

EXECUTIVE SESSION OF THE BOARD

The Board will meet in Executive Session per ORS 192.660(2)(f) to consider information or records that are exempt by law from public inspection, and ORS 192.660(2)(i) to review and evaluate the employment-related performance of the chief executive officer.

RETREAT FORMAT

Please note the Board's intent at retreats is to optimize opportunities to address strategic and long-term issues through flexible discussion. Accordingly, the agenda may evolve during a retreat more than during a typical meeting. Some agenda items may require less time than scheduled, some may require more time, or be bumped from one day to the next, etc.

Board of Trustees Retreat Agenda

- Tuesday, July 19, 2022 Page
1. Call to Order/Roll/Declaration of a Quorum (12:00pm) *Acting Chair Jones*
 2. Approval of the [Minutes of the June 2, 2022 Meeting](#) (12:05pm) *Acting Chair Jones* 1
 3. Welcome & Introductions (12:10pm) *Acting Chair Jones*
 4. Comprehensive Evaluation of the President (3:00pm) *Acting Chair Jones*
- Wednesday, July 20, 2022
5. President's Report & Discussion (9:00am) *President Naganathan*
 6. [Strategic Plan](#) and Academic Master Plan Update & Brainstorming Big Ideas (10:00am) *President Naganathan*
 7. Higher Education Business Models Under Stress (11:00am) *Larry Large, author & consultant*
 8. Campus Climate Assessment and Next Steps (3:45pm) *Acting Chair Jones*
- Thursday, July 21, 2022
9. [AGB Report](#) Review & Discussion (9:00am) *President Naganathan & Dave Groff*
 10. Board Chair, Board Vice Chair Selection Discussion AND Committee Assignments (10:15am) *Vice Chair Jones*
 - [Board Bylaws](#)
 - [Board Policy on Committees](#)
 11. Wrap-Up and Next Steps (11:15am) *Vice Chair Jones*
 12. Board Development Training Session – Public Meetings, Government Ethics (3:00pm) *Dave Groff, General Counsel*
 13. Adjourn (4:30pm)

Board of Trustees Meeting
DRAFT MINUTES

Trustees Present:

Chair Jessica Gomez	Paul Stewart	Lisa Graham	Kathleen Hill
Jeremy Brown	Michelle Vitali	Tim Hasty	Vice Chair Vince Jones
Jill Mason	Rose McClure	Kelley Minty-Morris	Fred Ziari
Nagi Naganathan (<i>ex officio</i>)			

Trustees Unable to Attend:

Mike Starr
Paul Stewart

University Staff and Faculty Present in person:

Abdy Afjeh, Vice Provost-Research & Academic Affairs
Finn Anders, Incoming President – ASOIT Portland-Metro Campus
Dina Battaglia, Associate Vice Provost Academic Excellence
Rebecca Burkeen, Chair – Administrative Council
Alicia Dillon, Associate Vice President of Finance & Controller
Ken Fincher, Vice President University Advancement
David Groff, General Counsel & Interim Board Secretary
Pam Grove, Assistant to University General Counsel & Interim Board Secretary
John Harman, Vice President Finance & Administration
Tom Keyser, Dean College of Engineering, Technology & Management
Billy Kimmel, Student
Brie Landis, President – ASOIT Klamath Falls Campus
Kelsey McCauley, Government Relations
Michelle Meyer, Accounting Services Manager-Business Affairs
Joanna Mott, Provost & VP of Academic Affairs
Adria Paschal, Senior Executive Assistant to the President
Dan Peterson, Dean College of Health, Arts & Sciences
Sasha Rabich, Incoming President – ASOIT Klamath Falls Campus
William Sell, Student
Terri Torres, President Faculty Senate
Bryan Wada, Information Technology Consultant 2
Mason Wichmann, Student
Annette Ziari
Jack Zoucha, President – ASOIT Portland-Metro Campus

1. **Call to Order/Roll/Declaration of a Quorum** (1:30 pm) *Chair Jessica Gomez*

Chair Gomez called the meeting to order at 2:15pm. The Board Secretary called roll and a quorum was declared.

2. **Reports**

2.1 President Naganathan reviewed his report included in the agenda packet, and shared news that the upcoming commencement speakers will be Scott Kelly-Asante, Terry Cross-the Higher Education Coordinating Committee (HECC), Dr. Elizabeth Steiner Hayward- Oregon Senate, and Dr. Jeremy Brown-Challis Educational Opportunities & Oregon Tech Board of Trustees. He advised that 801 unduplicated students will be graduating June 2022, and Oregon Tech will be granting 843 degrees. Dr. Naganathan highlighted Oregon Tech student Simeon Florea as the Outstanding Scholar in Software Engineering Technology and his many educational accomplishments. Dr. Naganathan also acknowledged the TOPS nontraditional students for their high academic achievements. More than 107 TOPS students achieved higher than 3.3 GPA.

He announced that the Catalyze Klamath Falls Challenge winning concept was developed by Gabbi Pech and Hayden Pech, which is a customizable planning notebook and companion app that can be used to organize tabletop role playing games. Dr. Naganathan congratulated Oregon Tech athletics for an outstanding season and the many accomplishments, as well as Coach Greg Stewart for receiving the conference Coach of the Year award, as well as the Coach of Character Award given by the other Athletic Directors. He also announced that Oregon Tech's 2004-, 2008- and 2012-Men's National Basketball Teams will be inducted this summer into the Oregon Sports Hall of Fame.

Dr. Naganathan discussed the evolving higher education landscape challenges across the nation, but specific to Oregon is 59,000 fewer students enrolling in community colleges. More community colleges offering baccalaureate degrees which affects enrollment at universities. He addressed the successful meeting with the HECC which resulted in a revised funding formula and an additional \$1.2 million in additional funding for Oregon Tech.

Dr. Naganathan also welcomed Professor Jintai Wang, Ph.D., P.E., M.ASCE, who recently joined Oregon Tech from Texas, and has been published in the Journal of Geotechnical and Environmental Engineering. He also congratulated Dr. Addie Clark, Dr. Kyle Chapman, along with Sarah Fitzpatrick and Kerry Farris for their work to better understand the impacts of poor air quality in Southern Oregon cause by wildfires, which will assist hospitals to prepare for capacity burdens. Oregon Tech has received \$1 million in Federal Appropriations to continue this research.

2.2 ASOIT

KF ASOIT President Brie Landis reviewed their PowerPoint presentation included with the agenda materials and reported that ASOIT officer selection is underway, and interviews are in progress and there is great pool of candidates. They shared revisions have been made to Board Resolutions 15-2b on Shared Governance and it is being reviewed by Administrative Council, Faculty Senate, and ASOI Council. The revised iterations will be presented at the Fall 2022 Board of Trustees meeting. President Landis discussed the

tuition recommendation issue and the ASOIT's efforts to get tuition reduced. They believe the press release regarding this matter missed the mark, in that there was no mention of ASOIT's work toward the successful reduction in tuition, as well as a missed opportunity for shared governance to include students in the efforts to get tuition decreased.

PM ASOIT President Jack Zoucha reviewed his PowerPoint presentation included with the agenda materials and reported some campus involvement events that took place, such as Lab Week, IdeaFest 2022 and Student Awards, New Student Open House on the Portland-Metro Campus, to which approximately 50 potential students along with their parents attended. During dead week, the ASOIT-PM distributed 110 lunches and dinners to student studying on campus. President Zoucha summarized the ASOIT efforts for the year, which included increasing engagement on the Portland-Metro Campus, advocating for more faculty and classes, and housing alternatives for both Portland-Metro and Klamath Falls campuses. ASOIT also assisted staff with the Non-Tenure Track Promotion Policy and advocating for CBA leniency. He discussed the efforts made to assist administration with recruitment, relaying the student voice, and advocating for Oregon Tech at the state level.

2.3 Administrative Council *Chair Becky Burkeen*

Chair Becky Burkeen reported that the Administrative Council (AC) represents approximately 140 unclassified staff members across all Oregon Tech campuses. She acknowledged outgoing AC executive members Anna Clark, Melisa Dubois, Joel McPherson, Iona Musgnung and Sarah Moore for and thanked them for their dedication to AC. Recent elections were held, and the AC welcomes new executive committee members, Carl Agrifoglio, Taylor Burke, Carleen Drago Starr, Kelly Sullivan, and Desire Wooten. The current President appointee to the AC is VP John Harman. She advised that AC's aim is to promote a positive work environment and to support one another. She shared that some recent areas that AC is focusing on are the current vacation cap extension (which Dr. Naganathan quickly agreed to extend until the end of the calendar year), an anonymous online feedback portal for unclassified staff to share concerns and/or suggestions, a comprehensive salary study, and a review of the proposed revisions to Resolution 15-2b on Shared Governance. Chair Burkeen advised that the proposed revisions have been sent to all unclassified staff for review. She also expressed on behalf of AC that it seems inappropriate for students to be commenting on or revising policies in AC's name. AC believes that ultimately it is the role of the Trustees to make any revisions, not students, nor other employees. Chair Burkeen disagreed with ASOIT President Jack Zoucha's comment that AC has no voice in shared governance, because any concerns brought to Dr. Naganathan by the AC have always been addressed. She said the AC doesn't always get a yes, but there is always conversation.

2.4 Strategic Enrollment Management *Provost and VP for Academic Affairs and Strategic Enrollment Management Joanna Mott*

Dr. Mott reviewed her PowerPoint presentation included with the agenda materials and reported the official census data for the spring term for headcount is down approximately 9% and headcount without dual credit and with dual credit we are down approximately 4.6%. Credit hours are down approximately 7.4% without dual credit, and with dual credit we are

down approximately 6.1%. She reported that new student retention from Fall to Spring is close to 90% for both transfers and freshman, which is a reduction of approximately 40 freshman students, and 30 transfer students between fall and spring. Dr. Mott shared that for the next cycle Strategic Enrollment Management will be exploring ways to expand communication by reaching out earlier to high schools to provide relevant and personalized information about searching for colleges.

2.5 Faculty Senate *President Terri Torres*

President Torres thanked the Board for the meet and greet earlier in the day. She reviewed accomplishments made by the Faculty Senate (FS) for the academic year, which included resolving problems with wait list, length of summer term, coordinated the review cycles for the faculty objective plans and their accompanying review, and reorganized FS to reflect the changes brought about by the union and added a new committee to address equity and diversity. President Torres shared efforts not yet accomplished, is to pass a non-tenure track policy which is a must for Oregon Tech. Faculty want to support a vision for Oregon Tech where others will want to teach, and students will want to learn.

2.6 Legislative *Assistant Director for Government Affairs Kelsey McCauley*

Assistant Director Kelsey McCauley reviewed her written report, which is included with the agenda materials, and addressed the February legislative session during which large investments were made in programs targeting homelessness, workforce development, and education. Assistant Director McCauley shared that Governor Brown's "Future Ready Oregon", a \$200 million workforce development package aimed to connect job seekers to trainings, apprenticeship opportunities, and education programs was approved by the legislature. She also discussed the Public University Consolidated Funding Request 2023-2025 which was submitted to the Higher Education Coordinating Committee (HECC) on April 20, 2022, the Joint Taskforce on Student Success for Underrepresented Students in Higher Education, the 2022 Governor's Race and General Election Preview, and the June 2022 Revenue Forecast.

2.7 Academic Quality and Student Success Committee *Trustee Jeremy Brown*

Committee Chair Brown summarized the reports and presentations made at the AQSS Committee meeting, which included a report by Dr. Mott which addressed Academic Affairs and staffing, Strategic Enrollment, and an update on progress of the Academic Master Plan, and Academic Programs concerning requests approved by the Higher Education Coordinating Commission (HECC) to offer degrees in BS in Business Management and BS in Health Care Management on the Portland-Metro Campus; a presentation by Dr. Taylor Burke which included the Oregon Tech Softball Team's travel to Georgia for the third consecutive NAIA Work Series, Campus Safety Authority Training, Career Services, a Professional Etiquette Dinner which included students, faculty and staff, the CARES Honors Celebration, and Weekly Study Jams on the Portland-Metro Campus.

2.8 Finance and Facilities Committee *Vice Chair Vince Jones*

Committee Chair Vince Jones summarized the reports provided by Fiscal Operations Advisory Council President Don DaSaro, Vice President of Finance & Administration's reports, including updates on capital projects, budget performance, revenue, and enrollment indicators, invested funds, the expiration of the current external auditor's agreement, and the

RFP for an external audit firm, as well as external and internal audit coordination. He also advised that the committee had approved to recommend to the full board that the FY2022-23 all-funds budget presented by VP Harman during the meeting be adopted and approved.

2.10 Campus Climate Assessment Update *Chair Jessica Gomez*

Chair Gomez provided an update on the Campus Climate Assessment and shared that a meeting was held to go over some of the themes that shined through. A final report has not been received yet, but it is expected soon. She shared that the assessment uncovered issues already known, which is good information. She also advised that the board has obtained the services of Jill Goldsmith, who is going to be working with stakeholders at the university to help develop a plan to aid in improving the culture, and by addressing some of challenges that were identified during the assessment. Once the climate assessment report is received by the board, we will review that material, prepare a document and make that public since there will be a fair amount of information, and to make sure we are following a transparent process. In the meantime, the board is looking to Ms. Goldsmith to help us develop a path forward for Oregon Tech.

2.11 Executive Committee *Chair Jessica Gomez*

Chair Gomez advised that the Executive Committee is the body that is tasked with performing the comprehensive evaluation of the President and retained Casagrande Consulting to assist with that process, due to the volume of interviews and additional data collected. During executive session, the committee received a preliminary oral update from Casagrande Consulting. They will send notes to the Executive Committee and the Executive Committee will then review the information, compile a report for the full board to review, and this report will be made public. Chair Gomez stated that the board has authority to negotiate or modify Dr. Naganathan's contract, and that this has been implemented. The term of Dr. Naganathan's contract is now through 2027. She advised that there were not a lot of major changes, just some clean-up to the contract to remove some legacy sections left over from when Dr. Naganathan was a new president. Chair Gomez advised that there was no adjustment to base compensation, but there was an adjustment to the housing allowance of approximately \$600 per month. There is also an addition to the end of the term of the contract, should Dr. Naganathan choose to transition into faculty, as well as some language addressing Dr. Naganathan's tenure.

3. Consent Agenda (3:15pm) (5 min) *Chair Jessica Gomez*

3.1 [Approval of the Minutes of the April 7, 2022 Meeting](#)

No changes voiced. Minutes approved as submitted.

3.2 [Approval of the Minutes of the May 13, 2022 Meeting](#)

No changes voiced. Minutes approved as submitted.

4. Action Items

4.1 [Approve FY 2022-2023 Budget](#) (3:20pm) (45 min) *VP John Harman*

VP Harman reviewed the PowerPoint Presentation included with the agenda packet. He stated that primary sources of funding for Oregon Tech are through the Public University Support Fund (PUSF), the Engineering and Technology Sustaining Fund (ETSF), and the Oregon Renewable Energy Center (OREC). There are also additional funds such as investment earnings,

grant cost recovery, clinical revenues, student tuition and fees which makes up about 55% of total funding. VP Harman advised that reliance on considerable forecasting and assumptions, early enrollment projections which drive tuition revenue estimates, uncontrollable medical and retirement costs and long-term organized labor contract commitments are among some of the persistent budget challenges facing Oregon Tech. He stated that Tuition and Fees account for 51% of Oregon Tech's budget, State Allocations account for 45%, and other services account for about 4%. He also said that 68% of our spending is student centric.

Trustee Kelley Minty-Morris moved that after review of the proposed FY 2022-23 all-funds budget and related documents, and with the recommendation from the Finance and Facilities Committee, the FY2022-23 all-funds budget be approved as provided in the materials submitted.

Trustee Fred Ziari seconded the motion. With all trustees present and voting aye, the motion passed unanimously.

5. **Discussion Items** – none

6. **Other Matters** – none

7. **Public Comment**

William Sell, a Veteran Outreach Coordinator and a Manufacturing & Technology Engineering student for the Portland-Metro Campus, said he initially requested to speak to the board this time last year regarding inequality of education in the MMET program. Sell said Dr. Tim Pasang explained to Sell that the problem of Portland-Metro students having to take MFG-341 and 342 at local community colleges was being investigated. Sell said has not heard any solutions which will provide Portland-Metro students the same education as their Klamath Falls peers. Additionally, MFG-331, Industrial Controls and MFG-543, Robotics have been offered in person with a lab at Klamath Falls and only online at Portland-Metro campus. Sell said feels that what is listed on the MMET program description website is a willfully misleading document. Sell said the board and administration are not honoring Oregon Tech's strategic plan, mission, vision, values, or pillars by failing to offer industry standard equipment to the MMET and robotic degree programs at the Portland-Metro campus.

Billy Kimmel said he is here to build an environment where expectations meet the experience as well as to invite everyone to join him. Kimmel said came to Oregon Tech with a math degree to study renewable energy engineering and today would like to tell the Board what it's like being a student at this school. Oregon Tech is the school that defies expectations. Kimmel said many Trustees have been on the board since about 2014, meaning their two four-year terms end this summer. Kimmel said it feels as though some Trustees don't know what being at Oregon Tech is like, because it took spending significant money to hire an outside company to tell us what being at Oregon Tech is like. Kimmel said right now, Oregon Tech defines expectations the wrong way, but there is nothing that says it must be that way. Kimmel said we have the power to change that for the better. Kimmel said as the incoming ASOIT President from Portland-Metro, he intends to plan out the fall term over the summer and publish a calendar so students know what will be happening during the fall term and let the plans change. Kimmel said what Trustees

can leave behind is an accurate portrayal of Oregon Tech to the new Trustees as they transition into their new positions. He asked the Board to take our current climate and lay the foundations for the new Trustees to turn Oregon Tech into a school that exceeds expectations.

8. Adjournment (5:30pm)