
Executive Committee Agenda

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1. Call to Order/Roll/Declaration of a Quorum (8:00am) <i>Chair Graham</i>	
2. Consent Agenda <i>Chair Graham</i>	
2.1 Approve Minutes of the May 17, 2018 Meeting	1
3. Action Items (8:05am)	
3.1 Recommendation to the Governor: At-Large Trustee Appointment (20 min) <i>Chair Graham and President Naganathan</i>	4
4. Other Business/New Business (8:25am) <i>Chair Graham</i>	
5. Adjournment (8:30am)	



**Meeting of the
Oregon Tech Board of Trustees
Executive Committee
Sunset Room, Klamath Falls Campus
May 17, 2018
10:45am – 11:45am**

**Executive Committee
DRAFT 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 Stilwells, 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.

4.2 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.

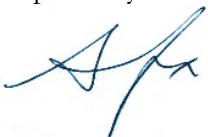
5. Other Business/New Business - none

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 be 'S. Fox', written over a faint circular stamp.

Sandra Fox
Board Secretary

ACTION

Agenda Item No. 3.1

Recommendation to the Governor: At-Large Trustee Appointment

Background:

Per University and Board Policies, it is the Board Chair's responsibility, in consultation with the Executive Committee, to make recommendation for appointments to the Board of Trustees to the Governor's Office.

The current vacancy of position 7, an at-large position, was created by the resignation of Celia Núñez after her reappointment. Per Oregon Revised Statute, the Governor appoints and confirms new Trustees.

When the position was vacated, the Board Secretary, Board Chair, and President conducted a needs assessment analyzing the present Board membership and the desired composition as outlined in University Policy. Based on this assessment the President identified potential candidates, vetted them, and now presents his recommendation of candidate Mike Starr, to the Board Chair for consideration.

If the Chair and Executive Committee concur with the President's recommendation, the Chair through the Board Secretary, will submit the name of the candidate on behalf of the Board of Trustees to the Governor for consideration. If the Committee does not concur with the President's recommendation, it may direct the President to provide additional or alternative recommendations.

Recommendation

After review of the application materials, the President recommends the Chair and Executive Committee make a motion recommending Mike Starr to the Governor for appointment to the Board of Trustees as an at-large member.

Attachments

Mike Starr's application packet

- Statement of Interest
- Bio/resume
- Executive Appointments Interest Form

STATEMENT OF INTEREST
MIKE STARR

Please accept my qualifications for consideration to become a member of the Oregon Institute of Technology Board of Trustees. I am interested in serving as a Trustee because I strongly believe in developing the right educational programs that align our graduates with industry needs, while creating new opportunities for these students to achieve relevant, highly applicable skills that will serve them well upon graduation. Further, Oregon Tech has continuously thrived in demonstrating forward thinking that aligns fundamentally to the continuous growth in the manufacturing industry.

As a proud Klamath Falls Oregonian and Oregon Tech alumnus, I would be honored to be a part of the Oregon Tech legacy and find this an excellent opportunity to lend my knowledge and expertise in promoting and providing students the highest quality of education and life experience possible.



Biography

Boeing Global Services
P.O. Box 3707, M/C 5E-57
Seattle, Washington 98124-2207
www.boeing.com



MIKE STARR

Vertical Leader for Actuation

Boeing Global Services

Named in January 2018, Mike Starr is the Vertical Leader for Actuation. In this role, Starr pioneers business transformation through “Vertical Integration,” which is a strategy to apply and align Boeing’s internal capabilities, customer knowledge and employee skillsets to offer better products and value over the life of its products. Starr’s responsibility is to collaborate with organizations across the Enterprise and suppliers around the world to create increased value in the Actuation category for the Boeing Company.

Prior to his role as the Vertical Leader for Actuation, Starr had served as the general manager for Boeing Portland since June 2013. Boeing Portland is a part of Boeing Commercial Airplanes' Fabrication organization that employs approximately 1,500 people and serves as the manufacturing area of excellence for complex machining, gear systems and pilot controls for all Boeing Commercial Airplane programs. As the Boeing Portland leader, Starr had oversight responsibilities for Boeing Helena operations – a hard metal complex machining facility in Helena, Mont. – and the development and execution of Fabrications' first manufacturing facility in the United Kingdom, Boeing Sheffield; a new hard metals facility machining actuation details for 737 and 777.

Early in 2013, Starr was on a temporary assignment consulting with the Boeing Aerostructures Australia organization in changing their production and management systems.

Previously, Starr was Manufacturing Director at the Boeing Portland site. He began his career with Boeing in July 1989 and spent a brief time working at the Renton Wing Responsibility Center as a liaison engineer for the organization and continued in that role after

transferring to the Portland site. In 1996, he was selected as a manufacturing team leader with the Tracks & Beams business team and then became the product team leader of the 737 and 757 Landing Gear Beams group. In 2001, he was chosen as the business team leader for Core Machining/Flap Supports functions.

During the course of his Boeing career, Starr has held second-level management positions leading Engineering, Industrial Engineering, New Programs, Tracks and Beams, Flight Controls and Central Machining. Starr is a graduate of Oregon Institute of Technology with a degree in Mechanical Engineering Technology; he has a master's degree in Business Administration from the University of Phoenix and is a graduate of the Harvard Business School's Advanced Management Program.

Starr is an avid outdoor sports enthusiast. He and his wife Eren have two children, Madelyn and Grant.

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Last updated March, 2018

Global Services Communications – (314) 233-5004



EXECUTIVE APPOINTMENTS INTEREST FORM

Please check if this is an application for
reappointment ☐



This form is an application for an Oregon Board or Commission. To complete your application packet, return this form to the Governor's Office, along with your resume, a statement of interest and a bio. You must be an Oregon resident to apply unless otherwise noted. Please contact the Executive Appointments office at (503) 378-6829 if you have any questions.

Options to Return Application Packet:

Mail: Executive Appointments, Office of the Governor 900 Court Street NE, Suite 254, Salem, OR 97301-4075

Email a PDF to: executive.appointments@oregon.gov

Note: This application is subject to the Public Records Act and may be disclosed upon request. Personal information will be redacted.

Board/Commission Appointment(s) Desired: (Please print or type)

Oregon Institute of Technology Board of Trustees

(Board Name)

At-large Trustee

(Position)

(Board Name)

(Position)

(Board Name)

(Position)

First Name: Michael MI: A Last Name: Starr

Preferred Name: Mike (Ex: Thomas -> Tom) Title: (Mr. Ms. Dr.) Mr. Suffix: (Jr., PhD) _____

Permanent Address: _____

City: Gladstone State: OR Zip Code: 97027 County (not USA): Clackamas

Cell Phone: _____ Work Phone: _____ Home Phone: _____

Email Address: _____

State Senate District #: 20 State House District #: 40 Federal Congressional District #: 5

This is your residential voting district. Click here - <https://www.oregonlegislature.gov/findyourlegislator/leg-districts.html> - or call your county elections office.

To better assist us in meeting our affirmative action objectives, we would appreciate information about your gender identity and background. This information is optional and is used for data collection only. Under state and federal law, this information may not be used to discriminate against you. Thank you for your participation.

Gender Identity: Male LBGQT: ☐ Disability: _____

Race/Ethnicity (Select One): African American/Black ☐ American Indian/Alaskan Native ☐ Asian ☐
Caucasian/White ☒ Hispanic/Latino ☐ Native Hawaiian/Pacific Islander ☐
Multi/Other ☐

REMINDER: A complete application packet contains an Interest Form and Executive Appointments Background Information form, as well as your resume, a statement of interest and a short bio.

EXECUTIVE APPOINTMENTS BACKGROUND INFORMATION

Furnishing the following information is voluntary, but failure to provide the requested data may preclude selection for appointment. The Governor's Office considers the information on this page to have been submitted in confidence pursuant to ORS 192.502(4). The Governor's Office will not release this page for public inspection unless required to do so. Information submitted on this Interest Form will be maintained confidential to the extent permitted by the Oregon Public Records Law.

The Governor's staff and the Oregon State Police may conduct a background investigation to obtain information about you. Please provide the following information and sign below to permit the investigation to be conducted. For an appointment to a state board or commission you are expected to comply with all income tax laws.

I hereby authorize the Oregon State Police and the Governor's Office to request and review any and all records pertaining to me on file with the Department of Revenue, the Motor Vehicles Division, law enforcement agencies and past and present employers, employees, business associates, and acquaintances.

Signature (sign here) Michael A. Starr Date 7/26/2018

Legal Name and Home Address (no PO BOX):

Michael	A.	Starr
First	Middle	Last
<hr/>		
Street		
Gladstone	Oregon	97027
City	State	Zip Code

Please provide a response to all questions

If your answer to any of the below questions is YES, please give full details on a separate sheet of paper

- a) Please provide any other names you have used or been known as: Mike Starr
- b) Are you legally authorized to work in the United States? Yes ☒ No ☐
- c) Have you been disciplined, terminated or asked to resign from a position by an employer within the past 10 years? Yes ☒ No ☐
- d) Have you EVER been convicted, arrested, detained, charged, indicted or summoned to answer for any criminal offense or violation (except minor traffic offenses with a fine of less than \$100.00)? Yes ☐ No ☒
- e) Have you ever filed for bankruptcy? Yes ☐ No ☒
- f) Have you ever held a professional license of any kind? Yes ☐ No ☒
- g) If you have held a professional license, have you ever had disciplinary action of any nature taken against you with regard to such license? Yes ☐ No ☒ N/A ☐
- h) If you are appointed, is there anything in your background, not covered by questions (a)-(g) above, that might reflect poorly on the State of Oregon or on the Board or Commission to which you have applied, if known publicly? Yes ☐ No ☒

Disclosure of the last four digits of your Social Security Number is voluntary. If provided, it may be used to verify your identity and to obtain your criminal history records, if any. Failure to provide your SSN for these purposes will delay processing your Interest Form.

Last 4 Digits of SSN: _____ Driver's License Number: _____ State: OR
 Date of Birth: 7/26 / 7 / 1966 Place of Birth: Klamath Falls, Oregon
 Oregon Resident: Yes ☒ No ☐ If yes, how long have you lived in Oregon? 52 years
 Home Phone: _____ Work Phone: _____ Email: _____

Executive Appointments Background Information

- c) Have you been disciplined, terminated or asked to resign from a position by an employer within the past 10 years? Yes.

Explanation:

Received company violation for being unaware of having expired parking pass while visiting another internal site.