
EXECUTIVE SESSION OF THE EXECUTIVE COMMITTEE (11:30am – Noon)

The Board met in Executive Session per ORS 192.660(2)(f) and ORS 40.225 Rule 503 to consider information or records that are exempt by law from public inspection and to have confidential communication subject to attorney-client privilege.

EXECUTIVE SESSION OF THE BOARD (12:10pm – 12:30pm)

The Board met in Executive Session per ORS 192.660(2)(f) and ORS 40.225 Rule 503 to consider information or records that are exempt by law from public inspection and to have confidential communication subject to attorney-client privilege.

Board of Trustees Meeting MINUTES

Trustees Present:

Jessica Gomez, Chair	Jill Mason	Paul Stewart
Jeremy Brown	Nagi Naganathan, President	Michele Vitali
Tim Hasty (in person)	(in person)	Fred Ziari
Vince Jones, Vice Chair	Mike Starr	

Trustees Unable to Attend:

Lisa Graham	Rose McClure
Kathleen Hill	Kelley Minty Morris

University Staff and Faculty Present:

Jolyn Dahlvig, Associate Dean of Students
Maureen DeArmond, AVP Human Resources
Ken Fincher, VP Institutional Advancement
Erin Foley, VP Student Affairs and Dean of Students (in person)
Scotty Hayes, Information Technology Consultant (in person)
Franny Howes, Associate Professor of Communication
Kelsey McCauley, Government Relations Coordinator
Don McDonnell, Medical Imaging Technology Professor
Joanna Mott, Provost and VP Academic Affairs and Strategic Enrollment Management
Iona Musgnung, Associate Director Student Support and Belonging
Adria Paschal, Senior Executive Assistant to the President
Stephanie Pope, Assistant VP Financial Operations
Sean St. Clair, Professor Civil Engineering, President OT-AAUP

Students Present:

Peter Wantuck	Mason Wichmann
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1. Call to Order/Roll/Declaration of a Quorum

Chair Gomez called the meeting to order at 1:18pm. The Board Secretary called roll and a quorum was declared.

2. Discussion Items

2.1 House Bill 2864 Compliance Report

Associate Director Musgnung reviewed the PowerPoint presentation included in the agenda report. She covered the issues shaping Oregon Tech's diversity, equity and inclusion (DEI) efforts; the university's House Bill 2864 report and the university's outstanding requirements to comply completely with the bill; what culturally engaging campus environments look like. **Dr. Howes** explained the meaning of the term 'polytechnic cultural competency.' She reviewed the DEI committee 2021 foci and DEI Plan after meeting the first round of requirements for HB2864. **Ms. Musgnung** and **Dr. Howes** reviewed the requests and recommendation to assist in meeting HB2864 requirements and the items in the DEI plan. **Dr. Howes** shared that the bill impacts faculty and staff by requiring the universities provide opportunities to improve their cultural competency to benefit the students and to attract a more diverse population of both students and employees. She noted that some of our departments and programs are already addressing some of these issues. **Ms. Musgnung** stated the House Bill also will impact students as it came about from a group of students who didn't feel they were being culturally represented. **Trustee Jones** noted to be successful we need to have buy in from faculty, staff, and students. **Dr. Howes** gave examples of polytechnic cultural competency in the hands-on and project-based learning environment.

3. Reports

3.1 President

President Naganathan reviewed a PowerPoint presentation included in the agenda report noting new hires, strategic plan implementation progress, enrollment figures, budget and tuition process update, fundraising efforts, and student achievements.

3.2 ASOIT

KF President Wichmann stated the group is working on updating internal documents and working to better the relationship with the Portland Metro campus and connect both campuses. **PM President Wantuck** stated the group will meet weekly starting with the Tuition Recommendation Committee meeting. They are looking at bringing *The Edge*, the student newspaper, to the Portland Metro campus, sharing information on both campuses to create a sense of community. The goal is to find ways to share information between the campuses. He noted a future project could be around a NASA project setting up a group of students to study a solar eclipse in 2023 in southern Oregon. Both presidents stated that Teams has been very helpful to work together and share documents all PM student organizations have moved to Teams.

3.3 Administrative Council

Co-Chair Dr. Dahlvig stated two groups were created within the Council: a welcome committee and a professional development committee. She noted some of the student-oriented projects from Student Involvement and Belonging have been opened up to

employees, the employee recognition program is still underway, and the Council meets at least once a month.

3.4 Faculty Senate

President McDonnell noted the decision to have remote courses for two weeks is appreciated as are Human Resources' remote social events and educational opportunities, Student Affairs' weekly COVID updates, and ITS' assistance. He stated a new activity is a walk-about with the Provost and Deans. He reviewed the prior culture of Oregon Tech feeling like a family and building relationships with students and reaching out to faculty who are subject matter experts to solve challenges. He noted there were three prior attempts to unionize faculty, but administration and faculty were able to negotiate to a point of common ground. Faculty is concerned that decisions are being made on COVID compliance that are having negative impacts on course delivery. There appears to be a lack of trust between faculty and senior administrators; the lengthy union negotiations are not helping the moral of faculty on campus. Faculty have high anxiety due to COVID, negotiations, and the future of their employment. This has impacted quality of course delivery but is not unique to Oregon Tech. He would like to see the Rotarian 4-way test applied to the things we think, say or do at Oregon Tech: is it the truth, is it fair to all concerned, will it build good will and better friendships, and will it be beneficial to all concerned? He asked the board, faculty, and staff to adopt this 4-way test and that steps be taken to end the union negotiations. He stated that while there is anxiety and concern, faculty have not given up on collaborating and wanting shared governance and doing whatever is best for our students. He stated faculty are fatigued but they have not given up.

3.5 Strategic Enrollment Management

Provost Mott explained the tables included in the agenda packet. She shared that OSU was the only other university that had enrollment growth and all community colleges had drastic enrollment decline. She reviewed the numbers of credit hours, newly enrolled students and new student retention rates. She outlined advising and retention initiatives.

3.6 COVID Plan

VP Foley reminded the trustees of the HECC mandate to notify the Board of any changes to the COVID reopening plan. She noted the plan was amended on December 7, 2020 to align with OSHA temporary rule requirements and on December 31, 2020 the university received one complaint alleging it did not follow the OSHA rule. The university submitted a response on January 8, 2021. She explained the two reopening work groups continue to meet. She reviewed on-site testing, isolation, and COVID positive case figures and processes, noting there were no known exposures in classes or labs; all exposures resulted from social gatherings and family events. She stated the university is now conducting contact tracing for employees and has been conducting it for students since summer. She addressed the changes to capacity in instructional space, prohibition of students in designated dining areas, scheduled reopening of the Tech Rec center, athletic team status, resumption of on-site testing, and the increase in mental health issues for students, staff and faculty. The university is requesting fall term requirements from HECC and OHA, anticipating new federal COVID funds. She stated there is no mandate for vaccines at this time as not everyone has equal access to obtain the vaccine and higher education is not included in the education group (1B) the governor outlined for vaccination dates.

3.7 Academic Quality and Student Success Committee

Trustee Brown recapped the committee meeting noting new program development is underway and the university was able to retain and enroll new students more so than other universities and community colleges. There was a presentation on a Student-Faculty Innovation Grant project on the impacts air quality as it pertains to respiratory care and the impact on the health care system in the Rogue Valley. This was a collaboration across disciplines. There also was a presentation about the Portland Metro student services.

3.8 Finance and Facilities Committee

Vice Chair Jones highlighted the quarterly report noting the university is on track with the balanced budget but there are still some uncertainties ahead. The report from the external auditing firm noted no material deficiencies in the financial audit. The committee approved the 2020 Financial Report.

3.9 Executive Committee – no report as no meeting was held

4. Consent Agenda

4.1 Approval of the Minutes of the November 12, 2020 Meeting

Vice Chair Jones moved to approve the minutes of the November 12, 2020 meeting. **Trustee Hasty** seconded the motion. With all trustees present voting aye, the motion passed unanimously.

5. Action Items - none

6. Other Matters

Trustees shared their take-aways from the meeting.

7. Public Comment

Sean St. Clair stated: I am a professor in civil engineering and am president of the OT chapter of the AAUP. And I am bringing to you a letter from the faculty to the provost and the president. I am going to read it verbatim and then I am going to submit the text for the minutes.

Dear Provost Mott, President Naganathan: As Oregon Tech faculty members, we are deeply invested in the bargaining discussions between the Oregon Tech administration and our association, OT-AAUP. We have been seriously concerned that the University Shared Services attorney does not understand our institution or the work we do. A recent communication to our bargaining team chair has moved us to contact you directly: The employer's lead negotiator notified the association's bargaining team that he has no intention of including language around promotion and tenure (and related issues) in our contract.

While we understand that the negotiating process is a back and forth exchange of ideas and concepts between the parties, we want to make one thing clear: faculty cannot and will not accept a contract that does not provide fair procedures related to promotion and tenure processes for tenure-line faculty, promotion for our non-tenured faculty, and annual faculty evaluations.

It is unacceptable for the administration's bargaining team to continue putting off negotiating

around these essential items. Every other faculty contract in the state of Oregon addresses these issues as working conditions for faculty, and ours will be no different.

The undersigned urge you, as provost and president of Oregon Tech, to show leadership in this bargaining process by directing your bargaining team to work with the faculty to reach a fair agreement that serves our institutional mission, respects our faculty, and supports our students.

It has been signed by 132 Faculty Members which is roughly 80%. Thank you.

8. Adjournment

Meeting was adjourned at 3:30pm.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Sandra Fox', with a stylized flourish at the end.

Sandra Fox
Board Secretary