

Board of Trustees Meeting
Friday, April 16, 2021

MINUTES

Call to Order/Roll/Declaration of a Quorum

Committee Members:

Paul Nicholson	Present	Daniel Santos	Present
Shaun Franks	Present	Dylan Loverro	Present
Lyn Hennion	Present	Bill Thorndike	Present
Deborah Rosenberg	Present	Jon Bullock	Present
Steve Vincent	Present	janelle wilson	Present
Barry Thalden	Present	Sheila Clough	Present
Megan Davis Lightman	Present	Linda Schott	Present

Other attendees and webinar panelists included: Les AuCoin, former Board Trustee; Greg Perkinson, Vice President for Finance and Administration; Jason Catz, General Counsel; Dr. Neil Woolf, Vice President for Enrollment Management and Student Affairs; Dr. Susan Walsh, Provost; Janet Fratella, Vice President for University Advancement; Tom Battaglia, Chief Information Officer; Jeanne Stallman, Associate Vice President for Government & Corporate Relations; Matt Stillman, University Registrar/Executive Director of Enrollment Management; Josh Lovern, Director of Budget and Planning; Sabrina Prud'homme, Board Secretary; Violet Crain, ASSOU President; Kemble Yates, Professor of Mathematics; Kings International presenters: Jose Flores, Sunghae Yoon, Kaylee Hong, Joe De La Torre, Stefanie Willens, Junoke Johnson, and Tully Watson; and Pamela Tomac, Office of the Board Secretary.

Opening the meeting, Chair Nicholson said the board would begin its meetings with SOU's official land acknowledgement.

We want to take this moment to acknowledge that Ashland, Oregon is located within the ancestral homelands of the Shasta, Takelma, and Latgawa peoples who lived here since time immemorial. These Tribes were displaced during rapid Euro-American colonization, the Gold Rush, and armed conflict between 1851 and 1856. In the 1850s, discovery of gold and settlement brought thousands of Euro-Americans to their lands, leading to warfare, epidemics, starvation, and villages being burned. In 1853 the first of several treaties were signed, confederating these Tribes and others together - who would then be referred to as the Rogue River Tribe. These treaties ceded most of their homelands to the United States, and in return they were guaranteed a permanent homeland reserved for them. At the end of the Rogue River Wars in 1856, these Tribes and many other Tribes from western Oregon were removed to the Siletz Reservation and the Grand Ronde Reservation. Today, the Confederated Tribes of Grand Ronde Community of Oregon (<https://www.grandronde.org>) and the Confederated Tribes of Siletz Indians (<http://www.ctsi.nsn.us/>) are living descendants of the Takelma, Shasta, and Latgawa peoples of this area. We encourage YOU to learn about the land you reside on, and to join us in advocating for the inherent sovereignty of Indigenous people.

The chair thanked Dr. Brook Colley for her tireless work with local tribes to create this meaningful land acknowledgement for SOU.

Taking items out of order, Chair Nicholson referenced agenda item 5.7. He said the land acknowledgement continues the work this board has started in living-out its values as a board, with regard to considerations of equity, diversity, and inclusion. Rather than wait until the end of the meeting, he asked trustees to pay special attention to the questions proposed in the equity lens document. Given the importance of the decisions before the board today—especially regarding tuition and fees, the search guidelines, and other items—he urged the board to employ the lens.

Trustee Service Recognition

Chair Nicholson recognized former Trustee Les AuCoin, who resigned from the board in January for health reasons. Mr. AuCoin was invited back so the board could uphold its farewell traditions. Trustees thanked former Trustee AuCoin for his service to SOU, the great State of Oregon.

Public Comment

No public comments were received.

Consent Agenda

Trustee Bullock motioned to approve the consent agenda as presented. Trustee Rosenberg seconded the motion, and it passed unanimously.

Reports

President's Report

President Schott said the decision to retire was difficult; she has enjoyed her time here, greatly appreciates the hard work of the board, and appreciates the strong support provided to her and her team which has been invaluable in making the work easier. President Schott thanked the board for their understanding of her decision and for their commitment to engaging the campus in a search for the next president.

The first vaccination clinic was last week and President Schott was first in line. One hundred employees were vaccinated and 150 students are signed up for this week.

Regarding the virtual commencement, she said it is the right decision given the pandemic as the safety and health of the students and employees must come first. Students are not happy about a virtual commencement, and President Schott completely understands. Since it is her last commencement, President Schott does not like this idea either. The university is exploring how to have an in-person aspect to commencement that would enable students to walk across a stage. Erim Gomez, an alumnus of SOU, will be the speaker.

Citing a couple of recent conferences she attended for the Association of Governing Boards of Colleges and Universities (AGB) and Education Advisory Board (EAB), President Schott shared about the sessions. Two AGB sessions on the future of higher education indicated that SOU is ahead of the curve in most cases. The president spoke highly of AGB sessions on race and one on board best practices and addressing institutional racial inequities. Trustees can access these sessions through AGB. She highly recommended the session presented by Shaun Harper from the University of Southern California regarding governing for racial equity as a board responsibility. Regarding the EAB annual presidential experience that was hosted in partnership with Slack, she said the main idea presented was that flexible work is the new normal, as many private sector businesses are starting to divest their physical offices.

She also attended an AGB Presidential Search session discussion searches during the pandemic, virtual engagement, timelines, and more. She felt assured that the board would be able to perform the search in the time and in the way it needs to be done. Some of the most commonly desired presidential qualifications and attributes are: 1) change and crisis management; 2) financial acumen and new revenue streams; 3) enrollment management expertise; and 4) a deep understanding and demonstration of success in equity, diversity and inclusion; 5) exemplary communication ability; and 6) deep commitment to shared governance.

Committee Reports

So as not be redundant, Chair Nicholson said the Executive and Audit Committee (EAC) had several items on the board will cover. Regarding internal audit, Jason Catz advised the committee that exploration continues among the OPUs to combine with a single firm on the audit function and a request for proposal (RFP) will be created. A bulk of the time was spent discussing the presidential search, the board statement on searches, guidelines, and as well as the proposed timeline, which the board also will discuss. The committee also discussed the recommendation of the Governance Work Group, which the board will discuss.

For the Finance and Administration Committee (FAC), Trustee Clough discussed four of the main areas of the committee's deliberations on tuition and fees. FAC supports the tuition and fee recommendations to the board, as federal and state funding are assisting the students and the university. A favorable ending fund balance will help SOU weather the current situation and pandemic recovery. A second important factor was the work Provost Walsh accomplished in leading the Tuition Advisory Council (TAC), who worked to ensure the administration limited the rate increases to make SOU as affordable as possible. The third element was the work on student fees by Andrew Zucker and Josh Lovern to keep from increasing the burden on students. The fourth area was the building fees, computer fees, and recreation center fees that add to the total cost of attendance and were maintained at a 0 percent increase.

Trustee Bullock reported that the Academic and Student Affairs Committee (ASAC) meeting focused on the theme of innovation and collaboration. One of the topics discussed was the work of the General Education Task Force as it moves into the process of putting learning outcomes to the six capacities, with the hope that in the fall of 2022, new students enrolling would start with the new requirements. Other items on the agenda included the E-Sports; Dr. Woolf's use of analytics to enhance retention and graduation; a new certificate program in professional social media; new 3+1 and 4+1 MBA options; the Southern Oregon Education Leadership Council's collaborative work; and an Osprey-Raider transfer and reverse transfer program. The committee also focused on the fall return to campus, including the new student orientation programs, Bridge and new mentoring programs.

Student Leadership Report

Violet Crain is the new president of ASSOU following Andrew Zucker's graduation. She reminded the board of the unprecedented challenges that students faced during the pandemic. The current priorities are: ASSOU communication within the three branches; representing the greater needs of the student body and; efficient restructuring to promote effective use of a 20-percent lower budget.

Trustee Loverro welcomed and applauded Ms. Crain on the restructure, expressing that she was impressed with the reduction of the organization's size. It is a smart financial decision and makes sense for the size of the institution.

Trustee Vincent welcomed Ms. Crain and was impressed with the volume of work shared in her update. Trustee Vincent believes that student body presidents have always been exceptional contributors, helping trustees understand what students are thinking. He thanked her not only for her time, effort, and immense amount of work, but her willingness to represent the student body to this board and bring attention to what is important to students.

Faculty Senate Report

Dr. Kemble Yates thanked President Schott for her excellent leadership in these turbulent times. He shared that after teaching a class for the first time in person today since March of 2020, it also reminded him of the serious challenges ahead. It is difficult to be a professor and acknowledged it is even more difficult to be a student.

Dr. Yates reported that the new student government has expressed concerns regarding pass/no pass (P/NP) policy, which was relaxed to help students in the pandemic; a January resolution was passed to halt the accommodation this quarter. The students have convinced many faculty members that they need help through the rest of the pandemic and the recommendation is to at least partially reinstate the P/NP accommodation to help students.

A big item on the senate workload this year is general education reform. The team believes they are on track to having a fully-functional system go online in the fall of 2022.

A big highlight since January is the distinguished faculty awards. Winning distinguished teaching awards were Brian Fedorek in Criminology, Andrew Gay in Communications and Digital Cinema, and Shanell Sanchez in Criminology. For the service awards, David Carter in Criminology and Brook Colley in Native American Studies were honored. Winning the inaugural version of the scholarship award, was Ed Battistella in English and Peter Wu in Physics.

Dr. Yates said he wanted to let the board know of the good work the faculty are doing and is delighted that the administration is honoring that work. He thanked President Schott for her calm and measured leadership over the last few years and said the faculty are eager to participate in the entire search process and look forward to working with the board.

Action, Information, and Discussion Items

Student Incidental Fees for the 2021-22 Academic Year (Action)

ASSOU President Crain informed the board that Mr. Zucker shepherded the student fee process the FAC heard in detail last month and she signed off on the fee; she was intentionally left out of the process details to ensure objectivity and to prevent bias. She cited confidence in the overall student participation in this process. She vouched 100 percent for this budget and proposal to the board.

There was some concern about the two indexes, the childcare subsidy and Hannon extra hours, that were both defunded. The committee believed both programs were outside the scope of the incidental fee. Before the indexes were moved out, the committee confirmed that the administration would continue to fund these budgets. The Higher Education Center did not

request a budget this year, but ASSOU anticipates they will in future years, therefore ASSOU is advocating to transition two additional academic programs, CVA galleries and tech share, to come off the student fee. Ms. Crain has been working on reforms for the Tech Share Program, including resolutions to advocate for open education resources and furthering conversations with the administration regarding other opportunities for the program moving forward.

Tuition and Mandatory Enrollment Fees for the 2021-22 Academic Year

President Schott introduced this item and noted that her guidance was to balance the desire to keep enrollment fees as affordable as possible for the students and their families with the need to keep the institution strong and manage increasing costs. A great deal of analysis and discussion went into the recommendation.

Mr. Perkinson began by explaining the different tuition rates by category, showing the current and proposed rates. It is important to note that the TAC recommended a 2.99 percent increase, rounded down to the nearest dollar, which is what drives the increase down to a 2.55 percent. Rounding down helps simplify billing and functions in the registrar's office. The building and student health center fees are both flat, which strengthens President Schott's comments about maintaining affordability for the students. The housing rate is frozen for returning students, and for new students, the rate represents a 2.99 percent increase for housing and meal plans. The composite rate comes to 2.69 percent.

Responding to Trustee Clough who asked about the 0 percent increases at other TRUs. Vice President Perkinson said that EOU receives more funding model dollars per student than SOU and as a result, has effectively built a very healthy reserve. Both EOU and WOU did not have as high a downturn in enrollment as SOU either, though WOU is in retrenchment. Dr. Woolf commented with the EDI lens on, that an important aspect of equity is making college affordable, and through the discount rate and remissions, the university was able to make more money available to those with higher financial needs. The university worked hard to keep rates low and to use what is available to help students gain access to funding and then succeed. The discount rate actually increased this year by a few percentage points.

Much discussion ensued from trustees regarding housing; occupancy; contracts and deferrals; foodservice in the HAWK, the increasing costs for labor; meal plans; management fee reductions; HAWK food quality for students; housing policy; housing density changes; and other factors related to the total cost of attendance.

Trustee Clough moved to approve the fee increase as presented in the resolution. Trustee Lightman seconded the motion, and the motion passed unanimously.

Budget Update

Federal and State Funding

Vice President Perkinson began by discussing the Federal Relief summary chart, reviewing the four categories: Coronavirus Aid, Relief, and Economic Security Act (CARES), Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA), American Rescue Plan Act (ARPA), and Governor's Emergency Education Relief Fund (GEER). The last category, GEER, had the first increment flow directly to students, and with the equity lens on, this incremental funding allowed us to target Deferred Action for Childhood Arrivals (DACA) students that were specifically prohibited from earlier funding. The administration is still working through

the details of how to handle the ARPA component which is \$5.5M, but the issue date is September 2023 which provides a long runway to talk about method and approach.

Responding to Trustee Loverro, Mr. Perkinson said there is a little bit left in the CARES allocation and the full \$5.5M in ARPA. The initial rules were prescriptive and very tight, and as the administration worked through those, knowing there was not a lot of wiggle room. As the rules open up, there is room for professional judgment. Dr. Woolf further explained that those eligible for CRSSA, etc. received a specific invite saying to please apply. For those who may or may not have been eligible originally but have seen a significant life change, this is where professional judgment comes in and the FAFSA application can be adjusted.

Projections and Forecast

Transitioning to the pro forma, Mr. Perkinson said the \$10.4M figure is a summary of the institutional aid that would flow through CRRSA and ARPA. This takes the overall operating revenue to 15 percent, enabling SOU to build the fund balance to a new healthier position. This enables SOU to meet two months of payroll which is \$9.1M. Though cash has been managed aggressively, the reserves have only been able to cover 30 days of payroll previously, which is way too tight. The administration is drafting a policy on reserves for the university.

In response to Chair Nicholson's question yesterday on transfers and timing, Mr. Perkinson shared that some significant transfers would hit this fiscal year. The \$8.5M represents the must-pay bills to take care of now, then transition to the highest priority initiatives, which cabinet will vet. Chair Nicholson said much of the money is earmarked to return to housing.

Discussing revenue inputs to the budget forecast, Mr. Perkinson said the Public University Support Fund (PUSF) is healthier than expected. Ways & Means put forth the potential to fund \$887M, which is only \$13M short of the university's ask.

The SSCM saw a significant improvement in mission-based funding but still relies on activities and outcomes; with the enrollment decrease, it puts the dollars pegged to the last two categories at risk. Confidence in receiving all of the forecasted funds was decreased, so estimates are conservative. A negative hit to sports lottery funding is expected, and the administration will need to offset support to athletic scholarships. The revenue forecast is driven by the expected -3 percent enrollment outlook. To preserve a 15 percent [fund balance], a \$4M revenue and/or expense offset will be needed to close with a \$9.6M ending fund balance.

Answering Trustee Vincent about what is a prudent ending fund balance, Mr. Perkinson replied that the National Association of College and University Business Officers recommends 40 percent. The legacy OUS benchmark was 10 percent, which is pretty lean. .

Responding to Chair Nicholson about wildfire relief funds, President Schott reported that Jeanne Stallman is optimistic as Senator Golden thinks there is support for it, and all the additional federal funding to the state makes it more likely. Trustee Thorndike agreed and hopes that will move forward to the \$900M level, though that funding is just barely keeping up and not positioning Oregon to excel in higher education.

Capital Investments and Renewal

Mr. Perkinson said that while the woes of past processes and outcomes will not be revisited, there are a few highlights for advocacy related to capital. Based on current rates, there may be an appetite for the legislature to provide additional bond capability; the joint ask is \$80M.

There is potential for the Cascades demo and for \$13.5M for the music project to relocate the Digital Media Center and synergize great academic programs.

Regarding current projects, the Britt Hall remodel received \$6M. The scope was greater than what the bidding climate allowed, but great pricing was secured and deferred maintenance dollars were leveraged. Overall, the project is ahead of schedule. Taylor Hall received good pricing and the project is complete.

Mr. Perkinson relayed that President Schott formed a task force to review more than 30 outlying SOU properties, applauding the selection of David Wright as chair, who assembled an 80-page document that identifies properties with specific recommendations and comparables for each. The next step is to share the recommendations and gather input and feedback from the campus and the community. After that, it will be brought to the board for review.

Trustee Vincent said that this is a methodical cautious process, not just a divestiture of assets, and appreciates that the university is gaining campus and community input. Trustee Thalden wanted to recognize that the committee's work was outstanding and felt comfortable with the conclusions about which properties to maintain and which could be put up for possible sale, and the future possibilities this brings to the university's bank account.

President Schott thanked everyone who participated in this effort. She said there needs to be more affordable housing of all types. SOU stands to do the right thing and benefit from it, not just financially but through an investment in the community and the employees. Nothing has been decided yet, but the right questions are being asked and reviewed.

Southern Oregon University – Kings Education Partnership

Dr. Woolf introduced Kings Education and Jose Flores noting their partnership at the University of Wisconsin (UW). Dr. Woolf said this partnership will be a unique way to recruit and provide education for international students. Many international students want to study at a top 100 university, and this program will allow the students to start their education at SOU and have a guaranteed transfer to the University of Oregon if so desired. At UW, it was discovered that 50-70 percent of the students will finish at the four-year college where they begin. So, this is an opportunity to introduce Kings Education to the board and provide a better understanding of this proposed 10-year partnership.

Mr. Flores and his team shared their presented their professional backgrounds and the Kings Education-SOU partnership plan. Kings reviewed their global network logistics for teaching, delivery, and student supports centers. SOU will become the eighth university in the USA to partner with Kings. The vision for a successful partnership includes increases in campus diversity, revenue, and global brand awareness. Kings works with over 780 partners from 80+ source markets to establish a variety of recruitment channels, supported by over 500 global employees located in 24 countries and with 27 languages spoken. Several sample branding efforts were shown including a video of the university and surrounding area. The King's team reflected on the enrollment lifecycle of a sample student's journey, touching on the international pathway center facilities and support each student was ensured. The final slide projected the total estimated revenue and growth for SOU with this partnership plan.

Dr. Woolf added that Kings provides paid staff that will live on campus to oversee and supervise their students' experience. Kings' Joe De La Torre emphasized a white-glove

experience, ensuring that student retention is a major priority. The goal is to provide SOU with a customized international student engagement program, supported by Kings.

Higher Education Coordinating Commission Update

Vice President Perkinson noted that the HECC's robust discussion on potential structural changes got dialed back in a healthy way; this says the train is not off the track. At HECC, Ben Canon highlighted the types of feedback and criticism received concerning transfers, institutional transparency, and accountability; and the HECC staff believes SOU is transparent, accountable, and a positive example. Vice President Perkinson commended the board for that ethos. The next step of the HECC strategic roadmap is development.

Creation of SOU Staff Assembly

Jason Catz began by stating that a staff assembly will serve staff employees in a similar manner to how Faculty Senate serves the faculty employees. Key campus constituencies have been working together on the development of this new representative body and to fulfill shared governance principles. The working group has done a great job and was thoughtfully comprised of Dave Raco, Staci Shaver, Matt Roberts, who will all be served by this body, along with the recently retired Kathy Park. Former faculty chairs Andrew Gay and Dr. Jody Waters offered their good mix of experience from that lens. The group met for several months primarily to draft a set of bylaws, purposefully leaving a gap so that the new body could make some choices on how they wish to function. The bylaws have been presented to the cabinet and few other groups for constructive feedback. The plan is to launch in the coming months.

Equity, Diversity, and Inclusion Considerations of the Board

Chair Nicholson said that the board has been focusing on equity, diversity, and inclusion in its own work. Trustees passed a Black Lives Matter and race equity resolution on Juneteenth last spring; the board dedicated many hours of its fall retreat to topics of EDI; the board added regular EDI reports to the agenda from administration; the board has engaged in some targeted diversity recruitment for its incoming trustees being appointed in May; and others.

In January, the board decided it wanted an EDI committee or work group; however, the bandwidth of members of the board is extremely, extremely narrow. Currently, five trustees will be on the Presidential Search Committee, three trustees are on the Governance Work Group, and the work of the board will pick up significantly during periods of the presidential search. So, one discussion item is how would this board like to proceed with this item?

President Schott mentioned some materials coming out from AGB directly related to what a board can do to eliminate racism on campus and support the EDI process. It might be best to put a work group on hiatus for now, get the materials out, and regroup in the June meeting.

Trustee Wilson relayed a feeling of resistance to putting this work group off and thinks that this work is something that can be done concurrently. She is concerned that the board has made statements for its support, hopes that the board will move forward with deliberate steps, and make that action known. Trustee Loverro concurred stating that although additional time may be needed to secure trustee bandwidth, a committee could be formed now as a gesture of intent and goodwill. As Trustee Loverro would serve on her last board meeting in June, it is of interest to know that a committee was formed committed to serving EDI.

Chair Nicholson said he would reach out to trustees to see who may be interested.

Governance Work Group Recommendation (Action)

Vice Chair Santos began by stating what a pleasure it was to work with Trustees Bullock and Lightman, along with the support of Mr. Catz and Ms. Prud'homme. Overall, the Governance Work Group recommends keeping the governance function in the Executive and Audit Committee. The recommendation, as presented in detail in the materials, is to maintain the work group, invite trustees or others to be guests pertaining to the scheduled work, and continue to report back to the board on progress through June 2022 when the board would decide on whether to create a governance committee.

Vice Chair Santos moved to approve the recommendations of the Governance Work Group as presented in the materials. Trustee Lightman seconded the motion, which passed unanimously.

Presidential Search Matters

Before delving into search matters, Chair Nicholson reminded the board that on the matter of presidential compensation, the board's prior action was predicated on furloughs that were scheduled to end in March, but now the furloughs will be extended through September. Chair Nicholson proposed no action today, but proposed extending the president's current salary level and furlough through June, when the item could be revisited at the June meeting. President Schott stated that she was a willing participant in this endeavor.

Policy on Executive Searches, Appointments, and Management (Action)

Chair Nicholson explained that for the 2016 presidential search, the board previously adapted a policy that transferred from the Oregon University System. For today's consideration, that policy is being converted to a board statement and a few modifications are being proposed, as presented in the materials. Some highlights include the need to reference explicitly, equity, diversity, and inclusion; contracting with a search firm; designating additional employees of the university to support the search committee in an advisory capacity; defining the role of the EAC in this process; and separating the sections of selecting the interim president versus an acting president to the role of a regular president since those processes differ.

Trustee Wilson moved the recommendations as presented. Trustee Rosenberg seconded the motion, and it passed unanimously.

Presidential Search Guidelines

Chair Nicholson relayed that for the 2016 presidential search, a set of guidelines was adopted to guide the activities and membership of the search committee. As the board prepares to identify a committee, input is needed to define its work.

Trustee Vincent asked what happens if SOU cannot get an Oregon university president to sit on the committee? Chair Nicholson said the statute requires one on the committee but a community college president also may be added.

Trustee Hennion said that the more people on the committee, the greater the risk of leaks, and it complicates scheduling. The last search had 15 people and yielded perfection.

Trustee Thorndike thought a graduate student would be helpful, as well as someone to represent the student body. In the community, he suggested that someone involved with OLLI would be a great addition.

Chair Nicholson discussed the search committee composition, referring to the EAC meeting earlier today, leaning towards three of each type of member, which trustees affirmed. Danny Santos, Steve Vincent, Bill Thorndike, and Janelle Wilson graciously have agreed to serve on the committee. Vice Chair, Danny Santos, will chair the committee. Chair Nicholson is still seeking one more trustee to serve. The university board secretary, Sabrina Prud'homme, will serve as coordinator of the search. The board will be seeking several more members from the diversity of constituent groups on and off campus. Appointing members of the search committee will be completed by the board chair; the committee's formation and membership following their appointment will be announced to campus. If anyone would like to volunteer or nominate a colleague for the committee, Chair Nicholson is accepting nominations.

Engagement of Executive Search Firm (Action)

Mr. Catz led the discussion beginning with whether it makes sense to go directly to hiring a search firm without an RFP. Mr. Catz cited and displayed an exemption in the procurement code for hiring the search firm without an RFP that is based on Use of Another Public Contract: FAD.058 (580-062)D(9)(b): "The university may [...] utilize other public contracts [...] if it is determined, in writing, that the solicitation and award process used to award the contract was reasonably equivalent to the respective processes established in these rules." Meaning, when an effective competitive bid already is utilized, SOU can piggyback on that.

Chair Nicholson proposed moving forward expeditiously with the organization that is known and available under the contract: Parker Executive Search. Trustee Hennion highly recommended sticking with Parker who accomplished a remarkable job for SOU in 2016, took pride in the last search, were wonderful to work with, and will save the time and teaching of a new firm. Trustee Thorndike agreed and said the firm reflects equity and diversity, and it is favorable to begin the search as quickly as possible. President Schott did not recall anything bad with Parker and she appreciated the sensitivity of confidentiality that was imparted, communication went well with her as a candidate, and the search seemed to go properly.

Trustee Hennion moved to enter into a contract directly with Parker Executive Search. Trustee Thalden seconded the motion, and it passed unanimously.

General Timeline

Chair Nicholson reviewed a sample timeline that had been prepared for the committee's consideration. It illustrated the possibilities for key milestones in the search and when each of those might take place, with an appreciation for President Schott's deep value of a strong transition. Immediate next steps are securing the services of an executive search firm, appointment of a committee, and several communications activities.

Future Meetings

In the fall when the board affirmed its calendar for this year, a special meeting of the board was established for May 20, 4:30 to 6:00 p.m. The board might need this meeting for presidential search matters.

Adjournment

The meeting adjourned at 5:08 p.m.

Date: June 18, 2021

Respectfully submitted by,

A handwritten signature in cursive script that reads "Sabrina Prud'homme". The signature is written in black ink and is positioned above a horizontal line.

Sabrina Prud'homme
University Board Secretary