honoring people of good character who have excelled in scholarship, in whatever field, will stimulate others to strive for excellence.

### ➤ **Leadership to Legacy**

The SAA council also hosted a third “Traditions” event on Tuesday, Nov. 15 in the Hurst Center for our bi-annual Leadership to Legacy Mentorship Dinner. This was a successful event at which we had over 80 participants (45 students and 35 alumni mentors). Mentors were matched based on their profession with one or more students in their program of study. Mentors were asked to talk about their own career path, what they would have changed or done differently and what they would recommend in regards to the students’ future career path. We had one job lead/referral come out of this event, as well as two internship opportunities. Three additional alumni-student matches have made future plans to stay in touch to help the student on their “Leadership to Legacy” path.

Our keynote speaker at the event was Dr. Troy Child, an anesthesiologist and WSU alumni who shared that Weber State University gives back to its students and alumni year after year, which is why he chooses to donate his time, talents and treasures to WSU. Dinner was served and door prizes including four Wildcat Store gift cards, two car dash/sun shades, one fan basket and one iPod Nano were distributed to four students and four alumni.

Professional photos taken at the event will be posted on the WSU and WSUAA Facebook pages.

### ➤ **Young Alumni Council**

The YAC hosted a successful tailgating event on Saturday, Nov. 5, at the Coke trailer outside the WSU Stewart Stadium. Coke products and free pizza slices were distributed to the first 200 tailgate attendees, including students, alumni and WSU friends. The YAC partnered with the WSU Center for Community Engagement and Habitat for Humanity, an organization that builds homes for struggling and impoverished community members. For \$5 donations, attendees could receive a purple tile to sign that would be placed on a pillar in the organization’s “ReStore” on Wall Avenue. The YAC purchased its own tile. The YAC also participated in a service project, namely WSU’s “Heart of Development” warm clothing drive for The Lantern House at St. Anne’s on 33rd Street. We delivered all YAC donations to Development, and they will be distributed in the community on Friday, Dec. 2.

### ➤ **Weber Historical Society**

The Oct. 3 lecture was “Avoiding the Great Filter: Climate Change and the American West,” by Dr. Sara Dant. In her speech, she discussed the Fermi Paradox as it related to contemporary climate change issues in the West. The Nov. 7 lecture was “A Sixty-Year Hitch with the Utah War: Surprises and Conclusions,” by William P. MacKinnon. He presented his completed 60 years of research and writing about one of the seminal events in the history of Utah, Mormonism, and the American West.

### ➤ **Emeriti Council Activities**

Our November EAC meeting included a presentation by Jenny Frame, WSU Student Affairs IT specialist. This included a computer lab and training for council members to create individual accounts to facilitate logging volunteer hours.

Council leadership urged members to develop lists of individuals whose efforts have dramatically added value and promoted excellence to benefit WSU and/or the community. The council will make selections from these lists for potential EAC Purple Paw Award recipients and speakers during 2017.

Pre-holiday EAC activities included: 1) discussion of the goals of the “Shoebboxes for Veterans” program and distributing containers, 2) participation of ten EAC members who volunteered for the Christmas Village lighting ceremony, and 3) sign-up of volunteers to assist in the 2016 Grad Fest events on Dec. 6.





**President's Report:**

- Cultural Competence Awareness Training: Oct 26, 2016
- Brave Spaces Training
- FYE – Leadership Opportunities
- Leadership Identify Training: Nov 16, 2016
- Stress Management & Relaxation Training: Nov 30, 2016
- Holidays Around the World: Dec 7, 2016
- NAMI – National Alliance on Mental Health
  - Trying to develop a chapter on campus
- Student Fee Recommendation Council Committee has begun Nov 18, 2016
- NUAMES – Engaging involvement through athletic attendance.



# WEBER STATE UNIVERSITY





WEBER STATE  
UNIVERSITY

DR. EZEKIEL R. DUMKE COLLEGE OF  
HEALTH PROFESSIONS



**ONE** of Utah's **EIGHT** publicly  
funded  
**Nursing Programs**

[Weber.edu/nursing](http://Weber.edu/nursing)







campuses

## **WSU Campus**

All Program Levels

## **Davis Campus**

ADRN - BSN

## **WSU/USU Campus**

ADRN

## **DATC Campus**

ADRN Completion

## **OWATC Campus**

ADRN Completion

## **BATC Campus**

ADRN Completion

## **Online Campus**

All Program Levels



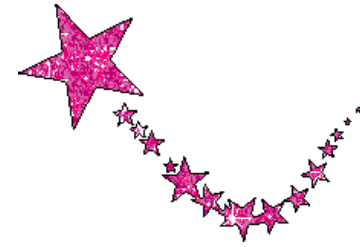
**WEBER STATE  
UNIVERSITY**



**983** Students

**5** Programs

**3** teaching methodologies



**445** Students  
PN-RN/RN



WSU  
Davis  
Online  
USU  
DATC  
OWATC  
BATC

**468** Students  
BSN



WSU Hybrid  
Davis Hybrid  
Online

**70** Students  
MSN/NP



WSU Hybrid  
Online

*Seamless Progression*

98+ % Completion Rate

# wsu School of Nursing Is 9<sup>th</sup> in the Nation



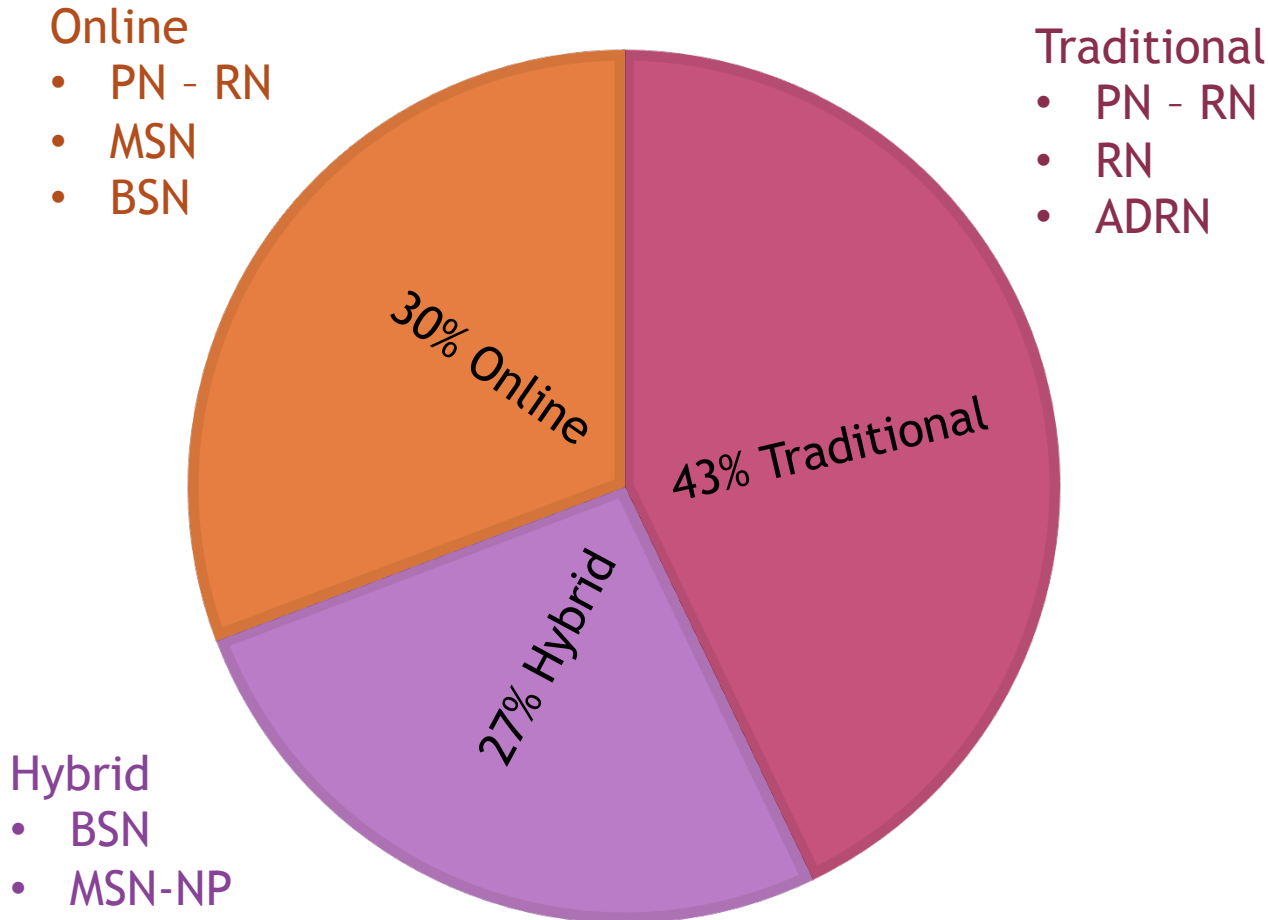
- Academic Rigor
- Student Support
- Affordability
- Overall Value







# Count and breadth of online nursing programs available





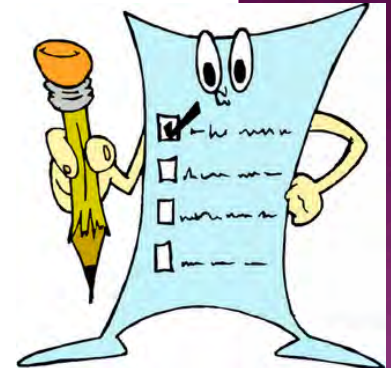
## In-state tuition & fees for undergraduate students

- *Nearby Proprietary - \$10,020.00 per semester*
- *Nearby USHE School - \$3,650.00 per semester*
- *WSU School of Nursing - \$2,651.00 per semester*



## NCLEX-RN Pass Rate

- *2015 National Average 85%*
- *2015 Utah Average 86%*
- *2015 WSU Average 90%*





# Percentage of beginning, full-time undergrads receiving scholarship/grant aid from the college

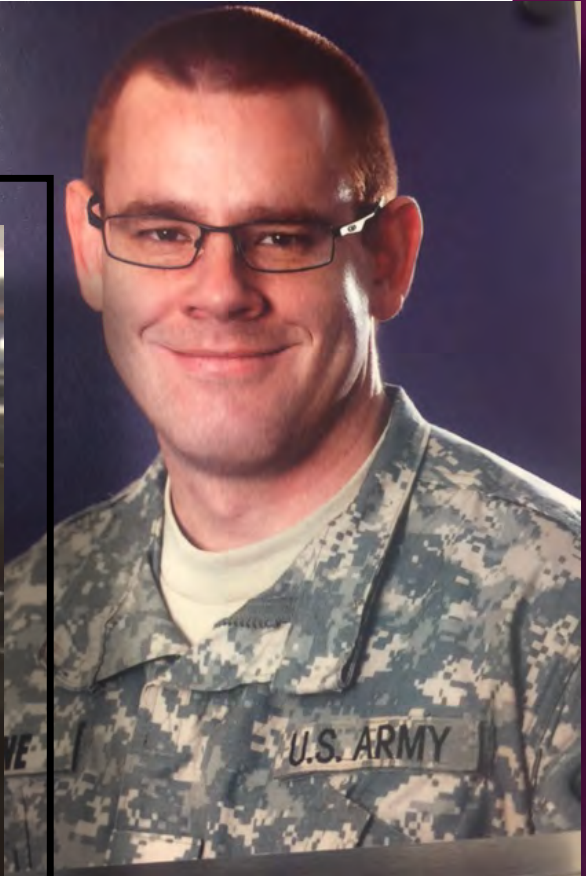
- Total nursing students **983**
- Total nursing students qualifying for scholarships or financial aide = **OVER 400**
- Total nursing students **receiving** scholarships **125**
- Total nursing students receiving either Scholarships or Financial Aid



50%







**ROTC**

# HONORS



**Capstone Honors Project Type:**  
Senior Learning Track

**Population:**  
Students and Teachers at T.H. Bell Junior High School

**Description of Project:**  
While utilizing current research, the project was designed to encourage the engagement of Emotional Intelligence within the classroom to improve academic performance and boost overall morale for students and teachers at T.H. Bell Junior High School.

- A document was used to discuss the four domains of Emotional Intelligence (EI):
1. Self Awareness
  2. Self Regulation
  3. Social Awareness (Empathy)
  4. Social Skills

## “The Minuteman Initiative”

An Educational Seminar on Emotional Intelligence and the Effects on Academics and Student-Teacher Relationships for Teachers and Administrators at T.H. Bell Junior High School

Justin Woodruff, BSNC, RN

SCHOOL OF NURSING

### Evidence-Based Practice:

Literature reviews show that Emotional Intelligence enables an environment for positive change. Emotions affect attention, learning and performance, as well as decision-making, and overall health and well-being. By shifting the focus to a wider understanding of how we feel and why we feel, individuals are able to better control the substance of their choices.

### In Summary:

It is important that we involve Emotional Intelligence into our current and future curricula. Emotional Intelligence allows the individual to gain an overall aspect of who they are. It enables engagement and opens our minds to greater emotional and academic. This approach trickles out into the community and improves personal behaviors while decreasing negativity.



Photo by: Shutterstock Group 2004



**WEBER STATE UNIVERSITY**  
Dumble College of Health Professions



### Project Impact

1. This project focused on a specific community group. It was generalized to this population as a whole without bias to specific groups. However, more insight was researched into mentally challenged youth.
2. This project involved working with various interdisciplinary teams outside the typical healthcare field. Included in the research were the following: behavioral specialist, school counselors and administrators, nurses, and pediatric physician.
3. As stated in the project summary, the utilization of Emotional Intelligence within our schools' curricula, specifically the adolescent ages 10-18 will help to engage individuals in a more personal aspect of education and life. The positive effects from such programs have been proven to overflow into the community.

### References

Beatty, M. A. (2014). The emotional intelligence quotient. *Journal of Management Education*, 38(1), 10-18.

Beatty, M. A., & Sorenson, S. (2012). Emotional intelligence in the workplace. *Journal of Management Education*, 36(2), 11-21.

Wright, J. D., Sorenson, S., & Larson, R. A. (2010). Emotional intelligence in the workplace. *Journal of Management Education*, 34(1), 103-127. doi:10.1177/1052562909344392

Wright, M. (2012). Using hope to foster empathy within the workplace to increase the emotional intelligence of middle schoolers. *Journal of Management Education*, 36(1), 14-28.



# Applied Technology Partnerships PN to RN Progression

**DATC**

• 60 Students

**OWATC**

• 35 Students

**BATC**

• 43 Students

# EDUCATION

IS THE MOST POWERFUL WEAPON  
WHICH YOU CAN USE TO

*Change the World*

Nelson Mandela



GALLUP®

# Great Jobs & Great Lives

Extraordinary Impact Through Analytics and Advice

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**Jessi Gordon**

Higher Education & Workforce Development

Jessi\_Gordon@gallup.com

# Agenda

**WHO?**

Gallup's Higher Education Mission

**WHAT?**

The National Study on College Graduates

**HOW?**

The Four Components of the National Study

**WHY?**

Ideas & Insights for Colleges and Universities

**WHO?**

Gallup's Higher Education Mission

What is the ultimate outcome of an education?

# The Broken Link Between Higher Education and Work

98%

of **Chief Academic Officers** rate their institution as very/ somewhat effective at **preparing students** for the world of work.

13%

of **Americans** strongly agree that **college graduates** in this country are well-prepared for **success in the workplace**.

11%

of **business leaders** strongly agree that **graduating students** have the skills and competencies their businesses need.

WHO

WHAT

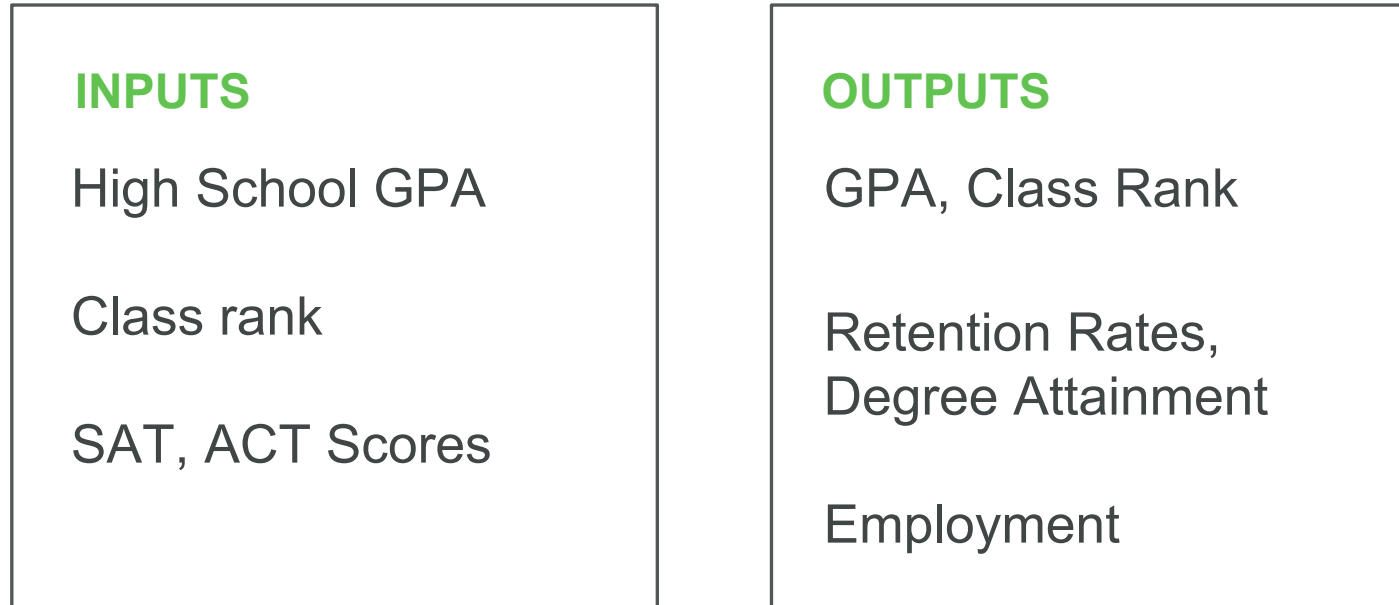
WHY

HOW

Sources: Lumina Foundation / Gallup Poll 2013 The 2013 Inside Higher Ed Survey of College & University Chief Academic Officers Report

# How We Currently Measure Graduate Success

## The Traditional Ledger of a College Education



WHO

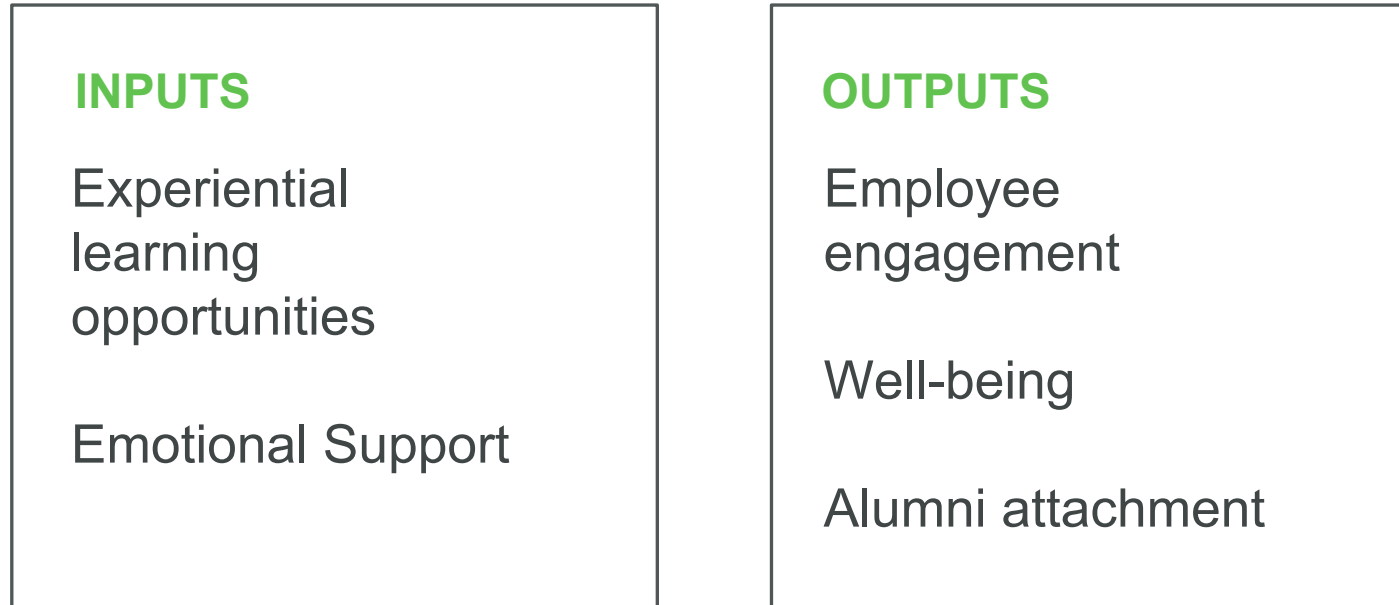
WHAT

WHY

HOW

# The Missing Metrics in Education

How can we measure great jobs and great lives for college graduates?



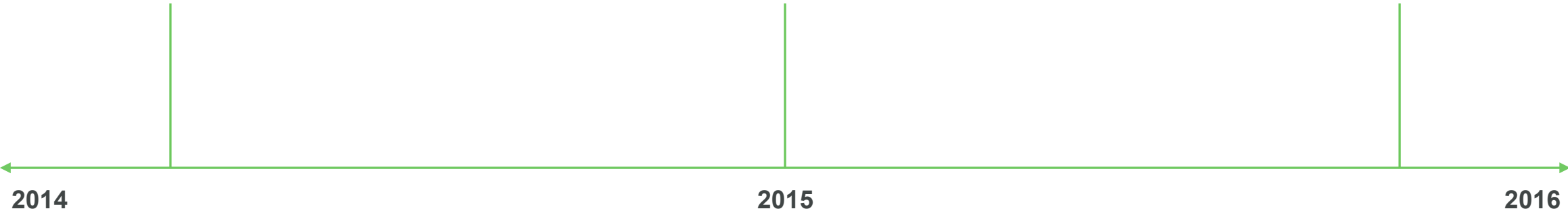
# Timeline of Our Work in Higher Education

What is the ultimate outcome of an education?

**Year 1 National Survey:**  
Feb 4–March 7  
N = 29,560

**Year 2 National Survey:**  
Dec 16–June 29  
N = 30,151

**Year 3 National Survey:**  
Still fielding...

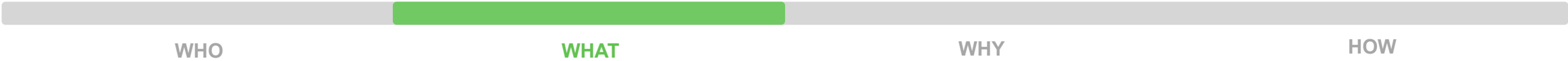
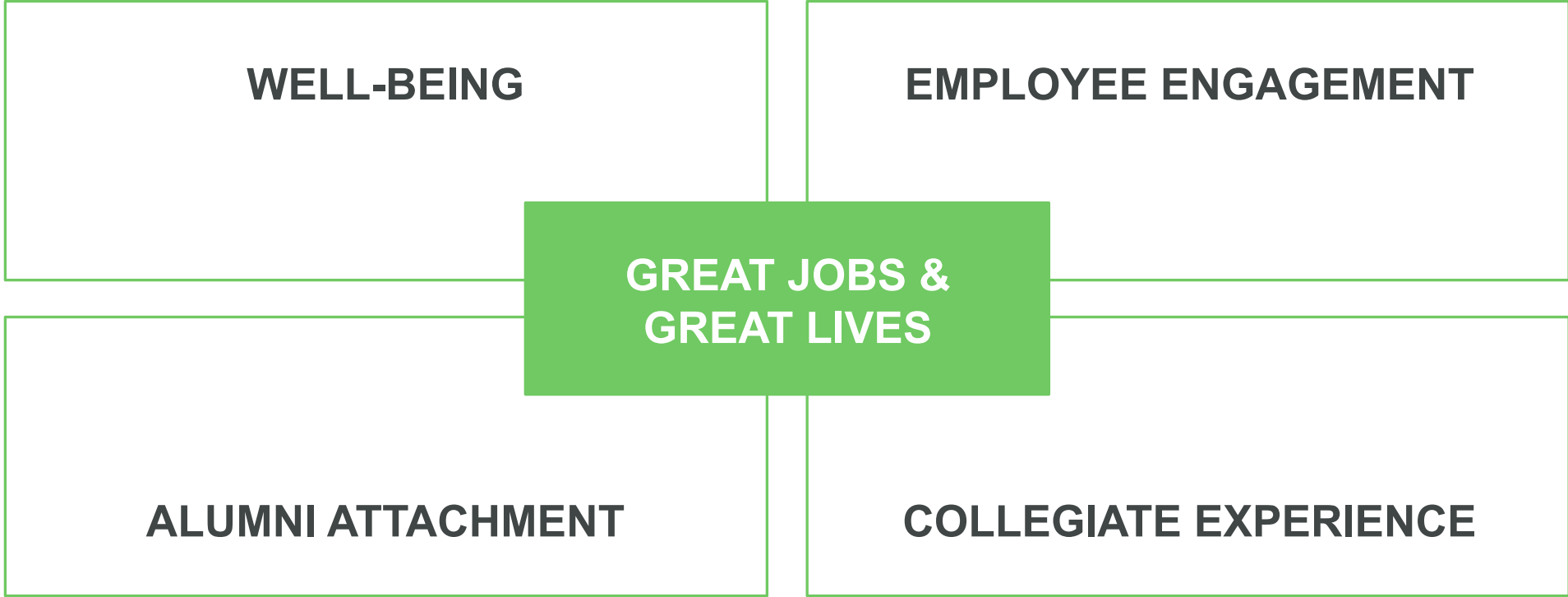




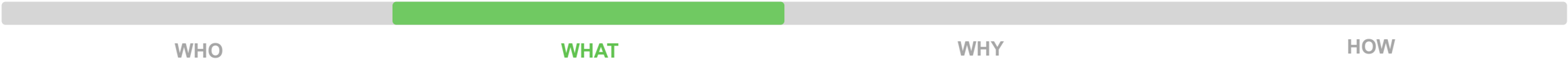
## WHAT?

# The Four Components of the National Study on College Graduates

# The Gallup-Purdue Index: National Survey of College Graduate Success



# The Gallup-Purdue Index: National Survey of College Graduate Success



# What Does a “Great Life” Look Like?

## **PURPOSE**

How you occupy your time; liking what you do each day

## **SOCIAL**

Relationships and love in your life

## **FINANCIAL**

Managing your economic life to reduce stress and increase security

## **COMMUNITY**

Engagement and involvement in the area where you live

## **PHYSICAL**

Good health and enough energy to get things done daily

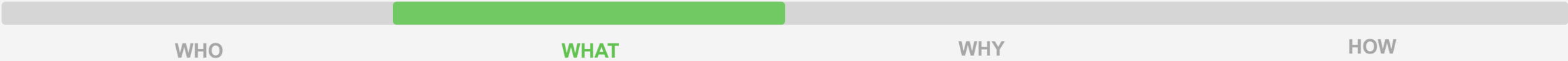
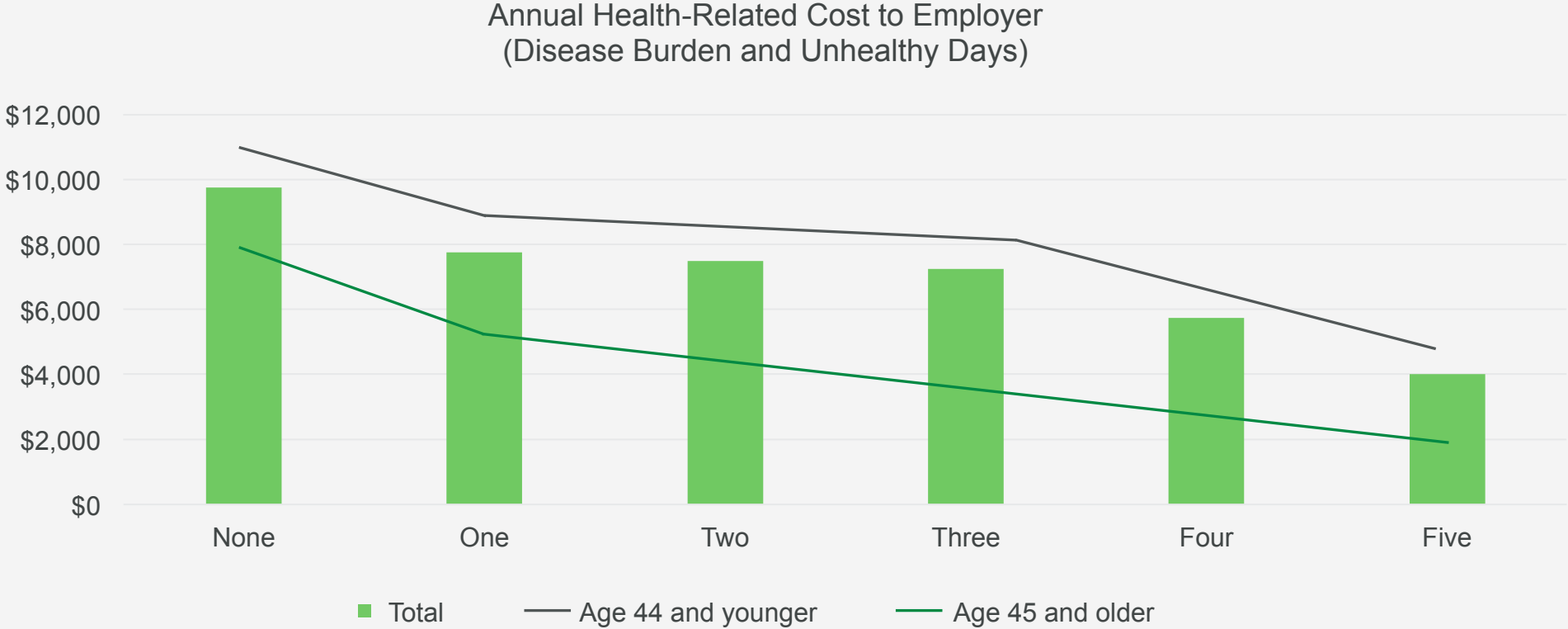
WHO

WHAT

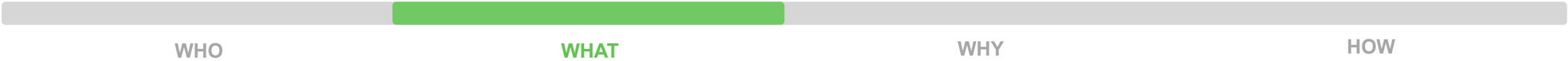
WHY

HOW

# Why Well-Being Matters to Organizations



# The Gallup-Purdue Index: National Survey of College Graduate Success



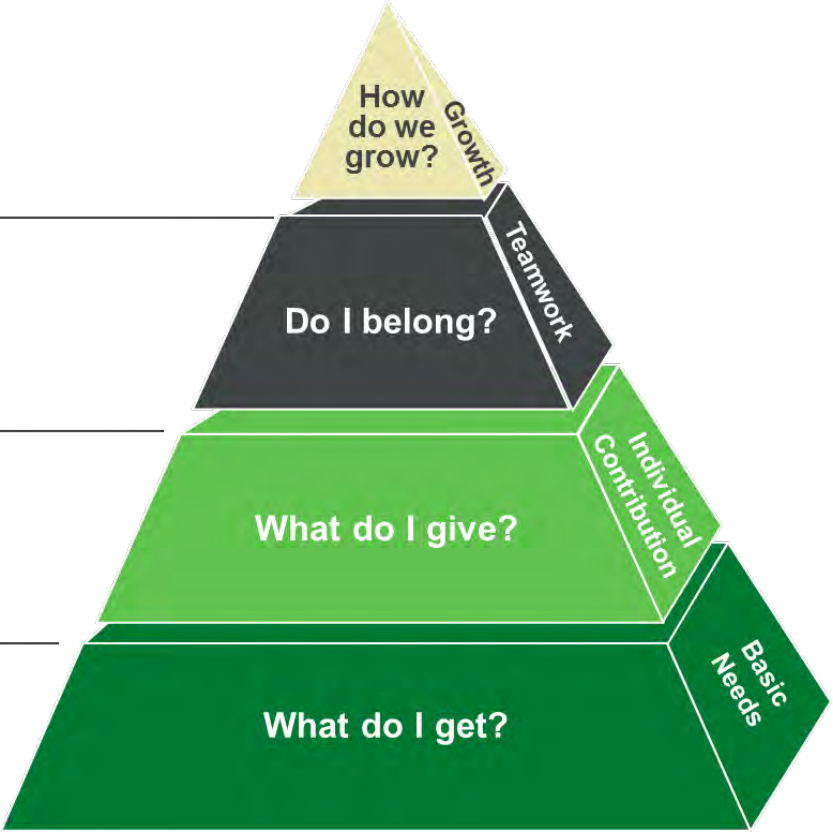
# What Does a “Great Job” Look Like?

Opportunities to learn and grow  
 Progress in last six months

I have a best friend at work  
 Coworkers committed to quality  
 Mission/Purpose of company  
 At work, my opinions seem to count

Someone encourages my development  
 Supervisor/Someone at work cares  
 Recognition last seven days  
**Do what I do best every day**

I have materials and equipment  
 I know what is expected of me at work



# Impact of Employee Engagement

Top-Quartile Business Units Have...

37%

Lower Absenteeism

25%

Lower Turnover (in High-Turnover Organizations)

49%

Lower Turnover (in Low-Turnover Organizations)

49%

Fewer Safety Incidents

49%

Fewer Patient Safety Incidents

60%

Fewer Quality Incidents (Defects)

12%

Higher Customer Metrics

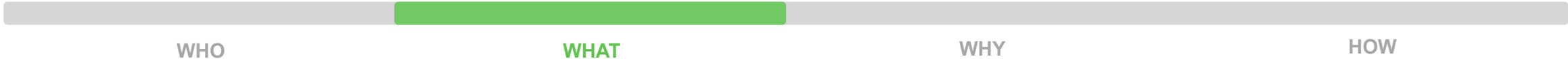
18%

Higher Productivity

16%

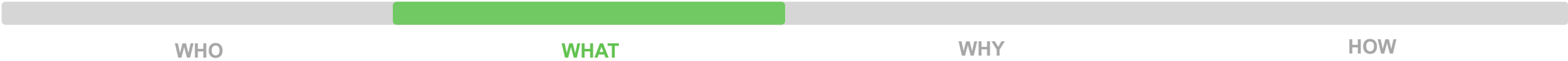
Higher Profitability

... When Compared With Bottom-Quartile Units.





# The Gallup-Purdue Index: National Survey of College Graduate Success



# It's Not Where You Go ...

## No Difference in Workplace Engagement or Well-Being of Graduates Between Different University Types

Among Graduates Who Are Employed Full Time for an Employer



# It's *How* You Do It: Emotional Support

64%

“At least one professor who made me excited about learning”

27%

“Professors cared about me as a person”

22%

“A mentor who encouraged my goals and dreams”

14%

of All Graduates Experienced All Three



# It's *How* You Do It: Experiential Learning

32%

“Long-term project taking a semester or more to complete”

30%

“Internship or job where applied learning”

20%

“Extremely involved in extracurricular activities and organizations”

6%

of All Graduates Experienced All Three



## Very Few Are Able to Do It ...

“At least one professor who made me excited about learning”

“Professors cared about me as a person”

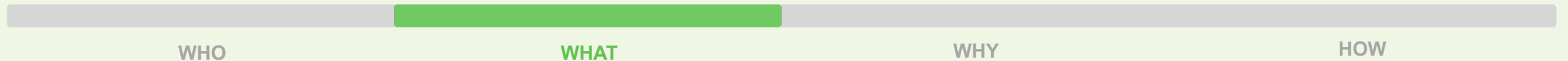
“A mentor who encouraged my goals and dream”

“Long-term project taking a semester or more to complete”

“Internship or job where applied learning”

“Extremely involved in extracurricular activities and organizations”

**2.7%** of All Graduates Experienced All Six



# The Gallup-Purdue Index: National Survey of College Graduate Success



WHO

WHAT

WHY

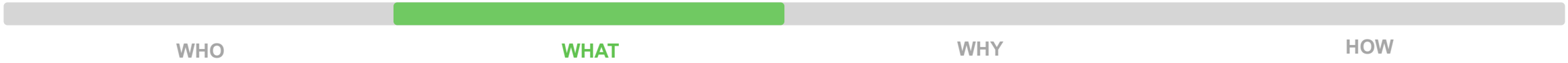
HOW

# Customer Engagement Research & Alumni Attachment

Graduates who **strongly agree** with both items are considered “emotionally attached”

“I can’t imagine  
a world without  
\_\_\_\_\_”

“\_\_\_\_\_ was  
the perfect  
school for  
people like me”



**WHY?**

# Why These Measurements Will Change Higher Ed



# Great Jobs

The odds of being engaged at work are:

**2.6x** Higher if ... [College] prepared me well for life outside of college.

**2.2x** Higher if ... I had a mentor who encouraged me to pursue my goals and dreams.

**1.9x** Higher if ... My professors at [College] cared about me as a person.

**2.0x** Higher if ... I had an internship or job that allowed me to apply what I was learning in the classroom.

**1.8x** Higher if ... I worked on a project that took a semester or more to complete.

**2.4x** Higher if ... [College] is passionate about the long-term success of its students.

**2.0x** Higher if ... I had at least one professor at [College] who made me excited about learning.

**2.3x** **Higher if ... graduates experience all three.**

**1.8x** Higher if ... I was extremely active in extracurricular activities and organizations while attending [College].

**2.4x** **Higher if ... graduates experience all three.**

WHO

WHAT

WHY

HOW

# Great Lives

Odds of thriving in all areas of well-being are:

**4.6x** Higher if ... Engaged at work.

**2.5x** Higher if ... [College] prepared me well for life outside of college.

**1.7x** Higher if ... I had a mentor who encouraged me to pursue my goals and dreams.

**1.5x** Higher if ... I had at least one professor at [College] who made me excited about learning.

**1.5x** Higher if ... I had an internship or job that allowed me to apply what I was learning in the classroom.

**1.1x** Higher if ... I worked on a project that took a semester or more to complete.

**2.0x** Higher if ... Emotionally attached to school.

**1.9x** Higher if ... [College] is passionate about the long-term success of its students.

**1.7x** Higher if ... My professors at [College] cared about me as a person.

**1.9x** **Higher if ... graduates experience all three.**

**1.4x** Higher if ... I was extremely active in extracurricular activities and organizations while attending [College].

**1.3x** **Higher if ... graduates experience all three.**

WHO

WHAT

WHY

HOW

# Great Alumni

The odds of being emotionally attached to alma mater are:

**8.7x** Higher if ... [College] prepared me well for life outside of college

**8.1x** Higher if ... [College] is passionate about the long-term success of its students.

**6.2x** Higher if ... My professors at [College] cared about me as a person.

**5.5x** Higher if ... I had at least one professor at [College] who made me excited about learning.

**4.1x** Higher if ... I had a mentor who encouraged me to pursue my goals and dreams.

**6.1x** **Higher if ... graduates experience all three.**

**2.7x** Higher if ... I was extremely active in extracurricular activities and organizations while attending [College].

**2.4x** Higher if ... I had an internship or job that allowed me to apply what I was learning in the classroom.

**2.2x** Higher if ... I worked on a project that took a semester or more to complete.

**3.2x** **Higher if ... graduates experience all three.**

WHO

WHAT

WHY

HOW

HOW?

# Ideas & Insights for Colleges and Universities

# Continuous Improvement

**University 1**  
is reshaping the content and focus of orientation courses to emphasize the big 6

**University 2** is launching an alumni mentoring program to match alumni to current undergraduates

**University 3** is “flipping” the distribution of admissions and marketing staff with career and advising staff

**University 4** became the first Well-Being University, committed to tracking student and alumni well-being annually

WHO

WHAT

WHY

HOW

Questions?



- The year-to-date return on investment was 25.18%.
4. **Foundation** - The balance on 09/30/16 was \$11,585,837.  
The year-to-date return on investment was 1.58%.
- Motion
5. On a motion by Mr. Karras, and a second by Ms. Cutruba, the Quarterly Investment Report was approved.
- WSU Policy, PPM#5-36b, Security Camera Use Policy
6. Chief of Police, Dane LeBlanc presented the Security Camera Use Policy. Chief LeBlanc mentioned that this policy is long over due because WSU did not have a policy in place. This policy will outline how to collect data, evidence, and requires that all systems are on our system.
- Chief LeBlanc also reported that the cameras will be visible, except those used for law enforcement placements
- Chief LeBlanc reported that this policy was presented to Deans Council, President Council, and is ready to be approved by the trustees.
- Motion
7. On a motion by Mr. Karras, and a second by Ms. Cutruba, PPM#5-36b, Security Camera Use Policy was approved.
- Quarterly Athletic Report  
- NCAA Certification Dashboard  
- Coaches Salaries
8. Mr. Jerry Bovee, Director of Intercollegiate Athletics, presented the Quarterly Athletic Report. He reported on the following:
- The Weber State Football team finished one of its best seasons in history since 2009.
  - Mr. Bovee mentioned that the Graduation Success Rate is 78%, which is the highest it has been in 9 years.
- Mr. Bovee highlighted the NCAA Athletics Dashboard. He also reviewed the Coaches Salaries with the trustees. These were both information items only.
- Motion
9. On a motion by Ms. Cutruba and a second by Mr. Karras, the Quarterly Athletic Report was approved.
- Quarterly Construction Report
10. Mr. Mark Halverson, Associate Vice President for Facilities and Campus Planning, presented the Quarterly Construction Report. He reported on the following:
- **Tracy Hall Science Center** - Mr. Halverson mentioned that work is still being done on the water feature by Michael Singer Studios. There are also a few punchlist items being worked on.
  - **Stewart Library Renovation** - Mr. Halverson reported that Phase I of the project is almost completed. Phase II will be completed Summer 2017.



Board of Trustees  
Personnel and Academic Policy Committee  
December 6, 2016

Members present: Kevin Sullivan, Louenda Downs, Karen White Fairbanks, Jeff Stephens,  
Madonne Miner, Jan Winniford

Guests: Eric Amsel, Cherri Nelson, Brad Mortenson, Lonnie Lujan, Amelia Williams

1. Personnel Changes were presented to the committee.
  
2. The following Early Retirement Request was approved on a motion by Jeff Stephens seconded by Louenda Downs:

Debra Taylor Huber, School of Nursing, Employment Date 1990, Total Retirement, Dec. 31, 2016  
Cherri Hill, Parking Services, Employment Date 1987, Total Retirement, Aug. 16, 2017

3. Associate of Science in Business & Economics was recommended to the full board on a motion by Louenda Downs seconded by Karen Fairbanks.
  
4. PPM 3-21/3-26 Leave for Birth, Adoption and Foster Child Placement was recommended to the full board on a motion by Louenda Downs seconded by Karen Fairbanks.