



Board of Trustees Meeting

Miller Administration Building - Betty Hess Lampros Boardroom - 319

3850 S Dixon Parkway, Ogden, UT 84408

Zoom | ID: 841 9483 3851 | Password: 299962

Friday, January 23, 2026 | 9:30 AM to 11:30 AM

VISION

We will be a leader in transforming lives by meeting all students where they are, challenging and guiding them to achieve their goals academically and in life.

MISSION

We transform lives and communities by educating students of all identities and backgrounds. We nurture success through a supportive environment, individualized pathways, meaningful personal connections with faculty and staff, teaching and experiential learning, research, and civic engagement.

Trustee Members

Chair Keith Titus

Vice Chair Lori Belnap Pehrson

Brent Bishop

Ally Isom

Tammy Gallegos

Monet Maggelet

Attendees

Leslie Durham, Interim President

Brent Horn, Interim Provost

Ali Threet, Interim VP for Student Access and Success

Betsy Mennell, VP for University Advancement

Excused

Brad Wilson

Casey Hill

Alema Leota, Interim General Counsel

Jason Francis, Faculty Senate Chair/Professor/Health Sciences Librarian

Steven Richardson, Director for Strategic Initiatives

Savannah Evans, Executive Assistant to the President

Bryan Magaña, Executive Director for Marketing Communications

Tim Crompton, Director for Athletics

Will Pridemore, Associate Athletics Director for Student-Athlete Support Services

Alex Babilis, Executive Director for OEO, Title IX Coordinator,

Kayla Morgan, Senior Women's Administrator in Athletics

Bryant Thompson, Professor/Faculty Athletic Representative

Marc Gangwer, Staff Advisory Council Chair/Director for Financial Aid

Agenda Items

Call to Order and Identification of Any Potential Conflicts of Interest

Vice Chair Pehrson called the meeting to order at 9:35 a.m.. She welcomed all attendees, including those on Zoom. Vice Chair Pehrson then asked for the identification of any potential or perceived conflicts of interest after reviewing the agenda. Hearing none, the meeting proceeded.

Board of Trustees Meeting Minutes (December 15, 2025)

The Board reviewed the minutes from the December 15, 2025 Board of Trustees meeting.

Action: Trustee Mia Foster moved to approve the Board of Trustees meeting minutes from December 15, 2025, with a second by Trustee Bishop. The motion passed unanimously.

Information

Special Topic: Revenue Sharing

The meeting began with an introduction to a special topic on revenue sharing in athletics, led by Athletic Director Tim Crompton. Before addressing revenue sharing, Dr. Bryant Thompson, Faculty Athletic Representative, was introduced. Dr. Thompson outlined his dual role: advocating for student-athletes, academically and in terms of well-being, and representing the university's interests. He emphasized the strong academic and mental health support systems in place for student-athletes and noted that Weber State has led the Big Sky Conference academically in recent years. He also highlighted the university's commitment to maintaining academic standards while supporting athletic success.

Athletic Director Crompton then shifted the discussion to NIL (Name, Image, and Likeness) and revenue sharing. Following the House settlement, institutions that opted in—including Weber State—may now share revenue directly with student-athletes. A national cap (approximately \$20.5 million this year) governs how much institutions in the highest tier can distribute. While Weber State operates on a much smaller scale, it must still use the NCAA’s Collegiate Athlete Payment System (CAPS) to track distributions.

Key points discussed were revenue sharing cap structure, scholarships and educational benefits, and payment structure and academic incentives.

Special Topic: Title IX Report

Will Pridemore, Associate Athletics Director for Student-Athlete Support Services, provided an overview of Title IX compliance in athletics. He explained that Title IX in athletics focuses on three primary areas: Participation Opportunities, Athletic Scholarships, and Equity in Experience.

Kayla Morgan, Senior Woman Administrator (an NCAA designation ensuring female representation in athletics leadership), highlighted recent efforts to enhance support for women’s sports. These include:

- Continued growth of the Women in Sports Endowment and hosting annual “Celebrating Women in Sports” events.
- Recognition of women’s teams during athletic events, including International Women in Sports Day.
- Increased cost-of-attendance funding across women’s programs.
- Additional staffing positions, facility upgrades, locker room improvements, new practice spaces, enhanced equipment, upgraded training rooms, pre-game meals, and significant private donations benefiting several programs (including women’s basketball and tennis).

They clarified that “enhanced cost of attendance funding” refers to scholarship dollars provided above traditional tuition, fees, room, board, and books, helping close the gap between a full scholarship and the actual cost of attending the university.

Alex Babilis, Executive Director of the Office of Equal Opportunity and the University’s Title IX Coordinator, then outlined OEO’s responsibilities. The office oversees compliance with ADA, Section 504, and civil rights laws (Titles VI, VII, and IX), manages non-discrimination policies, and provides a centralized process for resolving reports of discrimination,

harassment, and retaliation. He reminded attendees of their responsibility to report suspected discrimination.

She also noted recent regulatory changes, including executive actions affecting Title IX interpretation, elimination of disparate impact standards, and a shift in federal oversight focus toward Title VI matters. The office continues to provide training and compliance support, including advisory services to Ogden and Davis Technical College.

The discussion concluded with appreciation expressed for the administration's continued commitment to supporting student-athletes and advancing equity efforts despite a complex and evolving regulatory landscape.

Strategic Plan Update

Interim Provost Brent Horn and Interim VP for Student Access and Success provided an update on the strategic planning process, explaining that the institution is continuing to move forward during the presidential search. The university is close to finalizing five foundational pillars that will guide the development of a new five-year vision. Once finalized, the next phase will focus on broad data collection from students, faculty, staff, alumni, and community partners through surveys, listening sessions, and other engagement efforts. The goal is to better understand current conditions and gather input to inform long-term priorities.

The plan will emphasize overarching goals, strategies, and key initiatives rather than an excessive number of performance metrics. Metrics will instead be used to evaluate whether selected strategies are effective and to allow for adjustments when needed. Leadership noted that campus response to continued progress and increased communication has been positive. External industry stakeholders will also be intentionally included through coordinated outreach led by pillar committees. An early April update is anticipated to share preliminary findings and celebrate prior strategic accomplishments, with additional work continuing into the summer to prepare a framework for the next president.

Weber State University Reports

President's Report

Interim President Leslie Durham highlighted positive stories showcasing recent accomplishments across the institution and recognized Bryan Magaña as the new Executive Director for Marketing Communications. A new section in the president's report

outlines preparations for the upcoming legislative session, including strategy, anticipated priorities, and funding requests. She emphasized efforts to quickly build relationships and establish a strong institutional presence before the session began. Special thanks were given to VP For University Advancement Betsy Mennell and Government Relations Director Kade Crittenden for their significant support in government relations and strategic outreach.

Interim President Durham encouraged board members and stakeholders to actively support advocacy efforts within their own networks, noting how critical those connections are during the legislative session. She also announced plans to provide a legislative update at the March meeting. In addition, the administration is increasing campus communication through pre-session briefings and scheduled updates during and after the session. These efforts are intended to reduce uncertainty and demonstrate transparency, ensuring the campus community understands and feels confident in the university's advocacy work.

Interim President Durham then invited the Presidential Fellows, Erin Buell, Kylie Olney, and Malcom Rolling introduce themselves and discuss their journeys here at WSU.

Faculty Senate Report

Faculty Senate Chair Jason Francis proposed a change from the Faculty Presentations to a Faculty Senate report. He noted that the Faculty Senate previously submitted reports to the Board of Trustees but discontinued them when faculty presentations were introduced instead. Since those presentations have recently evolved to focus more on special topics, the representative suggested this may be a good opportunity to reinstate a regular Faculty Senate report. The goal would be to provide the board with an overview of senate activities and offer greater visibility into how shared governance is functioning.

They emphasized that they are seeking feedback from the board so the report would be useful and to identify any additional content the board would like included. Board members responded positively to the idea and expressed interest in strengthening communication and collaboration. The discussion reflected a shared commitment to transparency, engagement, and supporting students effectively.

Alumni Association

Trustee Dixon highlighted the annual giving report, noting that nearly \$93,000 was raised through 434 gifts with 66 fundraisers participating. He emphasized strong involvement from students, alumni, emeriti, and others. He also praised the board's engagement and Nancy

Collinwood's efforts in keeping activities on track. Overall, he reported positive momentum and active participation across the community.

Staff Advisory Council

The Staff Advisory Council report was reviewed in the packet without discussion.

Weber State University Student Association

Trustee Mia Foster provided an update on recent activities, noting she was absent in December due to illness but has since compiled survey results from November and presented them at Faculty Senate. She is collaborating with faculty to incorporate feedback from the surveys and working with VP Ali Threet on these initiatives. Recent student feedback about commencement revealed gaps in awareness, highlighting the need for better communication and planning around the full event.

Trustee Foster also discussed efforts to increase student engagement and university pride through athletic tailgates and open house events, offering food, merchandise, and opportunities to meet administration. She shared positive feedback from the student leadership group, praising university leadership and direction. Additionally, Trustee Foster clarified the role of the Davis Student Council and is gathering information on satellite campuses and online students to ensure their needs are addressed. Overall, she emphasized ongoing communication, student involvement, and continuous improvement across campus.

Upcoming Events

The upcoming events was reviewed in the packet without discussion.

Academic Policy Committee

Action Items: Trustee Gallegos

Actions items were not presented.

The following items were noted for information:

- a. 2026-2027: Sabbatical Requests
- b. Special Topic Discussion: Fostering Leadership and Development Among Faculty
- c. Academic Policy Committee Meeting Minutes, December 15, 2025

Business Committee Agenda

Action Items: Trustee Dixon

- a. Monthly Investment Report (October/November 2025)
- b. Quarterly Investment Report
- c. Investment Committee Report
- d. Annual Fleet Report
- e. CAMP Appropriation Request/SCIF Update
- f. Course Fees

Action: Trustee Brent Bishop moved to approve the Monthly Investment Report (October/November 2025), Quarterly Investment Report Institutional Residence Report, Auxiliary Enterprises Annual Report, Institutional Discretionary Fund Report, and Bad Debt Write off, with a second from Trustee Matt Dixon. The motion passed unanimously.

The following were noted for information:

- a. Financial Report (October/November 2025)
- b. LFA Budget Cut Exercise
- c. Athletic Report
- d. Special Topic: Student Net Cost and Affordability
- e. Business Committee Meeting Minutes, December 15, 2025

Closed Meeting Session

Vice Chair Pehrson made a motion to go to a closed session to discuss the character, professional competence, or physical or mental health of an individual as per Utah Code Ann. § 52-4-205 A roll call vote to move into closed session took place with Chair Titus (via Zoom), Trustee Bishop, Vice Chair Pehrson, Trustee Isom (Via Zoom), Trustee Foster, Trustee Dixon, Trustee Gallegos, and Trustee Maggelet (via Zoom) all voting “yay”. Other attendees included Interim President Durham, VP Betsy Mennell, Alema Leota, Interim General Counsel, and Savannah Evans, Executive Assistant.

Following the discussion, the closed session ended and the trustees moved to open session.

Action: Approval of the Honorary Degree Recipients and Commencement Speaker

Vice Chair Pehrson turned the time over to VP Betsy Mennell, who made a recommendation to the trustees for the approval of Carolyn Wold, Terry G. Lee, and Linda Carver as the 2026 Honorary Doctorate Degree recipients and Kyle Poll as WSU’s commencement speaker.

Action: For the record, the trustees will vote on all three recommendations for the Honorary Doctorate Degrees, with Trustee Gallegos abstaining from the vote regarding Linda Carver.

Upon a motion by Trustee Matt Dixon to approve the recommendations by VP Betsy Mennell for Terry G. Lee, Carolyn Wold, and Linda Carver to receive Honorary Doctorate Degrees with a second by Trustee Mia Foster, the motion was approved unanimously.

Action: Upon a motion by Trustee Tammy Gallegos to approve the recommendation by VP Betsy Mennell for Kyle Poll as the 2026 spring commencement speaker and to receive an honorary doctorate degree with a second by Trustee Mia Foster, the motion was approved unanimously.

Adjourned

With all agenda items completed and the business finished, the meeting was adjourned at 11:30 a.m.