



USU Board of Trustees Virtual Meeting

Friday, April 4, 2025, at 8:00 AM - 9:15 AM

<https://usu-edu.zoom.us/j/82548449495?pwd=T70B5o3Eqlw67hkDMVfs2ylCqlccv.1>

Attendance:

Trustees:

Jacey Skinner
Gina Gagon
Clark Whitworth

Dave Petersen
David Huntsman
Kacie Malouf

Kent Alder
Matt Richey
Tessa White

University representatives:

Al Smith
Bill Plate
Dave Cowley
Haly Klaassen
Janalyn Brown

John O'Neil
Kerri Davidson
Larry Smith
Lisa Berreau
MaKenzie Christensen

Mica McKinney
Nicole Voulvalis
Stephen Campbell

Other Attendees:

Cimaron Neugebaur
Courtney Tanner

Agenda

1. Welcome and Call to Order 8:02 AM

Chair Jacey Skinner welcomed everyone to the virtual meeting of the USU Board of Trustees.

2. Promotion and Tenure Process 8:05 AM

Presenter: Larry Smith

Provost Larry Smith provided an overview of the tenure process at USU, emphasizing that its primary purpose is to protect academic freedom. The process spans six years and includes rigorous evaluations, training, workshops, and orientations. Candidates compile a dossier for review.

Trustee Huntsman asked if the tenure process has been reviewed for efficiency. It has not been recently reviewed, though it was digitized 13–14 years ago. Trustee Alder inquired about candidate preparedness; most are well-prepared, and 73% achieve tenure. Trustee White asked if student ratings are considered; the IDEA evaluation system and peer reviews are included in dossiers.

Trustee Alder also noted tenure's role in institutional competitiveness. Chair Skinner asked about promotion criteria and cost. Expectations are clearly outlined at hire, with a focus on teaching excellence. Al Smith stated that promotions include market-based salary increases, budgeted and approved by USHE.

3. Update on USU Reinvestment Plan

8:15 AM

Presenter: Larry Smith

President Cantwell launched a budget planning exercise last summer, directing colleges to model potential budget reductions and identify strategic reinvestment opportunities. To support this effort, USU engaged EAB, a higher education consulting firm, to assist in a structured three-phase process: analysis, deliberation, and decision-making. The university is addressing a \$12.5 million budget reallocation and is prepared to advance into the initial implementation stage. The revised deadline for submission to Utah System of Higher Education (USHE) is May 9.

Questions and comments during the meeting focused on the equity of budget cuts across academic and administrative areas, the metrics used in program evaluations—such as enrollment, completion, teaching loads, and workforce alignment—and the exploration of administrative efficiencies, including potential restructuring. Attendees inquired about how delivery costs are calculated and how program value is assessed, recognizing the complexity and contextual nature of these evaluations. There were also questions about the source of the \$12 million reallocation target and whether savings could come from non-instructional areas. The importance of maintaining strategic focus and aligning decisions with the university's long-term goals was emphasized, along with a request for clarity on the overarching investment strategy.

4. CLOSED SESSION

8:58 AM

Chair Skinner asked for a motion to move into a closed session.

Motion:

Vice Chair Gina Gagon moved that in accordance with 52-4-205 of the Utah Code that the Trustees go into a closed Executive Session for the sole purpose of discussing the character, professional competence, or physical or mental health of individuals. The motion was seconded by Trustee Malouf. Roll call vote was initiated by Chair Jacey Skinner and taken by Secretary Janalyn Brown. All polled were unanimous in the affirmative and the meeting moved to a closed session from 8:58am to 9:19am.

Attendance:

Trustees:

Jacey Skinner

Dave Petersen

Kent Alder

Gina Gagon

David Huntsman

Matt Richey

Clark Whitworth

Kacie Malouf

Tessa White

University Representatives Present:

Al Smith

Mica McKinney

5. ACTION AGENDA

9:20 AM

5.1 Approve: Promotion and Tenure

Presenter: Larry Smith

Motion:


Motion was made to approve promotion and tenure. Motion moved by Trustee Richey and motion seconded by Trustee Alder. Voting was unanimous in the affirmative. Motion passed.

6. Adjourn

9:21 AM

Motion:

Motion was made to adjourn the meeting. Motion moved by Trustee White and motion seconded by Trustee Whitworth. Voting was unanimous in the affirmative. Meeting adjourned at 9:21am.



Jacey Skinner, Chair



Janalyn Brown, Secretary
(minutes taken by Janalyn Brown)

4/30/25

Date Approved

