

Executive Committee MINUTES

Trustees Present:

Lisa Graham, Chair
Steve Sliwa, Vice Chair

Jeremy Brown
Nagi Naganathan, President

Dan Peterson
Paul Stewart

University Staff and Faculty Present:

Erin Foley, VP Student Affairs
Brian Fox, VP Finance and Administration
Dave Groff, Legal Counsel
Jim Jones, CIO/AVP IT
Gary Kuleck, Provost/VP Academic Affairs
LeAnn Maupin, Dean of the College of HAS
Adria Paschal, Senior Executive Assistant to the President
Tracy Ricketts, AVP Development and Alumni Relations
Di Saunders, AVP Communication and Public Affairs
Erika Veth, AVP Strategic Enrollment Management
Suzette Yaezenko, AVP Human Resources

1. Call to Order/Roll/Declaration of a Quorum

Chair Graham called the meeting to order at 10:51am. The Secretary called roll and a quorum was declared.

2. Consent Agenda

2.1 Approve Minutes of the March 22, 2018 Meeting

With no amendments to the minutes they stand as published.

3. Action Items

3.1 Recommendation to the Full Board to Name the New Softball Stadium

AVP Ricketts explained the proposed upgrades to the softball field, the request to name the stadium after long-time university donors and supporters, John and Lois Stilwell, and the various policies related to naming. The Foundation held a meeting and recommends the naming of the project as the John and Lois Stilwell stadium.

Trustee Brown moved to recommend to the full board to name the new softball stadium the John and Lois Stilwell Stadium. Trustee Peterson seconded the motion.

Vice Chair Sliwa asked if there was any risk in naming the stadium for the Stillwells, recommended updating the policy to allow honoring/naming without the requirement for a monetary donation, and encouraged the donors be engaged in the design and construction of the facility. **AVP Ricketts** stated that there are no anticipated or known risks to the recommendation.

With all trustees present voting aye, the motion passed unanimously.

4. Discussion Items

4.1 Update on Compensation Philosophy Ad Hoc Committee

President Naganathan explained when he came on board the administration had a compensation study completed by an outside consultant and was taking a few steps towards implementation. Management implemented a portion of the recommendations to bring people up to the minimum salaries. One of the issues identified was compensation was based on CIP codes only. Concern that the study was being ignored. There has also been a merit policy on the books but it has not been implemented. He feels compensation should not be based on CIP codes and there needs to be a merit component to compensation philosophy to encourage entrepreneurial participation by units in fulfilling university's mission. There are already two faculty senate committees that address welfare and compensation. The ad hoc committee includes more faculty in addition to representatives from faculty senate as well as administrative staff from finance and HR. He requested the committee look at developing merit process guidelines supplementing existing policies as well as a candidate distribution methodology; and improve our compensation philosophy and establish a multi-year implementation model. He committed funding to role out the proposal. He is making the campuses aware that we need to pay attention to enrollment and that enrollment and compensation are inter-related. **Trustee Brown** stated he is concerned an expectation is being set that something will happen and people will get more money with this philosophy rather than that our faculty are well compensated and nothing needs to happen. His second concern is that salary set on years of service and experience rather than on the discipline they are in could make it difficult to recruit. He expressed concern over the cost of living between Wilsonville and Klamath Falls. How do you cross-calibrate across disciplines? Trustee Ziari arrived at 11:14am. **Trustee Peterson** stated this is long overdue and the policy has been an issue for a period of time. He feels the composition of the committee is good and it will not be an easy discussion. **Vice Chair Sliwa** stated merit has to have leadership to work but he is concerned that the departments will distribute it equally. President Naganathan mentioned that the charge for the committee specifically addresses that issue in that it specifies that merit dollars cannot be distributed equally.

4.5 Review of Board Agenda

Chair Graham reviewed the agenda for the full Board meeting this afternoon. **Trustee Brown** requested the full board talk about what would be on the board retreat. **Chair Graham** mentioned the possibility of changing the board retreat dates to August 13-14.

5. **Other Business/New Business** - none

6. **Adjournment**

Meeting adjourned at 11:27am

Chair Graham stated the Board would convene for executive session from 11:40am to 1:00pm under ORS192.660(2)(f), 40.225 Rule 503, and ORS 192.660(2)(i).

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'S. Fox', is written over a circular stamp that is mostly obscured.

Sandra Fox
Board Secretary