

**Board of Trustees
Academic and Student Affairs Committee Meeting
Monday, April 20, 2020**

MINUTES

Call to Order/Roll/Declaration of a Quorum

Committee Members:

Daniel Santos	Present	Barry Thalden	Present
Jonathon Bullock	Present	Steve Vincent	Present
Dylann Loverro	Present	janelle wilson	Present
Deborah Rosenberg	Present		

Chair Daniel Santos called the meeting to order at 12:05 p.m. in the DeBoer Room of the Hannon Library. The secretary recorded the roll and a quorum was verified.

Other trustees in attendance: Board Chair Lyn Hennion, Board Vice Chair Paul Nicholson and President Linda Schott.

Other attendees included: Dr. Neil Woolf, Vice President for Enrollment Management and Student Affairs; Greg Perkinson, Vice President for Finance and Administration; Dr. Susan Walsh, Provost; Jason Catz, General Counsel; Sabrina Prud'homme, Board Secretary; Taylor Burke, Dean of Students; Dr. Jody Waters, Associate Provost; Dr. John King, Education Division Director; Dr. Matt Stillman, Registrar; Kelly Moutsatson, Admissions; Alana Lardizabal, Human Resources Director; Max Brooks, Student Life; and Kathy Park, Office of the Board Secretary.

Public Comment

There was no public comment.

Consent Agenda

Trustee Vincent moved to approve the consent agenda, as presented. Trustee wilson seconded the motion and it passed unanimously.

Provost's Report

Provost's Council Update

Dr. Susan Walsh led with an update on the Provost's Council, saying the main topic at the meetings has been the coronavirus. Ben Cannon and Veronica Dujon from the HECC usually attend the meetings, along with Legislative Action Committee members and personnel from the other universities and OHSU. They share information regarding changes being made as a result of the coronavirus, mainly focusing on academic programs and policies.

Operations Update

Since the committee's last meeting, Dr. Susan Walsh said all winter exams have been completed and grades posted successfully. She thanked Dr. Matt Stillman and his staff for their hard work. During the two-week spring break, SOU moved nearly all of its spring face-to-face courses to remote delivery. Very few cancellations occurred and the ones that had to be cancelled were those that simply could not be converted in the limited time available (e.g., ballroom dancing). Dr. Walsh also thanked the employees

in the Center for the Advancement of Teaching and Learning, Tom Battaglia and his team, and library faculty and staff.

The library is now providing remote peer tutoring. Remote delivery of summer courses, or a hybrid if the governor relaxes restrictions, is being planned. The university hopes to offer some version of SOU's three residential pre-college youth programs, either remotely or with a combination of face-to-face and remote delivery.

Turning to the academic program review, Dr. Walsh said roughly one-third of all academic programs are under review. The next one-third of the programs will be reviewed in the next academic year, followed by the rest of the programs in the following year.

Responding to Chair Santos' inquiry regarding course delivery in fall 2020, Dr. Walsh said the administration is trying to create Plans A, B and C. In the summer, they will evaluate the quality of remote delivery. Knowing more about Governor Brown's plans will help SOU plan for a term of classes being delivered entirely remotely, face-to-face or with a hybrid of approaches. They are trying to figure out student behavior and be nimble.

Dr. Walsh provided staffing updates, saying searches for the university librarian, reference librarian and faculty in music, psychology and chemistry have been frozen. Searches are frozen through June 30, at which time they will be reevaluated. The search for the SOU Business, Communication and the Environment Division Director has been suspended due to an inability to have final candidates on campus.

Update on the Work of Task Forces

Dr. Walsh highlighted the work of task forces in academic affairs moving forward in certain areas. The faculty rewards task force continues to explore ways to reward scholarship, teaching, creative activities, service and how these count toward promotion and tenure. The post-tenure and the faculty professional annual report task forces are winding down their work and soon will make recommendations. The task force on transforming general education continues to meet weekly and is mostly on track for presenting its work to Faculty Senate.

Responding to Board Chair Hennion, Dr. Walsh said most of the summer courses are already online and the few summer classes usually provided face-to-face will be provided remotely. Responding to Board Vice Chair Nicholson's inquiry, Dr. Walsh said all final exams for spring courses will be done virtually and some of the exams at the end of the winter term were completed virtually as well; she mentioned the various options for giving remote exams. Responding to Trustee Loverro's inquiry, Dr. Walsh said the administration is considering assessing the distance learning fee for summer and fall courses that would typically have been face-to-face courses; President Schott added that it is premature to know exactly what will be done.

Dr. Walsh mentioned the course evaluation improvement task force, which is in its second year of work. Research has shown that race and gender bias exist in student evaluations. Students often evaluate female professors more harshly than males on a variety of measures and women of color are even more susceptible to bias. The new

system will focus on the student experience in the classroom and will allow students to be more reflective and thoughtful in their feedback.

Vice President's Report

Dr. Neil Woolf expressed gratitude to the Enrollment Management and Student Affairs staff for their great work in quickly moving operations to remote delivery.

He said SOU is changing its constituent relationship management system, which will be transformative for the university. That system includes the database of prospective students, communications platform, report system for new students, and the admissions application. This will better-engage students with the campus and will enable the campus to communicate more effectively with prospective students. The new system will provide data for an analysis of success measures.

For admissions for new students, Dr. Woolf said SOU is now test-optional regarding the SAT and ACT. Previously, SOU was admitting students on an individual basis based on appeal and review. With COVID-19, SAT and ACT were cancelling tests. With the help of Faculty Senate, provost and division directors, SOU moved quickly to remove the requirement for these standardized tests for those who apply post-COVID-19. SOU and the other Oregon universities have been discussing moving as a state to test optional and will implement that in the fall of 2021. This gives students access to higher education, evens the field a bit, and helps with merit aid. Responding to Trustee Rosenberg's inquiry, Dr. Woolf said students will be evaluated on their GPA and other information routinely submitted in the past. Responding to Chair Santos' comment, Dr. Woolf said standardized test scores do not have a strong correlation with retention and success and President Schott added that the best indicator is a student's high school GPA.

Dr. Woolf then discussed CARES Act funds for students. Federal guidance on releasing the funds includes the recommendation to prioritize need, money does not count toward a student's financial aid budget and filing a FAFSA is not needed to receive funds. Dr. Woolf also mentioned some of the restrictions imposed on the use of the funds. SOU is creating a short application for students to apply for this aid. Since institutions have one year to spend the money, SOU is looking at making disbursements in the spring, summer and fall.

The recreation center is closed per the governor's guidance but a number of virtual resources are available to students and community members.

Responding to Trustee Vincent's inquiries, Dr. Matt Stillman said pass/fail courses in high school have no impact on the student's GPA. Kelly Moutsatson said that, statewide, institutions are basing admission decisions on students' most successful completion prior to COVID-19. She added that each application would be evaluated on an individual basis.

Multicultural Resource Center and Shared Spaces

Dr. Woolf said he would provide regular updates on shared space in the Stevenson Union. Staff and students are working together to design the Social Justice and Equity Center, an intersectional space where student clubs and organizations work together on

joint programming, and are looking at incorporating a Multicultural Commons.

Taylor Burke said a town hall was held, at which about 35 students, primarily students of color, discussed the future form of the Social Justice and Equity Center. There will be at least one more opportunity for students to provide input before final decisions are made.

Dashboard and Enrollment Update

Turning to the committee dashboard, Dr. Woolf said the admitted student FTE went from 3,187 to 2,843 in this academic year. Over the course of this academic year, SOU had begun to flatten the slope of students who leave during the year. However, the impact of COVID-19 disguises this.

Trustee Bullock commented that, because of COVID-19, high school graduates are choosing colleges closer to home or are taking a gap year. He asked what steps SOU is taking to ensure students who have committed to come to SOU maintain that commitment. Dr. Woolf said there is no longer a May 1 commitment deadline and SOU continues to reach out to all prospective students about the opportunity to attend SOU.

Reviewing the report from Ruffalo Noel Levitz, Dr. Woolf said the number of admitted students for the fall term has increased from last fall but they are taking longer to commit. The report's dashboard shows how wisely SOU is using its merit aid money.

In conclusion, Dr. Woolf said the number of applications is down this year because the high school student pool is smaller, there are more admitted students than in past years, and student confirmations have slowed.

Action, Information and Discussion Items

Preparation of Diverse Educators (Action)

Introducing the agenda item, Chair Santos said, in accordance with the 2015 House Bill 3375, the Board of Trustees is required to report biennially on the university's plan for preparing diverse educators. SOU's plan is entitled "The 2020 Southern Oregon Pathway to Teaching: Southern Oregon University Educator Equity Plan." This committee will review the plan for suitability and will make a recommendation to the full board for final approval. The board previously approved the 2016 and 2018 plans.

Dr. John King presented SOU's updated Educator Equity Plan. He said the goal is to help increase diversity of the K-12 teacher workforce to more closely resemble that of the students. Significant progress has been made toward that goal. An additional feature of SOU's plan is that it ties in closely with district partners through minority outreach and precollege youth programs (e.g., Pirates to Raiders and Bulldogs to Raiders). Dr. King reviewed the core strategies included in the meeting materials. One of the strategies is the inclusion of incentives, the most significant being the promise of a free Master of Arts in Teaching (MAT) program or free final year of the teacher licensure program. He said this is the third rendition of the plan and is the first time there is money allocated from the state to support the work.

Dr. King mentioned the progress and success of SOU's minority outreach pathway programs and highlighted the one student who is currently an SOU Educator

Preparation Program candidate receiving a tuition-free education in the MAT program. Discussion ensued on the enrollment statistics included in the meeting materials and the number of students in various cohorts.

Dr. King said the ultimate goal of the bill is to increase diversity in the teacher workforce. Since the inception of the program, the percentage of culturally and linguistically diverse candidates enrolled in SOU's educator preparation program has risen from 9 percent to 24 percent, which is greater than progress made by the other universities.

The focus of the plan for the next biennium is twofold, each with its own strategy: keep increasing students in the pipeline and ensure those students coming to SOU are being successful, welcomed and supported. The strategy for the first goal is to institute sponsored residencies to reduce barriers to entry, success and completion. The other strategy is to pilot the student-ready campus initiative, reflecting the need for universities to assume shared responsibility for the success of all students and understand that some may not be fully college-ready at the beginning. Some of the tools in this program can be applied to other students as well, such as those from American Samoa and Native American populations.

Responding to Trustee Wilson's and Trustee Loverro's inquiries, Greg Perkinson said SOU's current hiring freeze will not have a specific negative impact on this program since there are no current searches and Dr. King said some of the positions are PEAK student positions. Dr. King said the plan was created to be budget neutral, utilizing only state-provided funding and using current resources.

Trustee Bullock moved to recommend for approval by the Board of Trustees the 2020 Southern Oregon Pathway to Teaching: Southern Oregon University Educator Equity Plan. Trustee Thalden seconded the motion and it passed unanimously.

Curriculum Update

Gender, Sexuality, and Women's Studies - Dr. Susan Walsh said both the Provost's Council and the HECC unanimously approved the proposal. That completes the approval process and SOU is now advertising the program to students and publicizing the transgender certificate.

Certificate in Holistic Education, Certificate in Music Industry and Certificate in Sound Design - Dr. Jody Waters provided the update on the certificates, saying two of the certificates include undergraduate and graduate curriculum which provide a lot of opportunities for students. All of the certificates are available as stand-alone certificates, later adding that HECC recognizes certificates in the funding model. Dr. Waters added that all of the certificates were passed unanimously by the entities they passed through. Responding to Trustee Rosenberg's inquiry, Dr. Waters said none of the certificates would require the hiring of new faculty members.

Student Affairs Modified Operations Update

Taylor Burke provided an update on how the Office of the Dean of Students and Student Life is modifying and delivering services through the COVID-19 transitions to engage and support students, make connections and build communities. Regarding

programming and events, there are twelve activities weekly and eleven support groups (six being clinically supported and five supported by resource centers or equity grievance engagement). There are also many themed programs, such as Earth Week.

Ms. Burke said the Office of the Dean of Students continues its typical operations, such as oversight of the SOU CARES program and the student support network, behavioral intervention, clinical intervention, and support plan development for students who may be struggling. She said the CARES numbers are a little over last year's numbers. Engagement with new students is also occurring remotely with online registration and orientation events. Career services has also transitioned to remote operations except for Human Resources' verification of new student employees. Responding to Trustee Rosenberg's later inquiry, Ms. Burke said the level of student participation in remote activities varies; staff are learning, adapting and improving to meet students' needs.

Anna D'Amato said the Student Health and Wellness Center (SHWC) is still up and running; it has been operating remotely and providing telehealth for about 99 percent of the visits. She has modified operations and written or revised several protocols, such as the use of personal protective equipment, remote visits and informed consent. One issue in telehealth is that medical and mental health licensure is state-specific so services cannot be provided across state lines. Washington and California have granted reciprocity so it has not yet been a problem but could be if students from other states need services.

Responding to Vice Chair Nicholson's inquiry about future operations and lessons learned, Ms. D'Amato said it has been great to see how well patients can be treated over telehealth and students will be offered medical and mental health appointments through Zoom as an option in the future. The number of medical and mental health appointments is lower than last year, possibly because students do not know that telehealth is an available option; the SHWC is doing outreach to increase awareness and expand telehealth.

Regarding COVID-19 issues, Ms. D'Amato said medical staff worked with housing to screen students before they moved back into housing after spring break. She continues to be the liaison with public health during this crisis, for which President Schott expressed her appreciation. Responding to Chair Santos's inquiry, Ms. D'Amato said the SHWC can do [coronavirus] testing but has not yet done so.

Greg Perkinson highlighted some of the housing initiatives that are supporting student wellness. There are still resident advisors in the residence halls. The resident advisors actively reach out to residents and have developed physically distanced programs to support student engagement and wellness. Mr. Perkinson described dining operations and steps taken to support students.

Enrollment Management Council Update

Financial Aid Leveraging - This agenda item was covered earlier in the meeting.

New Enrollment Initiatives - Kelly Moutsatson detailed some of the new operations in the Office of Admissions, challenges faced, and initiatives to improve remote accessibility for students. The office created a new webpage with useful information for

students, parents and other guests. There are now virtual events for outreach activities, such as admitted student receptions, meetings with counselors, coffee talks and campus tours. There are also weekly Zoom information sessions and invitations are sent to every recruit and applicant.

Turning to esports, Dr. Woolf said electronic gaming and sport is one of the fastest growing industries and SOU is creating an innovative esports program. Jeremy Carlton provided statistics on the gaming industry. Hugues Lecomte mentioned initiatives Campus Recreation is pursuing in the esports area, including a team club and providing space for stations in the recreation center. President Schott stressed that SOU's program can be one of the first on the west coast. Mr. Carlton and President Schott mentioned some of the career opportunities in this field, including event planning, broadcasting, marketing, coaching and event production.

Student Employment Process Improvements

Alana Lardizabal and Max Brooks highlighted recent enhancements made to the student employment process. The process is now fully online for both students and supervisors in a single location and eliminated the need for multiple paper forms.

Responding to Chair Santos' inquiry, Ms. Lardizabal said supervisors fill the evaluation role through coaching and mentoring and there are other formal and informal evaluation opportunities. Mr. Brooks mentioned the possibility of providing supervisor training, which would address the evaluation role.

Responding to Trustee Thalden's inquiry on the effect COVID-19 has had on jobs available to students, Ms. Lardizabal said Human Resources does not yet have the timesheets needed to complete a statistical analysis. She added that 71 students have been accommodated through telecommuting agreements and some areas (e.g., the Farm and Facilities Management and Planning) have created new student jobs.

Future Meetings

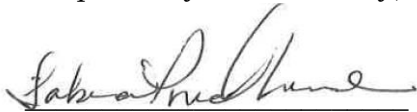
Chair Santos said the next meeting would be on June 18.

Adjournment

Chair Santos adjourned the meeting at 3:30 p.m.

Date: June 18, 2020

Respectfully submitted by,



Sabrina Prud'homme
University Board Secretary