

EXECUTIVE SESSION OF THE BOARD (12:00pm – 1:00pm)

The Board will meet in Executive Session per ORS 192.660(2)(i) to review and evaluate the employment-related performance of the chief executive officer.

Board of Trustees Meeting Agenda

	<u>Page</u>
1. Call to Order/Roll/Declaration of a Quorum (1:00 pm) <i>Chair Jessica Gomez</i>	
2. Reports (1:15pm)	
2.1 President (20 min) <i>President Naganathan</i>	1
2.2 ASOIT (1:35pm) (10 min) <i>Presidents Brie Landis (KF) and Jack Zoucha (PM)</i>	2
2.3 Administrative Council (1:45pm) (10 min) <i>Tentative, TBD</i>	
2.4 Strategic Enrollment Management (1:55pm) (15 min) <i>Provost Joanna Mott</i>	3
2.5 Faculty Senate (2:10pm) (20 min) <i>President Terri Torres</i>	
2.6 COVID-19 – written report only	7
2.7 Legislative – written report only	9
2.8 Academic Quality and Student Success Committee (2:30pm) (5 min) <i>Trustee Brown</i>	
2.9 Finance and Facilities Committee (2:35pm) (5 min) <i>Vice Chair Vince Jones</i>	
2.10 Executive Committee – <i>no report, did not meet today</i>	
3. Consent Agenda (2:40pm) (5 min) <i>Chair Jessica Gomez</i>	
3.1 Approval of the Minutes of the July 15, 2021 Meeting	12
4. Discussion Items – none	
5. Action Items (2:45pm) (30 min) <i>Chair Jessica Gomez and Vice Chair Vince Jones</i>	
5.1 Review of President Naganathan's Evaluation and Approval of 2021-22 Goals (30 min)	16
6. Other Matters – none	
7. Public Comment (3:15pm) (15 min)	
8. Adjournment (3:30pm)	



President's Report

**Nagi Naganathan, Ph.D., ASME Fellow
President**

**Oregon Tech Board of Trustees
November 18, 2021**

Click on the presentation to launch PowerPoint and advance through slides as usual.



PM-ASOIT Board of Trustees Report

Jack Zoucha, President



OFFICE OF THE PROVOST

Dr. Joanna Mott
3201 Campus Drive, Klamath Falls, OR 97601

Enrollment Report for the Board of Trustees, November 2021

FALL 2021 Enrollment data (fourth week census) comparison with last year

Headcount (Based on Primary Campus)

	Same Week Comparison			Fall 2020 vs. Fall 2021	
	Fall 2019	Fall 2020	Fall 2021	Difference	% Change
On Campus (Klamath Falls)	2,206	2,232	2,109	-123	-5.5%
Online	699	726	592	-134	-18.5%
Onsite Total	1,027	1,004	873	-131	-13.0%
* Portland Metro	844	779	698	-81	-10.4%
* Seattle	93	78	50	-28	-35.9%
* Chemeketa	59	59	58	-1	-1.7%
* Joint Program	3	1	0	-1	-100.0%
* HST at OIT	28	87	67	-20	-23.0%
Sub-Total	3,932	3,962	3,574	-388	-9.8%
High School (ACP)	1387	1,363	1,336	-27	-2.0%
Grand Total	5,319	5,325	4,910	-415	-7.8%

Credit Hours (Based on Course Campus)

	Same Week Comparison			Fall 2020 vs. Fall 2021	
	Fall 2019	Fall 2020	Fall 2021	Difference	% Change
On Campus (Klamath Falls)	26,393	25,989	24,353	-1,636	-6.3%
Online	7,877	8,479	7,759	-720	-8.5%
Onsite Total	8,483	8,031	6,935	-1,096	-13.6%
* Portland Metro	7,265	6,892	5,918	-974	-14.1%
* Seattle	538	467	322	-145	-31.0%
* Chemeketa	626	608	606	-2	-0.3%
* Joint Program	54	64	89	25	39.1%
Sub-Total	42,753	42,499	39,047	-3,452	-8.1%

Student Status (All Locations)

	Same Week Comparison			Fall 2020 vs. Fall 2021	
	Fall 2019	Fall 2020	Fall 2021	Difference	% Change
Total New	2,248	2,297	2,201	-96	-4.2%
- New Freshman	416	462	443	-19	-4.1%
- New Transfer	562	489	437	-52	-10.6%
- New Post Bac	64	72	64	-8	-11.1%
- New Graduate	42	40	51	11	27.5%
- New Non-Admit UG	1,151	1,223	1,201	-22	-1.8%
- New Non-Admit GR	13	11	5	-6	-54.5%
Continuing	2,695	2,738	2,420	-318	-11.6%
Returning After Absence	376	290	289	-1	-0.3%
Total	5,319	5,325	4,910	-415	-7.8%

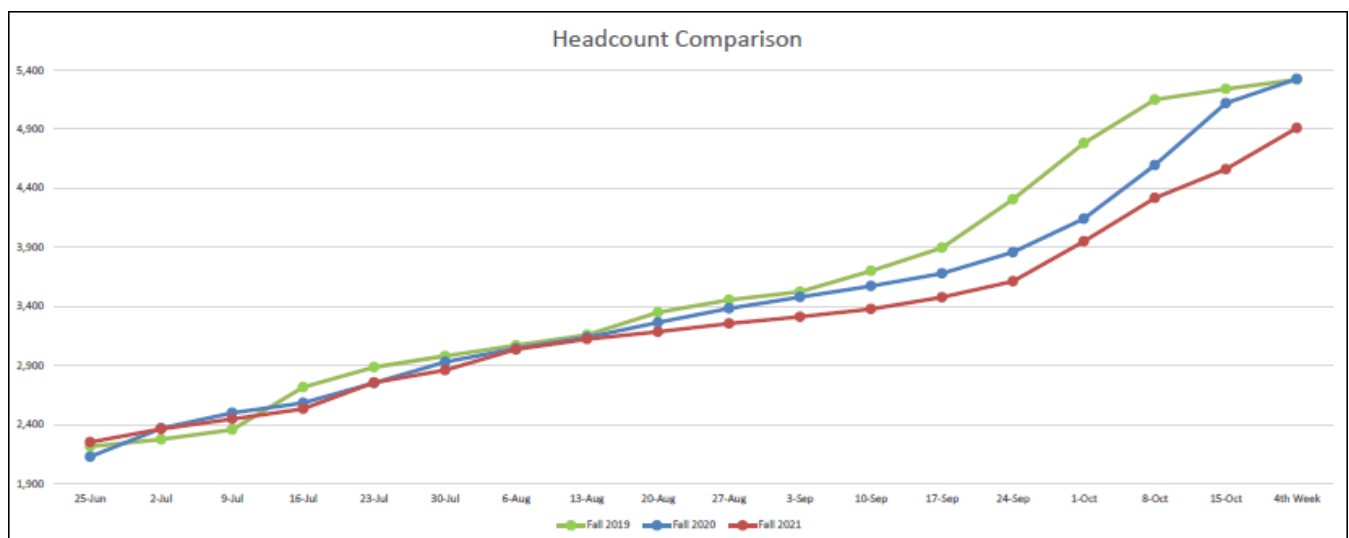
Applications

	Same Day Comparison		Same Day Comparison	
	Fall 2020	Fall 2021	Difference	% Change
On Campus (Klamath Falls)	4,500	4,898	398	8.8%
* Freshmen	3,981	4,304	323	8.1%
* Transfer	431	483	52	12.1%
* Post-Bac	50	55	5	10.0%
* Graduate	38	56	18	47.4%
Online	216	244	28	13.0%
Onsite Total	517	524	7	1.4%
* Portland Metro	508	514	6	1.2%
* Other	9	10	1	11.1%
Sub-Total	5,233	5,666	433	8.3%
High School (ACP & HST)	1,306	1,353	47	3.6%
Grand Total	6,539	7,019	480	7.3%

Admitted (Includes Admitted Cancelled)

	Same Day Comparison		Same Day Comparison	
	Fall 2020	Fall 2021	Difference	% Change
On Campus (Klamath Falls)	4,284	4,493	209	4.9%
* Freshmen	3,787	3,916	129	3.4%
* Transfer	417	475	58	13.9%
* Post-Bac	49	55	6	12.2%
* Graduate	31	47	16	51.6%
Online	199	222	23	11.6%
Onsite Total	482	479	-3	-0.6%
* Portland Metro	473	469	-4	-0.8%
* Other	9	10	1	11.1%
Sub-Total	4,965	5,194	229	4.6%
High School (ACP & HST)	1,306	1,353	47	3.6%
Grand Total	6,271	6,547	276	4.4%

Housing numbers as of 4th week (official census) Fall 2021 690 Fall 2020 630



Students with deposits: (initial data)

~160 students made deposits but did not enroll at OT. Of these:

- 65 did not enroll at any institution (per National Clearinghouse data)
- 95 enrolled at other institutions:

Type	Students	Percent
2 Year Public	48	50.5%
4 Year Public	33	34.7%
4 Year Private	14	14.7%
Total	95	100.0%

More than one student went to:

- 4 year public universities: OSU, SOU, PSU, WOU, UO. University of Hawaii, Grand Canyon, University of Nevada-Reno
- 4 year private universities: George Fox, Corban
- Community colleges: Portland CC, Rogue CC, Central Oregon CC, Chemeketa CC, Mt. Hood, Lane CC, Southwestern Oregon CC,

One student went to: each of 39 other universities or CCs in Oregon, Washington, California, Idaho, Texas, Nevada, Hawaii, Colorado, Michigan, Minnesota

After August 1, 2021

Of 67 students who had made deposits but did not enroll, 33 did not enroll at any institution. The remaining students (34) enrolled at various 4 and 2 year colleges.

Strategic Enrollment Management next steps:

Admissions:

- Continue analysis of 2021 data and use for 2022 strategy development
- Once we get data on non-retained students reach out to those students not enrolled at another 4 year university, to re-engage.
- Reach out to all students who went to a CC instead of OT this year for potential transfers
- Deans and departments working with admissions on recruiting plans to include faculty
- Continue admissions work on multiple new initiatives detailed in AQ&SS report, focused on different aspects (In addition to standard visits, communications, etc.) – prospect search criteria review for possible changes for 2023 cycle, name buys and areas for focus (ie higher yield), online adult degree-completer marketing (EAB contract), new social media platform for increased prospective and admitted student engagement, personalized financial aid videos (through RNL), multiple levels of communication throughout recruiting cycle, targeted travel to high schools with pre-visit communication to identified prospects, telecounseling, RNL to audit our campus visit

experience and provide recommendations for improvement, with EAB conducting surveys of admitted students to hone our targeting to high yield prospects and useresources more efficiently.

- Each college has a retention plan and a recruiting plan.

Advising and retention efforts:

- Review the retention data – non returns from spring to fall. This is only just becomingavailable.
- Purchase Civitas software to improve retention through enhanced advising
- Improve summer registration process for incoming freshmen.
- Work with the new advising coordinator in each college on facilitating advising andtracking data
- Train faculty in advising
- Colleges each have retention plans that coordinate with academic advising andretention



COVID-19 Report to the Oregon Tech Board of Trustees

November 8, 2021

By Erin Foley, Vice President for Student Affairs and COVID-19 Response Lead

The COVID landscape continues to change on a regular basis. Since the last report to the Board in May, several significant actions have occurred and are summarized in this report. If you have any questions, please contact me.

In early June, a Vaccination Requirement was announced for students, faculty, and staff to provide either vaccination information through attestation or an exemption (medical, religious or philosophical). The compliance rate for employees is 99.5% and for students it is 82.5%. Of those that have complied, employee vaccination is at 83% and 77% for students, with students living on campus slightly higher at 80%. A vaccination dashboard is available on the [webpage](#). Non-compliant students have a hold on their student account which will impact their ability to register for next term.

Governor Brown announced a statewide requirement for face coverings in August after a short period of time where only unvaccinated people had to continue wearing them. Face coverings are required on campus indoors and at large outdoor events, including athletic events. Physical distancing is not required but encouraged where possible.

In preparation for the new academic year, the *Return to Campus Plan* was posted on the [website](#) and trainings about campus operations for COVID were provided for students and employees. The campus protocols for positive cases were also updated. Class sizes returned to pre-COVID densities for the most part as physical distancing was not mandated. Cleaning of spaces across campus and replacing HVAC filters continue to be a focus of the Facilities and the College Union teams. New COVID signage was also posted around campus locations to start the new academic year.

In early October, President Naganathan announced an Oregon Tech Testing Requirement for unvaccinated students and employees to test weekly. Oregon Tech has partnered with WVT Labs who provides all test kits and analysis at no cost to the university. Compliance rates for KF students is 53%, 19% for PM students, and 53% for employees. Both students and employees that do not complete the weekly test get email reminders.

Despite the pandemic, Housing has a record number of students living on campus again this fall. The 4th week census reports 690 students in campus housing this fall compared to 630 last fall which was also a record. With the higher number of students in housing, the number of quarantine spaces is less than last year. The Housing staff continue to disinfect spaces regularly and deliver meals to students in quarantine. Campus Dining returned to regular service and it is great to see students eating and socializing during meals as that was greatly missed last year when all meals were takeout (plus we are saving \$7,000 each week due to eliminating the takeout requirement).

The fall athletics schedule returned to pre-COVID times with all fall sports having a traditional season. Athletics is doing COVID testing (antigen) once a week for the unvaccinated student athletes when the team is competing in conference matches/games. No testing is required for vaccinated student athletes. Some of the non-conference matches/games did do COVID testing if the other school requested it.

A Federal Executive Order in October requires employers that meet certain criteria to have a vaccination requirement for employees. While Oregon Tech exceeds the 100 employees criteria, it does not meet the federal contracts criteria. However, OSHA announced an emergency rule last week that does apply to Oregon Tech and requires employees be vaccinated or complete an exemption for medical or religious reasons (eliminating the philosophical exemption) and implement a weekly testing program for unvaccinated employees. The Fifth US Circuit Court of Appeals, however, has temporarily stayed the OSHA emergency rule on vaccinations. Oregon Tech will continue to monitor and evaluate compliance requirements.

COVID Numbers below are as of **11/5/2021**.

Since 9/27/21	Isolated Due to Exposure (Running Total)	Isolated Due to Symptoms (Running Total)	Isolated On-Campus (KF Running Total)	Tested On-Campus (Running Total from 10/12)	A. Isolation Ended with No COVID development	B. COVID-Positive	C. Currently Impacted (listed above)	Total Number Impacted (A+B+C)
Klamath Falls Students	60	77	30	742	87	21	40	148
Portland Metro Students	7	9	--	94	6	6	6	18
Salem Students	1	2	--	0	1	1	1	3
Employees	22	25	--	114	38	9	3	50
TOTAL	90	113	30	950	132	37	50	219

Note: the first 4 columns are NOT mutually exclusive, because people can move from one status to another. However the A, B, C, & Total columns **ARE** unique counts

Once again, I have to recognize several others that help manage COVID response on a daily basis. Thanks to Gaylyn Maurer and the Student Health staff; Human Resources staff members Sarah Henderson- Wong and Sandi Hanan; and Mandi Clark and her entire staff (full-time and student staff members).

REPORT

Agenda Item No. 2.7

Legislative Update – November 18, 2021

2021 Regular Legislative Session Summary:

The 2021 legislative session adjourned a unique session on June 26, 2021. Not only did the Legislature tackle large policy issues related to the pandemic, policing reform, wildfire preparation and recovery and more, all committee work was held remotely, and the Capital remained closed to the public for the entirety of the session. During this legislative session, Oregon Tech was officially designated as “Oregon’s Polytechnic University” under [HB 2472A](#), which was signed by Governor Brown on June 14th, 2021. A summary of significant higher education funding and policy bills enacted during session follows.

2021-2023 Biennium Higher Education Funding

[SB 5528](#), the 2021-2023 biennial budget for the Higher Education Coordinating Commission (HECC) funded:

- **\$900 million for the Public University Support Fund (PUSF)**, a 7.5 percent increase over the 2019-2021 biennial funding levels. Funding is divided among the seven public universities through HECC’s student success and completion model (SSCM) formula. This is distributed 49% in the first year and 51% in the second year. At Oregon Tech, about 45 percent of the university’s general fund comes from the PUSF. Despite the state’s increase of \$63M to the PUSF, HECC’s recent funding formula revisions along with a proposed administrative rule change would result in Oregon Tech receiving \$2.6M less than the last biennium. Following additional discussions at the state level, the HECC recently approved a one-year “hold harmless” provision for Oregon Tech that will result in flat funding for the first year of the 2021-23 biennium, with a reduction of \$1.1M for the second year of the biennium. At this time, total funding in the 2021-23 biennium is projected to be about \$283K less than the previous biennium.
- **\$200 million for the Oregon Opportunity Grant (OOG)**, the state of Oregon’s most extensive statewide financial aid program. Funding reduces barriers to obtaining a college degree for thousands of Oregonians. This investment represents approximately \$30M over current service levels.
- **\$4.7 million Strong Start Investment**, shared across all seven public universities and will support a summer bridge program at each public university for graduating high school seniors to support them in their transition to college. Each institution will design and execute summer programs based on the individual needs of their students. Oregon Tech is offering additional academic support services this fall and an intensive summer program next year.
- **University State Programs** are funded at **\$44.9 million**, a 5.88 percent increase in funding, and reverses the cuts from the 2020 special session.
 - Oregon Tech funded programs include the **Engineering Technology Sustaining Funds (ETSF)** and **Oregon Renewable Energy Center (OREC)**.
 - ETSF funds are allocated through a formula prioritizing resident engineering and technology graduates over a three-year period. While the overall funding for the ETSF increased by 6% for the 2021-23 biennium, the allocations to

the universities are formula-driven and are particularly dependent on resident engineering and technology graduation and other metrics over the last three years. Oregon Tech is projected to receive approximately \$1.1M in FY22, which is roughly \$12K less than FY21.

- **OREC** was funded at **\$558,000** for the biennium which supports the director, student workers, and various research projects.
- Sports Lottery was fully funded at **1 percent of lottery revenues**. Funding is divided between the seven public universities and includes support for student athlete scholarships. Oregon Tech is projected to receive **\$2.8 million** for the 2021-2023 biennium.

Oregon Tech also received **\$5.5 million** in one-time funds for two special initiatives through [HB 5006](#). This includes a new center emphasizing **Applied Computing** to include support for the center's hardware, software, and related resources, and a second project to support **rural healthcare initiatives** to expand and accelerate current programming in the areas of Doctor of Physical Therapy, dental hygiene, and applied behavior analysis.

Public University Capital Projects, funded through [SB 5505](#) included over \$330 million of state-funded bonds for six university capital projects:

- Western Oregon University, Student Success Center
- Oregon State University Cascades, Student Success Center
- Portland State University, Gateway Center Reuse and Extension
- Oregon State University, Cordley Hall Renovation, Phase 2
- Eastern Oregon University, Inlow Hall Renovation, Phase 2
- University of Oregon, Heritage Building Renovation

Oregon Tech received legislative approval for **\$55.6 million in XI-F bonds** for a **new residence hall on the Klamath Falls campus**. XI-F bonds are self-funded by the institution so Oregon Tech will be responsible for paying back the bonds with auxiliary revenues. A **\$5.1 million state funded XI-Q bond** was funded by the legislature for **Phase 2 of the Center of Excellence in Additive Manufacturing at the Oregon Manufacturing Innovation Center**. In addition, \$80 million in capital improvement and renewal (CI&R) XI-Q bonds were funded that are allocated by the HECC to all seven public universities through a formula.

Higher Education Policy:

The legislature passed many significant higher education policy bills this session, many of which had been under consideration for several years. This includes:

- [HB 2835 - Basic Needs Navigators](#) - provides funding for a new staff position at each community college and public university to assist students in finding local, state, and federal benefits (basic needs) available to them. Oregon Tech will begin reviewing applications for this position at the end of this month.
- [HB 2590 - Student Voices Task Force](#) - establishes a legislative task force focused on underrepresented students at post-secondary institutions in Oregon. The task force will visit each community college and public university, listen to students and campus communities, and develop policy and funding proposals to better serve them. During the November legislative committee days later this month, the task force will have its inaugural meeting,

elect a chair, and hear from underrepresented students. Campus visits are expected to begin next spring.

- [SB 233 - Common Course Numbering](#) - establishes a common course numbering system for lower-division courses offered at Oregon public post-secondary institutions to assist students with transferring courses. Transfer council membership was appointment by the HECC and the first meeting was held last month. The council will continue to meet regularly as they work through establishing the common course numbering system.

Public University Consolidated Funding Request 2023-2025:

Oregon's Public Universities have begun the joint process of developing the 2023-2025 consolidated funding request (CFR). The CFR will be submitted to the Higher Education Coordinating Commission (HECC) next spring and becomes the basis for the HECC Agency Recommended Budget (ARB) that is submitted to the governor's office to be part of the 2023-2025 Governor's Recommended Budget (GRB). Oregon Tech participants in the inter-institutional workgroup include Vice President for Finance and Administration John Harman, Senior Financial Analyst Anna Clark, and Assistant Director of Government Relations Kelsey McCauley.

Staff Recommendation

Report only, no action necessary.

Board of Trustees Meeting DRAFT MINUTES

Trustees Present:

Jessica Gomez, Chair
Tim Hasty
Rose McClure

Jill Mason
Kelley Minty Morris
Nagi Naganathan, President

Michele Vitali
Fred Ziari

Trustees Unable to Attend:

Jeremy Brown
Lisa Graham

Kathleen Hill
Vince Jones, Vice Chair

Mike Starr
Paul Stewart

University Staff and Faculty Present:

David Groff, General Counsel
Adria Paschal, Senior Executive Assistant to the President

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

Chair Gomez called the meeting to order at 8:51am. The Board Secretary called roll and a quorum was declared.

2. Reports – none

3. Consent Agenda

3.1 Approval of the Minutes of the May 27, 2021 Meeting

Trustee Minty Morris moved to approve the consent agenda including the minutes of the May 27, 2021 meeting. Trustee McClure seconded the motion. With all trustees present voting aye, the motion passed unanimously.

4. Action Items

4.1 Approval of the 2022 Meeting Calendar

Chair Gomez reviewed the dates proposed in the agenda report and confirmed the meetings can still be hybrid to permit remote participation. Trustee Mason stated she could attend the June 2nd meeting virtually. The Board Secretary will confirm dates with those trustees not in attendance today.

Trustee Minty Morris moved to approve the 2022 meeting calendar to include the following dates:

- January 27 (Thursday) – Wilsonville

- April 7 (Thursday) – Klamath Falls
- June 2 (Thursday) – Klamath Falls
- July 21 and 22 (Thursday and Friday) – Board Retreat - location TBD
- November 17 (Thursday) - Wilsonville

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

4.2 Approval of Peer Comparators for Accreditation

President Naganathan explained the peer institution comparator list is a 2020 requirement of the NorthWest Commission on Colleges and Universities for accreditation purposes and will also be used for other data reporting requirements and will not be used for salary comparisons. The last list was prepared in 2010 by the Oregon University System and did not take into account institution size or programing. The peer comparator study was in 2019. He explained the process and criteria used to identify the comparators. He stated the list should be reviewed every 5 years, taking into account the accreditation cycle.

Trustee Ziari moved to approve the following list of comparator institutions for accreditation and reporting purposes and direct staff to review the list within five years:

Fairmont State University	Fairmont	WV
Southwestern Oklahoma State University	Weatherford	OK
University of South Carolina-Upstate	Spartanburg	SC
Midwestern State University	Wichita Falls	TX
Montana Tech of the University of Montana	Butte	MT
Shawnee State University	Portsmouth	OH
Bemidji State University	Bemidji	MN
Nicholls State University	Thibodaux	LA
Missouri Western State University	Saint Joseph	MO
Rogers State University	Claremore	OK

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

4.3 Approval of a Resolution on Bond Issuance for a Student Residence Hall

President Naganathan reminded trustees that earlier this year the Board approved staff to request to participate in the Oregon public bonds program and to request \$55 million in Article XI-F bonds to support the construction of a student residence hall project on the Klamath Falls campus. The legislature authorized bonding in the amount of \$55.6 million. Discussion took place regarding the cost of construction, the need for contingency to cover any inflationary costs and/or changes in design, the future of the original housing structure, remaining debt on the Village housing, and the planning process and timeline for the new residence hall. **Trustee McClure** stated the perception on campus is that the university is continuing to go into debt for all of the construction projects and staff furloughed to help balance the budget. **President Naganathan** clarified that the university is not going into debt; the bonds for Cornett renovation, CEET construction

and Boivin Hall renovation are paid for in full by the state; the Rec Center and track project are funded through bonds paid for by auxiliary funds (not general funds), as will the residence hall project, and the Doctorate in Physical Therapy program and related facilities are part of general fund academic investment. **Trustee Ziari** stressed the need to effectively communicate the various funding sources and repayment requirements to stakeholders. **President Naganathan** stated the Facilities Planning Commission will also review the residence hall project and other stakeholders will also be involved. **Chair Gomez** stated she is comfortable moving forward without further review by the Finance and Facilities committee; she spoke with Vice Chair Jones, Chair of the Finance and Facilities Committee, and because the data and figures have not changed since the committee's review of the project in April, he is supportive of moving forward with no further review at this time.

Trustee Ziari moved to approve Resolution 21-01 attesting that sufficient revenue exists to support repayment of Article XI-F(1) Bonds for the construction of a new student housing facility on the Klamath Falls campus, and moved to authorize the President or his designee to utilize funds in excess of \$1 million from reserves or the Quasi-Endowment to fund initial project planning and related capital costs prior to bond issuance, if necessary, acknowledging those funds would be repaid when bonds are sold and the State of Oregon reimburses Oregon Tech.

Trustee Minty Morris seconded the motion. **Trustee Ziari** requested routine reports to the Board on this project. **With all trustees present voting aye, the motion passed unanimously.**

5. Discussion Items

5.1 Trustee Recruitment

Chair Gomez explained that four trustees whose terms are up on June 30, 2022 can be reappointed and one trustee's term is up on June 30, 2023. Currently there are 13 trustees. Eight trustees will roll off on June 30, 2022. Replacement trustees need to be identified by the November 18, 2021 board meeting to ensure the recommendations will be considered by the Governor and Senate in the spring of 2022. There was consensus to create a plan to request the Governor's office consider holding over some trustees by not filling the positions. **Chair Gomez** will work with board secretary to address this issue and report back to the board.

6. Other Matters

- 7. Public Comment** – No public comment. The Board Secretary noted a letter was submitted to the trustees from student Aleksandr Shevtsov.

8. Adjournment

Meeting was adjourned at 10:08 am.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'S. Fox' with a stylized flourish underneath.

Sandra Fox
Board Secretary

RETREAT

The Board of Trustees met for a retreat starting at 10:30am and viewed the AGB Webinar “Public Institutions: Is It Time for a Strategy “Refresh”? Annual ethics and Title IX training were postponed to the November 18, 2021 meeting.

EXECUTIVE SESSION OF THE BOARD

The Board met in Executive Session per ORS 192.660(2)(f) and (i) and ORS 40.225 Rule 503 to consider information or records that are exempt by law from public inspection and to review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing.

ACTION

Agenda Item 5.1

2020-21 President Evaluation Report and Approval of 2021-22 Goals

Summary

The Board of Trustees is charged with the supervision of the President, including annually assessing his performance to inform and support his successful leadership and the strategic directions of the University. Chair Gomez and Vice Chair Jones reviewed President Naganathan's self-assessment report and issue this report to the Board for their review. Per Board Policy, the board is to review the report, draw conclusions, develop feedback for the President, and approve goals for the 2021-22 academic year.

Background

The Board Policy on Presidential Evaluation Process requires the Board to conduct an annual evaluation of the President. The Board approved the President's 2020-21 goals on November 12, 2020. On September 4, 2021, as part of the annual evaluation process, President Naganathan submitted a self-assessment report describing progress toward his 2020-21 goals and proposing goals for the 2021-22 year. This report was sent to the Chair and Vice Chair of the Board for their review.

The board met in executive session on July 15, 2021 to discuss and provide general feedback on President Naganathan's self-evaluation. Trustees are pleased with the meaningful and substantial progress toward the 2019-20 goals and the fair and honest assessment of progress.

On November 6, 2021, Chair Gomez and Vice Chair Jones met with the President to share the feedback on the self-assessment report and proposed goals for the 2021-22 year.

Newly proposed goals and deliverables for 2021-22 with descriptions of how they align with the goals, objectives and measurable outcomes of the Strategic Plan:

1. Complete the university climate assessment project as directed by the Board and present the results to the Board by the April 2022 meeting to include ways to address perceived and real challenges and additional measures to improve communication across the university.
(Strategic Plan Pillar III: Commitment to Community; Strategic Plan Pillar IV: Commitment to Institutional Excellence)
2. Continue to maintain momentum in new freshmen student growth and focus additional efforts through Admissions, Academic Advising and Retention, Educational Partnerships, and Outreach, the Deans' Offices, and the various university departments to improve recruitment and retention for robust enrollment management. We will strive to increase our new freshmen by at least another 3% and stabilize the overall enrollment in Fall 2022.
(Strategic Plan Pillar I: Commitment to Student Success; Measurable Outcome I.d)

3. Create and implement a strategic faculty hiring plan with a goal for them to intentionally engage industry in innovation and applied research, both at OMIC and beyond. (Strategic Plan Pillar II: Commitment to Innovation)
4. Develop an education and research center with an emphasis on applied computing and data analytics (Strategic Plan Pillar II: Commitment to Innovation; Measurable Outcome II.b, II.c, and II.e)
5. Continue the development of the academic and facilities master plans (Strategic Plan Pillar II: Commitment to Innovation)
6. In close partnership with the Oregon Tech Foundation, begin to explore the feasibility and scope of a capital campaign for Oregon Tech. A measurable goal in this area is raising an additional \$2M before the end of Fall 2022. (Strategic Plan Pillar III: Commitment to Community – Measurable outcomes III.e & III.f)

Recommendation

The Chair and Vice Chair request the Board review, discuss, and approve the submitted report, and newly established goals for 2021-22.

Attachments

- Summary Assessment of 2020-21 goals

Summary Assessment of 2020-20 Goals

Goal #1 Continue to maintain momentum in new freshmen student growth and focus additional energy through Admissions, Educational Partnerships and Outreach and the Deans' Offices with a goal of increasing our new freshmen by at least another 5% in fall 2021 above the fall 2020 cohort size and increase retention of fall 2020 new freshman in fall 2021 by 2%.

Despite the challenges of the pandemic, our strategic enrollment management efforts are paying off in recruiting new freshman students. For the 3rd year in a row, the new freshman cohort grew in size; again in fall 2020 the cohort grew by 11%, following the 9% and 14% increases during the previous two fall terms. The number of new transfer students cohort dropped decreased in fall 2020 relative to fall 2019, at least in part due to double-digit drops in most community college enrollments across the state. However, the total number of degree-seeking students remained relatively stable. The overall enrollment in fall 2020 versus fall 2019 also remained stable for both non-dual credit students (3,962 vs. 3,932) and dual-credit students (1,363 vs. 1,387).

Goal #2 Establish the infrastructure to promote student participation in nationally competitive award programs such as Goldwater, Marshall, and other prestigious external fellowships.

Conversations have begun in this area to promote the prestigious fellowships and awards (PFA) initiative through our Honors Program. Dr. Christopher Syrnyk, Director of the Honors Program, is passionate about building our Honors Program and launching the Prestigious Fellowships and Awards program. Dr. Syrnyk has been active in national organizations such as National Collegiate Honors Council (NCHC) and the National Association of Fellowships Advisors (NAFA). He is starting his pilot efforts on-campus this summer.

Goal #3 Take specific measures to begin the transformation of the concept of 'Industry's University' from idea to reality by elevating faculty and student engagement in industry with an initial focus on OMIC's industry partners and by building the foundational infrastructure for innovation and applied research on campus. This will include the first meeting of the Executive Think Tank for Oregon Tech (at least virtually) with a majority representation from key industry leaders.

Oregon Tech's Executive Think Tank met twice in 2021. The Think Tank is comprised of 18 thought leaders across Oregon and beyond. The purpose of the Think Tank is to allow for a periodic calibration of the directions of the university and leadership thinking at a high level. The Think Tank discussions centered about holistic preparation of students, industry-faculty connections, and the intersection of technology and society.

Goal #4 In close partnership with the Oregon Tech Foundation, roll out donor societies and clubs and begin to explore the feasibility and scope of a capital campaign for Oregon Tech.

Three donor societies were implemented more fully last year by our Foundation. Every giving level within each society has distinct recognition and stewardship opportunities.

The ***Crater Lake Leadership Society*** was conceived in the fall of 2019 to recognize donors who distinguished themselves by making **annual gifts** above \$1,000 with tiers at the Pioneer, Innovator, and Visionary levels. By that measure, at the end fiscal year 2019-20, 136 persons were eligible to be members of this society; during the last fiscal year 2020-21, 211 donors became members of this society, a 55% increase over the prior year. This fiscal year is tracking well, with 77 persons already members of the Crater Lake Society.

The ***Benefactor Society*** has been redesigned during the last year with distinct giving levels: Pathfinder, Inventor, and Vanguard. The Benefactor Society recognizes **lifetime** giving, with levels starting at \$25,000. There are currently 179 Benefactor Society members. As we continue to increase our Crater Lake Leadership Society membership, we anticipate our Benefactor Society will grow as well.

The ***Purvine Legacy Society***, named in honor of Winston Purvine, Oregon Tech President from 1947- 1976, recognizes those persons who have included Oregon tech in their **estate planning**. This program formally launched in the Winter of 2020. Twenty-nine members are currently recognized as members of this society. This includes those that have previously included Oregon Tech in their estate planning. Oregon Tech has also begun a comprehensive Purvine Legacy Society marketing campaign to alumni and others. Recently twelve prospective legacy members attended an estate planning seminar hosted by the foundation and conducted by foundation board member John Davis.

In total, \$2.1M dollars were raised through philanthropy in FY2021, between July 1, 2020 and June 30, 2021. This also compares favorably to the \$1.34M raised during FY2020.

Goal #5 Launch the process to create the first ever academic master plan for Oregon Tech. This will also include viability reviews for select, low-enrolled and/or high-cost programs, and scheduling efficiencies.

Since the entire academic leadership team was tied up with the faculty contract negotiations during the last academic year, there was no discernable progress in this goal. However, this summer, the academic leadership is organizing a retreat to plan for the upcoming year. The retreat will be focused on brainstorming an academic master plan which will be developed in a consultative manner. The plan will align with the university strategic plan and will serve as a framework for college and department plans.

Goal #6 Launch facilities master planning efforts for Oregon Tech in parallel with the implementation of the strategic plan and the development of the academic master plan.

With the anticipated transition in the VPFA role and given the longer than anticipated faculty contract negotiations and other university operations under COVID regulations, Dr. Naganathan decided to delay the start of the Facilities Master Plan. In anticipation of initiating a Facilities Master Plan during the next fiscal year, John Harman, our new VPFA, convened the Facilities Planning Commission at the end of the last spring term. More activities will follow during the next fiscal year.

Goal #7 Build on the foundational efforts of the Diversity, Equity, and Inclusion (DEI) Committee to create the first DEI Master Plan for Oregon Tech.

The creation of the DEI Master Plan itself was delayed pending the hiring of the first ever Executive Director for Diversity, Inclusion, and Cultural Engagement (DICE) at Oregon Tech. Dr. Jennifer Wilson joined us as the DICE Executive Director on June 30, 2021. Dr. Wilson will partner with University and community stakeholders to develop diversity, inclusion, and cultural engagement plans and serve as a resource, collaborator, and partner in matters relating to DICE.