

WSU Board of Trustees

Dec. 1, 2015

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AGENDA
WEBER STATE UNIVERSITY BOARD OF TRUSTEES
Dec. 1, 2015
9:30 a.m.

Betty Hess Lampros Board Room
Miller Administration Building
3850 Dixon Parkway
Ogden, Utah

- I. Roll Call
- II. Approval of Nov. 3, 2015, Meeting Minutes
- III. Ratification of Committee Minutes for Nov. 3, 2015
- IV. President's Report
- V. WSU Student Association President's Report
- VI. Alumni President's Report
- VII. Faculty Report
- VIII. Committee Reports
 - A. Business Committee: Scott Parson, Chair
 - October 2015 Financial Report
 - Quarterly Investment Report
 - Real Estate Transactions
 - FY '17 Budget Guiding Principles
 - WSU Housing Services Proposed Rates, June 2016-May 2017
 - Quarterly Athletic Report
 - Quarterly Construction Report
 - Monthly Investment Report
 - WSU Auxiliary Enterprises Report (Resubmitted)
 - B. Personnel & Academic Policy Committee: Jeff Stephens
 - EAST Promotion, Tenure and Post-Tenure Review Policy
 - Goddard School Post-Tenure Review Policy
 - Personnel Change Report: October 2015
- IX. Calendar of Events
- X. Other
- XI. Adjourn to Executive Session

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Minutes (Draft)
Weber State University
Board of Trustees
Nov. 3, 2015

Trustee Members:

Ms. Louenda Downs
Ms. Heather Hales
Mr. Alan E. Hall, Chair
Mr. Nolan Karras
Mr. Cash Knight
Mr. Scott Parson
Mr. Steven E. Starks (via speaker phone)
Dr. Jeff Stephens

Excused:

Ms. Karen Fairbanks
Mr. Kevin Sullivan

Weber State University Officials:

Dr. Charles A. Wight, President
Dr. Norm Tarbox, VP for Administrative Services
Dr. Madonne Miner, Provost
Dr. Brad Mortensen, VP for University Advancement
Dr. Jan Winniford, VP for Student Affairs
Dr. Bret Ellis, VP for Information Technology
Mr. Shane Farver, Secretary, Board of Trustees
Mr. John Kowalewski, Executive Director, Marketing & Communications
Ms. Jennifer Unguren, Chair, Staff Advisory Council

Press Present:

Becky Wright, Standard-Examiner

Welcome

- I. The meeting convened at 9:35 a.m.
- II. Chair Alan Hall took roll and welcomed those present.

Oct. 6, 2015, Minutes

III. On a motion from Louenda Downs seconded by Jeff Stephens, the Board of Trustees unanimously approved meeting minutes from Oct. 6, 2015, and ratified amended Business and Personnel and Academic Policy committee minutes from that date.

President's Report

IV. President Charles A. Wight gave a report covering the following items:

(Higher Education Civic Engagement Awards)

1) WSU was one of five colleges and universities nationwide to receive a 2015 Higher Education Civic Engagement Award from the Washington Center and New York Life. Brenda Marsteller Kowalewski, director of WSU's Center for Community Engaged Learning, accepted the award on behalf of the university.

(LUPEC Recognition)

2) Latinos United Promoting Education and Civic Engagement (LUPEC) recognized WSU for its support of the Hispanic and Latino community. The LUPEC Award was specifically in recognition of supporting the Ogden Hispanic Festival.

(Diversity Conference)

3) During the beginning of October, WSU hosted the 17th Annual Diversity Conference, *So You Think You're Blind to Color?* Events included a closing keynote speech from Dr. Michael Eric Dyson, professor of sociology from Georgetown University.

(LGBT Summit)

4) WSU and the university's LGBT Resource Center sponsored the Utah LGBT Summit Oct. 15 in the Shepherd Union Ballrooms. The summit was part of a series of events held nationally by the White House.

(Expect the Great)

5) WSU hosted the 5th Annual Expect the Great

	<p>Conference and Career Expo Oct. 10. Black and African-American students from across the state joined the conference to gather information from WSU and other institutions.</p>
(Money Management)	<p>6) WSU has a new money management/ financial literacy program in which professionally trained coaches from faculty and staff are speaking to groups about finances.</p>
(Native Symposium)	<p>7) WSU's 10th Annual Native Symposium was scheduled to begin on Nov. 4 with a speech by Dr. Dan McCool. Events were to take place throughout the month, including main events on Nov. 10 and a video on Nov. 19.</p>
WSUSA President's Report	<p>V. WSUSA Student Body President Cash Knight gave a report on the following items:</p>
(Service)	<p>1) THE WSUSA participated in Make a Difference Day in partnership with Stop Hunger Now to provide meals to Peru. About 75 volunteers took part in the effort.</p>
(Davis Campus)	<p>2) Davis Campus held a spa night for Breast Cancer Awareness Month in October in order to promote awareness and collect donations.</p>
(Leadership Team)	<p>3) WSU student leadership is working with high school student leaders and will be bringing them to campus on Nov. 21 for the Grow Leaders Grow! Conference. Project Lead, which will be held in February, is being planned now. WSU is working with Mayor Mike Caldwell for service opportunities.</p>
(Events)	<p>4) Several WSU events were planned for November, the biggest of which is Nov. 13, when a dance will be held at the Dee Events Center following the men's basketball game. The Nearly Naked Mile was also planned for Nov. 13. The slogan is "Run in the Cold to Keep Others Warm." Canned food and clothing donations were accepted for entrance in the run.</p>
(Other Efforts)	<p>5) The WSUSA has moved forward with the effort</p>

to collect and ship medical supplies to Ghana through Charity Beyond Borders. Student leaders are selling tickets to the “Hunger Games” premiere in order to raise funds for the effort. In addition WSUSA is still collaborating with WSU Athletics to collect box tops. Louenda Downs commended Knight for his focus on service.

Alumni Assoc.
President’s Report

VI. Heather Hales, president of the WSU Alumni Association’s Board of Directors, gave a report on the following items:

(Student Alumni Association)

1) The Student Alumni Association put together over 100 hygiene kits for homeless teens in Ogden.

(Leadership to Legacy)

2) The WSU Alumni Association hosted the Leadership to Legacy Dinner, which paired students with alumni mentors. Andre Lortz, former president of the WSU Alumni Association’s Board of Directors, gave the keynote speech.

(Scholarship Luncheon)

3) The Alumni Association was able to celebrate scholarships awarded to 39 students. Total awards exceeded \$76,000 with the average scholarship being \$3,000.

(Survey)

4) The Alumni Association has added a few new questions to the graduate survey with the intent of drawing attention to membership benefits and gathering data on interest in those benefits. Graduates also have an opportunity to sign up for a WSU license plate and have their first membership fee waived.

(Events)

5) Dues-paying Alumni Association members were able to attend a *Wild About Damian* basketball game event against the Utah Jazz at a discount. Those members could also attend a family-focused Boondocks event at a discount.

(Membership)

6) Hales reported that membership numbers for the WSU Alumni Association were up. Chair Alan Hall thanked the Alumni Association for their

		support of the Dream 125 comprehensive campaign.
Faculty Report	VII.	No faculty report was given. However, Staff Advisory Council Chair Jenni Unguren reported that her organization is seeking collaboration with Major Fest next year for the Bring a Friend to Finish program.
Committee Reports Business Committee	VIII.	Scott Parson gave the following report on the Board of Trustees Business Committee.
(Risk Management and Safety)		1) The committee had a discussion regarding risk management and safety.
(Financial Report)		2) There was a significant reduction in funding in regard to federal grant programs, which is being driven by changes in the way federal programs work.
(Auxiliary Enterprises Annual Report)		3) The committee received a report on self-supporting WSU enterprises and noticed a couple of errors that needed to be corrected. The committee passed a motion that designated Vice President Norm Tarbox to correct the errors. Parson will review the corrected reports, which will be forwarded to the Board of Regents.
ACTION		<div style="border: 1px solid black; padding: 5px;"> <p>Upon a motion from Scott Parson seconded by Louenda Downs, the Board of Trustees unanimously voted to approve the corrected version of the Auxiliary Enterprises Annual Report. The report will next go to the Board of Regents.</p> </div>
(PPM 3-40, Retirement Program)		4) Weber State proposed a change to its retirement plan that would make it so, as of Nov. 16, all new Weber State University employees will be a part of the TIAA-CREF retirement plan. Trustees discussed the particulars of the plan with Weber State administrators.
ACTION		<div style="border: 1px solid black; padding: 5px;"> <p>On a motion from Scott Parson seconded by Nolan Karras, the Board of Trustees unanimously approved the change to PPM 3-40, Retirement</p> </div>

(Overview of WSU Risk Management)

Program.

- 5) Separate committees received an overview of the new enterprise risk management plan for the university. The Business Committee recommends that the overview become a part of the orientation for new trustees and annually reviewed.

Personnel and Academic Policy Committee

- IX. Jeff Stephens, filling in for Personnel and Academic Policy Committee Chair Kevin Sullivan, gave the following report:

(Personnel Changes)

Trustees were directed to the Personnel Change Report, which was an information-only item.

Other

- X. Alan Hall and Jeff Stephens reported on the opening of a new high school in the Weber School District, Innovation High School. The high school has an emphasis on early college and has partnered with Weber State for concurrent enrollment. Students are expected to have completed all general education requirements upon graduation or have an established pathway through area applied technology colleges.

- XI. Louenda Downs thanked the university for committee reports on risk management.

Meeting Adjourned

- XII. The meeting adjourned at 10:10 a.m.

Submitted by:



Shane Farver
Secretary, Board of Trustees



Charles A. Wight
President, Weber State University



**President's Report
WSU Board of Trustees
Nov. 3, 2015**

1. Weber State University is among five colleges and universities chosen this year from nearly 100 nominations to receive the 2015 Higher Education Civic Engagement Awards, presented by The Washington Center and the New York Life Foundation. Recipients were chosen based upon their leadership and innovation in civic engagement. WSU's Center for Community Engaged Learning (CCEL) director Brenda Marsteller Kowalewski accepted the award Oct. 5 during The Washington Center's annual luncheon in Washington, D.C.
2. On Oct. 10, Latinos United Promoting Education and Civic Engagement (LUPEC) recognized WSU for our work with the Hispanic and Latino community in Ogden and the surrounding cities and towns. The LUPEC Award, which is in recognition of supporting and sponsoring the Ogden Hispanic Festival, now resides in the President's Office.
3. At the beginning of October, WSU hosted the 17th Annual Diversity Conference, *So You Think You're Blind to Color? Questioning Interpersonal, Institutional and Structural Systems of Racial Oppression*. The conference began Oct. 8 at the Davis Campus with a reader's theater performance of the David Mamet play *Race* by Good Company Theatre. More than 200 people attended. The Ogden Campus hosted other conference events on Oct. 9. Nine workshop sessions were part of the conference, and five of them were over capacity. The closing keynote speaker was Dr. Michael Eric Dyson, professor of Sociology from Georgetown University. He had a dynamic and engaging presentation titled, "Social Capital and Privilege: The Pedagogy of Unlearning Prejudice and Redefining Practice and Inclusion."
4. Weber State University and the LGBT Resource Center sponsored the Utah LGBT Summit Oct. 15 in the Shepherd Union Ballrooms. The Summit was part of a national tour of LGBT summits hosted by the White House and the U.S. Department of Agriculture. The Utah Pride Center also hosted this summit. Ninety attendees representing Weber State University, federal agencies, surrounding communities and other local organizations took part.

5. WSU hosted the 5th Annual Expect the Great Conference and Career Expo Oct. 10. More than 200 black, African and African-American students from across the state joined WSU and our sister institutions to gather information, resources and other support to increase college participation, retention and graduation.
6. A new money management/financial literacy program is up and running this semester. Professionally trained coaches from faculty and staff are speaking to groups about personal finances. The team is also meeting one on one with students to discuss issues such as budgeting, saving, consumer debt, insurance, bankruptcy and wealth building. A business student has also been hired to assist and to eventually help with peer education in the center. A basic website has been created for more information and to sign up for services:
<http://www.weber.edu/moneymanagement>.
7. WSU's Native Symposium will begin tomorrow, Nov. 4, with a speech by Dr. Dan McCool titled *American Indian Land and Water: Confronting Many Challenges*. The symposium has several events throughout the month including a sunrise ceremony, discussions on water and waste and a roundtable discussion Nov. 10, and a film screening on Nov. 19. Many topics during the symposium are in line with WSU's Engaged Learning Series on waste.



WSUSA November Monthly Report

Service: Make a difference day was held on October 24th in partnership with the organization STOP Hunger Now. Approximately 75 volunteers were present and packaged 15,000 meals in under two hours. Weber State students will deliver packaged meals to people in Peru during a service trip in the summer of 2016. Other small events included Catholic Community Service Fight Hunger Food Drive, Best Buddies Bowling Night, Youth Impact Fundraiser as well as several other service events. Efforts have been made to increase the number of active volunteers to work with the service team in great success.

Davis Campus: Davis has been averaging two events a week for the month of October. A Spa Night was held for Breast Cancer Awareness month to promote awareness as well as collect donations. Collaboration occurred between Davis and Diversity on both the Diversity Conference and the LGBT week to hold events at both campuses and reach a greater audience. Other events were held such as Skate Night with over 120 students in attendance.

Leadership: A group within the leadership team called Lead Weber is hosting two conferences this month. The first conference will reach out to club leaders for training and education on campus resources. The second conference is titled GROWL (grow leaders). This conference will reach out to local high schools,

focusing on student body officers to promote education in leadership, as well as introduce them to the amazing involvement opportunities at Weber. Project Lead is also being planned for the Spring Semester, tentatively scheduled for Feb 5-6. Project Lead is a two day conference that will reach out to all the major student groups on campus like athletics, international students, ambassadors, multicultural center, etc. The conference will consist of speakers and workshops, as well as a service component through Ogden. We are currently working with Mayor Caldwell to see what service opportunities would be the most benefit for the city.

Activities: Numerous events throughout the month, such as bringing comedians to perform, live concert, and a student jam night. Primary focus right now is preparing for a dance at the Dee events center on November 13th after the Weber vs. Utah State basketball game.

Senate: Working on several student issues right now. Primary issues revolve around campus safety at night and disability access on campus, as well as the 6th annual Nearly Naked Mile on November 13th. The Nearly Naked Mile is a student event that revolves around getting clothing donations for St. Anne's Center – Lantern House, the slogan being “run in the cold to keep your community warm”. This event will end right before the basketball game, and is being marketing along with the dance as one big event for all students.

Other: WSUSA has partnered with Charity Beyond Borders in an effort to collect and ship medical supplies to Ghana. An entire Theatre at the Junction has been reserved on Nov 19th at 8:00 p.m. for the Hunger Games premiere. 250 tickets were purchased by WSUSA, and are being sold to students and community at \$20

for a ticket or \$30 for two. All profits will go towards the mission. Box tops are still being collected in collaboration with athletics.



Weber State University Alumni Association President's Report
WSU Board of Trustees
November 2015

➤ **Student Alumni Association**

Service Project: The Student Alumni Association participated in a service project by preparing hygiene kits that were delivered to Youth Futures to be disbursed to the homeless teens in the Ogden community who reside at the shelter. The Student Alumni Association gathered items such as shampoo, soap, toothbrushes, toothpaste, deodorant, and other toiletry items to for the kits and received several donations from the Emeriti Alumni Council as well. The SAA Council was able to assemble over 100 hygiene kits.

Leadership to Legacy: The WSUAA hosted the third semi-annual Leadership to Legacy dinner on Thursday, October 22nd. There were 59 current WSU students in attendance and 37 alumni/professionals there to meet with those students. Andre Lortz was the keynote speaker for the evening. Andre graduated from WSU in 1992 with a degree in Accounting and is currently serving as the Chief Financial Officer at Maverik, Inc.

➤ **Regional Alumni Chapters**

AZ Chapter Event: The Arizona Chapter of the WSU Alumni Association hosted an event on Saturday, October 24th in conjunction with the WSU @ NAU football game in Flagstaff, Arizona. Over thirty alumni/fans met at The Oakmont for dinner prior to the game and then sat together to support the Wildcats as they took on the Lumberjacks in Big Sky Conference football action.

➤ **Weber Historical Society**

The Weber Historical Society had a lecture in October entitled "Water in Utah." The guest speakers were Dr. Hal Crimmel, a WSU professor, and Issac Goeckeritz, a Utah-based documentary filmmaker. They screened and discussed their two short films on water in Utah and a recent book, *Desert Water: The Future of Utah's Water Resources*. It was well attended and enjoyed.

➤ **Alumni Scholarships**

Thirty-nine students who were awarded scholarships through the WSU Alumni Association for the 2015-2016 academic year were invited to meet their scholarship donors at a luncheon held on Tuesday, October 13th, at the Lindquist Alumni Center. These scholarships are funded by private donations, alumni association memberships, license plate proceeds and the annual Alumni Golf Classic. This year's total awards exceeded \$76,000.

➤ **Membership Events and Numbers**

New Membership Benefit - WSUAA has partnered with WSU Center of Continuing Education and the University of Utah to offer a new membership-benefit GRE, GMAT or LSAT exam discount. Members of the WSU Alumni Association are eligible to receive a 20 percent tuition discount* on test preparation classes. alumni.weber.edu/testprep

Graduate Survey Questions - WSUAA has included three new questions on the graduate survey questionnaire. The goal of these questions is designed to bring awareness to the WSUAA membership benefits that new

grads may not be aware to for input of benefits that might interest them as a alumni/graduate of WSU. Additional questions include a yes/no answer if they would like to receive a WSU license plate (one time waver form, complements of WSUAA) and a question regarding their communication preferences (i.e. social media, WSUAA monthly e-newsletter, direct mail, WSUAA involvement opportunities, etc).

Boondocks Event – There is unlimited fun at a Boondocks event, where all Wildcats and friends of WSU are welcome to join us on November 23rd at the Kaysville Boondocks for an all-access pass and free food. Ticket pricing is discounted for both Student Alumni members and current dues-paying members at \$15 each and non-members at \$22 each. The goal of this event is to promote membership through a discounted price were each members is allowed to purchase up to 6 tickets at the \$15 price (savings of \$42).

WSU ALUMNI ASSOCIATION PARTY PACKAGE INCLUDES:

3 Hours of Unlimited Access to ALL Attractions (Bowling, Rollerball, Laser Tag, Kiddie Cove, Miniature Golf, Go-Karts, Bumper Boats, Batting Cages)

\$5.00 Game Card for Arcade Play

Deluxe Buffet: Pizza, Pasta and Ice Cream Dessert

Memberships through the Phonathon as of 09/01/2015 - 10/28/2015

Amount Pledged: \$3,135.00

Amount Paid: \$1,525.00

Amount Fulfilled: 49%

WSUAA Membership as of 10/01/2015

Total = 1,709

1-year - phone = 284

3-year - phone = 56

General = 824

New Grad = 73

Lifetime = 472

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BUSINESS COMMITTEE
OF THE
WEBER STATE UNIVERSITY BOARD OF TRUSTEES

A meeting of the Business Committee of the Weber State University Board of Trustees was held at 8:30 a.m., November 3, 2015, in Room 302A, President’s Office.

Members present:

Mr. Alan Hall	Mr. Nolan Karras	Ms. Heather Hales
Mr. Scott Parson	Mr. Steve Starks (via conf. call)	

Weber State University officials present:

Dr. Charles A. Wight	President
Dr. Norm Tarbox	Vice President for Administrative Services
Dr. Brad Mortensen	Vice President for University Advancement
Dr. Bret Ellis	Vice President for Information Technology
Mr. Steve Nabor	Senior Associate Vice President for Financial Services & CFO
Mr. Dane LeBlanc	Chief of Police
Mr. Ron Smith	Director of Operations/Controller/Accounting Services
Mr. Bryce Barker	Director of Internal Audit
Mr. Abel Mkina	Director of Risk Management and Special Projects
Mr. Richard Hill	Legal Counsel
Mrs. Stephanie Hollist	Legal Counsel
Mrs. Anita Preece	Secretary

Visitors: None

Excused:

Press: None

BUSINESS COMMITTEE MEETING

Minutes

1. The minutes of the meeting held on October 5, 2015, were approved on a motion by Ms. Hales and a second by Mr. Karras.

Financial Reports for the Month ending September 2015

2. Vice President Tarbox reviewed the Financial Report for the month ended September 2015. With 25% of the year completed, 21.05% of the budget was expended.

Vice President Tarbox reported that with three months of activity for the FY 2015-2016, Grants and Contracts and Agency Funds are down. Vice President Tarbox explained that the loan program and pell grant money is spent from these accounts. Enrollment is flat at this time, but tuition collections are on target.

Vice President Tarbox gave an update of expenditures.

Motion

3. On a motion by Mr. Karras, and a second by Ms. Hales, the Financial Report for September was approved.

WSU Auxiliary
Enterprises Annual
Report for Year Ended
6/30/15

4. Vice President Tarbox explained that the purpose of the report, required by the Board of Regents, is to account and record financial performance on such auxiliaries as the Bookstore, Student Housing, Dining Services, Student Health, and Student Union on an annual basis. Vice President Tarbox reported that as of FY 15, the auxiliaries are in good standing.

It was brought to the attention from one of the Trustees that the Housing Budget sheet appeared incorrect. Vice President Tarbox will submit the corrected copy to the Trustees chair.

Motion

5. On a motion by Mr. Karras, and a second by Mr. Hall, the WSU Auxiliary Enterprises Annual Report was approved with a change to the Housing Budget Sheet.

WSU Policy, PPM #3-40, Retirement Programs

6. Vice President Tarbox mentioned that changes are proposed to WSU Policy, PPM #3-40, Retirement Programs. This policy insures that all regular employees are covered by the benefits of a retirement program. Faculty, Staff, and Executives hired on or after November 16, 2015 will participate in the TIAA/CREF retirement program. All existing Faculty, Staff, and Executives hired prior to November 16, 2015 will continue in the retirement programs that they are covered under. If an employee who has earned credit in the Utah Retirement System (URS) on the date of employment (or reclassification) may elect to maintain URS enrollment or change to TIAA/CREF.

Motion

7. On a motion by Mr. Hall, and a second by Mr. Karras, WSU Policy, PPM # 3-40, Retirement Programs, was approved.

Overview of Risk
Management

8. Mr. Abel Mkina, Director of Risk Management and Special Projects, presented an overview of WSU's Enterprise Risk Management efforts to date. Mr. Mkina mentioned that the process of identifying risks is a continuous process. In general, there are four responses to risk:
 - Acceptance - When the impact and the probability of risk is low.
 - Control - When there is a high probability of a risk, but its impact would be low. Institute appropriate controls.
 - Share - When there is high impact but low probability of risk (insurance).
 - Mitigate and Control - When both the probability and the impact of risk are high, design controls and processes to reduce the exposure to risk.

Mr. Mkina also reported that the top 9 major risks facing WSU in 2015 are as follows:

- Safety
- Employment Related Issues
- Cybersecurity Threats and IT Infrastructure
- Regulatory Concerns
- Sustaining University Revenue Streams
- Emerging Risks
- Student Recruiting, and Retention. Faculty and Staff Recruiting and Retention
- Aging Infrastructure
- Student On -Campus and Off-Campus Activities

Trustee Chair, Alan Hall, suggested that Public Relations be added to the risk list, as well as including a Risk Management Overview in the new Trustee Orientation.

This item was an information only item.

Safety Update

9. Mr. Dane LeBlanc, Chief of Police, presented a Safety Update. Chief LeBlanc mentioned that since the Sandy Hook Elementary Shooting in 2012, there have been 140 shootings in K-12, and Higher Education Institutions. Chief LeBlanc updated the trustees on the different emergency exercises that WSU had participated in and trainings that the Police offer and have attended.

This item was an information only item.

Monthly Investment Report

10. Vice President Tarbox presented the Monthly Investment Report for September. He mentioned that WSU is in compliance with the State Board of Regents and the Money Management Act.

Motion

11. On a motion by Mr. Starks, and second by Ms. Hales, the Monthly Investment Report was approved.

Adjournment

12. The meeting was adjourned at 9:29 a.m.

Board of Trustees
Personnel and Academic Policy Committee
November 3, 2015

Members present: Louenda Downs, Jeff Stephens, Cash Knight, Madonne Miner, Jan Winniford

1. Personnel changes were presented to the committee.
2. Overview of WSU Risk Management.

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FINANCIAL REPORT
October 2015

This report includes four full months of activity since the close of the 2014-2015 fiscal year. It is developed using cash-basis conventions and will be updated regularly as additional months are completed and accounted for during the 2015-2016 fiscal year.

It is recommended that the financial report be approved.

UNAUDITED FOR
DISCUSSION ONLY

WEBER STATE UNIVERSITY

FINANCIAL REPORT

OCTOBER 31, 2015

Presented: Weber State University Board of Trustees, December 1, 2015

Weber State University
Cash Basis Summary of Operations
For the Month Ended October 31, 2015
33.33 Percent of the Year Completed

UNAUDITED FOR
DISCUSSION ONLY

	Trustees Approved Budget 100%	Percent Of Budget Expended	Current Month Expenditures	Year To Date Expenditures	Prior Year To Date Expenditures	Percent Increase (Decrease)	Total Expenditures Prior Year
State Appropriated Funds							
Education and General (Excluding Athletics)	\$147,229,326	28.74 %	\$11,516,692	\$42,317,340	\$41,619,185	1.68 %	\$138,505,682
Athletics	3,195,370	36.28 %	266,063	1,159,210	1,116,501	3.83 %	3,289,315
Educationally Disadvantaged	483,927	21.55 %	27,224	104,269	111,389	(6.39) %	313,268
Total State Appropriated Funds	150,908,623	28.88 %	11,809,979	43,580,819	42,847,075	1.71 %	142,108,265
Net Funds Available for Expenditure	\$150,908,623	28.88 %					
Other Unrestricted Funds							
Institutional Discretionary			52,659	464,228	706,909	(34.33) %	1,401,164
Continuing Education Programs			395,180	2,171,970	2,052,729	5.81 %	8,392,864
Shop Funds			913,779	2,740,886	2,817,651	(2.72) %	9,954,027
Service Enterprises			404,277	1,337,099	1,181,602	13.16 %	4,572,282
Auxiliary Enterprises			1,706,628	7,765,594	7,577,014	2.49 %	20,023,737
Athletics			948,075	3,366,502	3,184,554	5.71 %	5,469,308
Self Supporting/Miscellaneous			531,830	1,562,128	994,035	57.15 %	3,425,587
Total Other Unrestricted Funds			4,952,428	19,408,407	18,514,494	4.83 %	53,238,969
Restricted Funds							
Grants and Contracts			843,396	14,723,851	16,432,914	(10.40) %	37,927,595
Gifts			203,283	3,119,279	3,049,827	2.28 %	10,046,661
Total Restricted Funds			1,046,679	17,843,130	19,482,741	(8.42) %	47,974,256
Other Funds							
Agency Funds			976,026	18,082,097	20,430,526	(11.49) %	48,952,287
Associated Students			436,751	1,762,473	1,931,959	(8.77) %	6,005,560
Plant Funds			729,659	14,580,979	8,081,233	80.43 %	26,936,373
Total Other Funds			2,142,436	34,425,549	30,443,718	13.08 %	81,894,220
Total All Funds			\$19,951,522	\$115,257,905	\$111,288,028	3.57 %	\$325,215,710

Weber State University
Cash Basis - Summary of Operations
Report Heading Descriptions

Report Heading	Heading Description
State Appropriated Funds: Education & General, Athletics, Educationally Disadvantaged	Funds appropriated by the State of Utah. The primary funding sources are state tax dollars and tuition. Examples of accounts include: instruction (e.g., English, Economics, Botany), administrative (e.g., President's Office, Payroll, Purchasing), facilities (e.g., utilities, landscaping, custodial)
Other Unrestricted Funds:	Funds received for which there are no stipulations by external agencies or donors as to the purposes for which they should be expended. These funds do have institutional restrictions.
Institutional Discretionary	The primary funding source is investment earnings. Various items and projects are financed with discretionary funds. Examples include: land purchases, equipment purchases, urgent institutional needs.
Continuing Education Programs	Accounts that are primarily non-credit producing programs. Examples of accounts include: personal enrichment, professional development, conferences.
Shop Funds	Primarily accounts that support academic activities. Sources of revenues are generally sales/services to students. Examples of accounts include: Science Stores, Student Testing Center, lab fees.
Service Enterprises	University departments whose sales/services are provided primarily to other University departments. Examples of accounts include: Mail Services, Vehicle Fleet, Printing Services.
Auxiliary Enterprises	University departments whose sales/services are provided primarily to the campus community. Examples of accounts include: Union Building, Student Housing, Bookstore.
Athletics	This group of accounts is comprised of all the individual sport accounts. Examples of accounts include: basketball, volleyball, football.
Self-Supporting	Academic programs that can produce credit hours but are not funded by State appropriated monies. Examples of accounts include: Military Science, Paramedics, Science Education Institute.
Miscellaneous	Miscellaneous accounts not captured in the other groups. Examples of accounts include: unrestricted gifts, endowment income accounts, capital campaign.
Restricted Funds:	Funds received which are limited by external agencies or donors as to the purpose for which they may be expended.
Grants & Contracts	External grants and contracts. Examples of accounts include: Student Upward Bound, Pell student financial aid, Toyota Automotive Training.
Gifts	External funds received from donors that are restricted for specific purposes. Examples of accounts include: scholarships, facilities, academic programs.
Other Funds:	Remaining accounts of the University
Agency Funds	Funds held by the University as custodian or fiscal agent. Examples of accounts include: sales tax collections, Stafford student loans, scholarship trust funds.
WSU Student Association	Programs supported with student fees and other miscellaneous sales. Examples of accounts include: student government, intramurals, Signpost.
Facilities	Funds received for the construction and improvement of facilities and major equipment acquisitions. Examples of accounts include: stadium remodel, Visual Arts Building, Davis Campus

QUARTERLY INVESTMENT REPORT

This report includes the investment activities of the university and its component units for the first quarter of 2015-2016.

Weber State University
Investment Summary
For the Three Months Ending September 30, 2015

Exhibit A
Investment Summary at Market Value

Components of Change						Total Realized & Unrealized Income
Investment Type	Balance 30-Jun-15	Net Change	Unrealized Gain/(Loss)	Balance 30-Sep-15	Accrued Income	
Endowment Pool	\$113,759,626	\$1,696,354	(\$7,383,715)	\$108,072,265	\$457,338	(\$6,926,377)
Cash Management Pool	110,061,521	16,218,417	186,434	126,466,372	346,716	533,150
Total Investment Pool	223,821,147	17,914,771	(7,197,281)	234,538,637	804,054	(6,393,227)
Funds Separately Invested	409,700		(19,220)	390,480		(19,220)
Foundation	12,309,398	48,568	(1,088,752)	11,269,214	192,163	(896,589)
Total of All Pools	\$236,540,245	\$17,963,339	(\$8,305,253)	\$246,198,331	\$996,217	(\$7,309,036)

Performance Summaries				
Measures	Endowment Pool	Cash Management Pool	Funds Separately Invested	Foundation Funds
Average Invested Balance	\$112,796,903	\$115,324,783	\$414,254	\$11,873,015
Return on Investment - quarter	-5.87%	0.46%	-4.64%	-7.65%
Return on Investment - year-to-date	-5.87%	0.46%	-4.64%	-7.65%
Annualized Return on Investment	-23.47%	1.85%	-18.56%	-30.61%
Average Years to Maturity	--	1.63	--	--

Notes:

-For reporting consistency to the State Board of Regents, investment activity is reported in three categories: (1) Investments Pools, (2) Funds Separately Invested, and (3) Weber State University Foundation.

-INVESTMENTS POOLS: University funds available for investment are classified into two separate pools. The pools consist of an Endowment Pool and a Cash Management Pool. Each pool has an investment strategy to optimize return with minimum risk.

-FUNDS SEPARATELY INVESTED: Certain University funds are "separately invested" because of donor restrictions. Securities separately invested are each identifiable to a specific University account. Earnings on these securities are credited directly to each account.

-FOUNDATION: Funds are held separate from the University and investment activity is reported in four categories: (1) Restricted Funds Managed Externally, (2) Restricted Gift Annuity Pool, (3) Restricted Funds Managed by Institution and (4) Unrestricted Funds Managed by Institution.

Weber State University
Investment Report
For the Three Months Ending September 30, 2015

Exhibit B
WSU Endowment Fund

Balance as of September 30, 2015 Market Value: \$108,072,265

Key Utah State Board of Regents Policy

- If gift comes with certain investment conditions then those conditions apply, otherwise Utah State Board of Regents policy applies
- Instruments allowed in pool are mutual funds of certain size and quality, equities (with limitations), corporate fixed-income securities, and alternatives (with limitations), agency fixed income securities
- No more than 75% of fund may be in equity securities
- No more than 30% of the fund may be in alternative assets

Key WSU Policy Provisions

- Maximize purchasing power / protection and safety of principal

Current Pay-out Policy

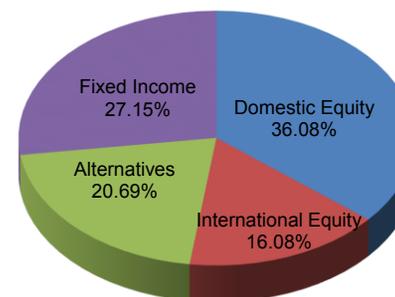
- Allocations will be distributed quarterly
- The average fair value per unit is determined for the previous 12 quarters
- A fixed percentage, currently 4% annual rate, is applied to the average value per unit

Management of Funds

- Managed by WSU

Allocation	Target	Current	Diff
Domestic Equity:	32.0%	36.08%	4.08%
International Equity:	18.0%	16.08%	-1.92%
Alternatives:	25.0%	20.69%	-4.31%
Fixed Income:	25.0%	27.15%	2.15%

WSU Endowment Summary



Investment Type	Target Allocation	30-Sep-15	
		Market Value	Allocation
Domestic Equity	32.0%	\$38,996,485	36.08%
International Equity	18.0%	17,378,868	16.08%
Alternatives	25.0%	22,359,398	20.69%
Fixed Income	25.0%	29,337,514	27.15%
Total	100.0%	\$108,072,265	100.00%

Investment Type	30-Jun-14		30-Jun-14		30-Jun-13		30-Jun-12	
	Market Value	Allocation	Market Value	Allocation	Market Value	Allocation	Market Value	Allocation
Domestic Equity	\$41,901,288	36.83%	\$38,867,921	36.18%	\$32,757,799	34.71%	\$23,778,764	31.74%
International Equity	17,314,765	15.22%	18,032,932	16.79%	14,487,252	15.35%	11,019,427	14.71%
Alternatives	23,345,003	20.52%	22,841,006	21.26%	20,577,434	21.80%	18,269,051	24.38%
Fixed Income	31,198,569	27.42%	27,680,020	25.77%	26,564,080	28.14%	21,855,775	29.17%
Total	\$113,759,625	100.00%	\$107,421,879	100.00%	\$94,386,565	100.00%	\$74,923,017	100.00%

Weber State University
Investment Report
For the Three Months Ending September 30, 2015

Schedule B - 1
Endowment Fund Detail

Cash Equivalents, Equities & Fixed Income						Year To	Unrealized
Description	Book Value	Market Value 30-Jun-15	Market Value 30-Sep-15	Coupon Yield %	Yield to Maturity %	Date Unrealized Gain/(Loss)	Gain/(Loss) Since Acquisition
Cash Equivalents							
Utah Public Treasurers' Pool	\$2,103,556	\$2,909,657	\$2,103,556			\$0	\$0
State Street Inst US Govt Money Mkt	135,889	383,064	135,889			0	0
CF Utah Public Treasurers' Pool	4,837,152	4,829,703	4,837,152			0	0
Demand Deposit	250,006	250,006	250,006			0	0
Total Cash Equivalents	7,326,603	8,372,430	7,326,603			0	0
Strategic Solutions Equity	4,136,170	5,777,525	5,694,639			(114,998)	1,558,469
US Treasury Inflation Protection	629,016	639,368	632,057			(7,314)	3,041
International Equity	10,640,489	10,423,467	11,376,522			(842,777)	736,033
Commodities	2,275,940	1,820,449	1,551,188			(269,715)	(724,752)
High Quality Bond	8,983,842	10,562,107	9,850,096			(78,643)	866,254
All Cap Equity	12,439,756	16,933,154	15,362,458			(1,609,420)	2,922,702
Core Equity	14,424,018	19,184,362	17,911,871			(1,594,934)	3,487,853
Global Hedged Equity	5,159,513	6,800,756	6,617,749			(303,658)	1,458,236
Relative Value & Event Driven	6,016,875	7,558,986	7,355,403			(203,583)	1,338,528
Natural Resources	5,036,801	4,393,562	3,741,374			(1,052,725)	(1,295,427)
Diversifying Company	1,676,117	2,003,716	2,083,328			79,612	407,211
Global Distressed Investors	95,772	184,711	173,468			(6,987)	77,696
Global Bond	3,892,486	3,933,406	3,806,112			(158,888)	(86,374)
Emerging Markets Index	7,032,330	6,896,706	5,985,320			(1,261,775)	(1,047,010)
Intermediate Term Fund	2,327,301	2,452,665	2,460,186			1,085	132,885
Contingent Asset Portfolio	4,852,323	5,234,438	5,261,524			1,203	409,201
Global Private Equity	540,796	434,705	597,186			24,151	56,390
Venture Partners XI	237,735	153,113	264,835			9,717	27,100
Natural Resources Partners LP	14,412		20,346			5,934	5,934
Total Equities, & Fixed Income	90,411,692	105,387,196	100,745,662			(7,383,715)	10,333,970
Total Cash Equivalents, Equities, & Fixed Income	\$97,738,295	\$113,759,626	\$108,072,265			(\$7,383,715)	\$10,333,970

Weber State University
Investment Report
For the Three Months Ending September 30, 2015

Schedule B - 2
Endowment Fund Detail - Earnings Summary

Description	Year To		Total Realized/ Unrealized Gain/(Loss)	Average Invested Balance at Market	Quarter Return On Investment at Market	FYTD Return On Investment at Market	Estimated Annual Return On Investment at Market
	Date Unrealized Gain/(Loss)	Accrued Income					
Cash Equivalents, Equities & Fixed Income							
Cash Equivalents							
Utah Public Treasurers' Pool	\$0	\$3,847	\$3,847	\$2,307,043	0.17%	0.17%	0.67%
State Street Inst US Govt Money Mkt	0	164	164	307,178	0.05%	0.05%	0.21%
CF Utah Public Treasurers' Pool	0	7,448	7,448	4,831,199	0.15%	0.15%	0.62%
Demand Deposit	0	19	19	221,927	0.01%	0.01%	0.04%
Total Cash Equivalents	0	11,478	11,478	7,667,347	0.15%	0.15%	0.60%
Strategic Solutions Equity	(114,998)	32,112	(82,886)	5,835,398	-1.43%	-1.43%	-5.72%
US Treasury Inflation Protection	(7,314)	(384)	(7,698)	638,561	-1.21%	-1.21%	-4.84%
International Equity	(842,777)	42,043	(800,734)	10,813,981	-7.11%	-7.11%	-28.44%
Commodities	(269,715)	454	(269,261)	1,685,020	-14.79%	-14.79%	-59.16%
High Quality Bond	(78,643)	77,953	(690)	10,661,251	0.82%	0.82%	3.28%
All Cap Equity	(1,609,420)	38,724	(1,570,696)	16,706,405	-9.28%	-9.28%	-37.12%
Core Equity	(1,594,934)	72,443	(1,522,491)	19,133,784	-7.82%	-7.82%	-31.28%
Global Hedged Equity	(303,658)	120,652	(183,006)	6,828,682	-2.69%	-2.69%	-10.76%
Relative Value & Event Driven	(203,583)		(203,583)	7,540,674	-2.69%	-2.69%	-10.76%
Natural Resources	(1,052,725)	(1,686)	(1,054,411)	4,184,428	-23.13%	-23.13%	-92.52%
Diversifying Company	79,612		79,612	2,050,500	3.97%	3.97%	15.88%
Global Distressed Investors	(6,987)	3,749	(3,238)	185,797	1.68%	1.68%	6.72%
Global Bond	(158,888)	31,594	(127,294)	3,891,834	-3.24%	-3.24%	-12.96%
Emerging Markets Index	(1,261,775)	(5,012)	(1,266,787)	6,577,643	-17.90%	-17.90%	-71.60%
Intermediate Term Fund	1,085	6,436	7,521	2,454,425	0.31%	0.31%	1.24%
Contingent Asset Portfolio	1,203	25,883	27,086	5,240,506	0.52%	0.52%	2.08%
Global Private Equity	24,151	2,482	26,633	505,532	8.61%	8.61%	34.44%
Venture Partners XI	9,717	5	9,722	188,354	8.61%	8.61%	34.44%
Natural Resources Partners LP	5,934	(1,588)	4,346	6,782	0.00%	0.00%	0.00%
Total Equities, & Fixed Income	(7,383,715)	445,860	(6,937,855)	105,129,555	-5.99%	-5.99%	-23.96%
Total Cash Equivalents, Equities, & Fixed Income	(\$7,383,715)	\$457,338	(\$6,926,377)	\$112,796,903	-5.87%	-5.87%	-23.47%

Weber State University
Investment Report
For the Three Months Ending September 30, 2015

Schedule B - 3
Asset Allocation Targets, Ranges and Benchmarks

Asset Class	Min Weight	Max Weight	Target Weight	Actual Weight	Target Difference	Previous Quarter	Quarterly Change
Domestic Large Cap Equity	10%	40%	20.0%	22.30%	2.3%	22.5%	-0.2%
Domestic All Cap Equity	5%	30%	12.0%	14.50%	2.5%	15.3%	-0.8%
International Equity	5%	20%	11.0%	10.70%	-0.3%	9.4%	1.3%
Emerging Markets Equity	0%	10%	7.0%	5.70%	-1.3%	6.2%	-0.5%
Total Equity			50.0%	53.20%	3.2%	53.4%	-0.2%
Core Bonds	0%	35%	5.0%	9.30%	4.3%	9.5%	-0.2%
Global Bonds	0%	10%	5.0%	3.60%	-1.4%	3.6%	0.1%
Intermediate Term	0%	5%	0.0%	2.30%	2.3%	2.2%	0.1%
Credit	0%	10%	5.0%	0.00%	-5.0%	0.0%	0.0%
Real Return Bonds (TIPS)	0%	10%	5.0%	0.60%	-4.4%	0.6%	0.0%
Opp Strategies	0%	0%	0.0%	5.00%	5.0%	0.0%	0.3%
Total Fixed Income			20.0%	20.80%	0.8%	20.6%	0.2%
Hedge Fund Strategies	0%	13%	8.0%	8.20%	0.2%	7.9%	0.3%
Relative Value & Event Driven	0%	12%	7.0%	6.90%	-0.1%	6.8%	0.1%
Distressed Debt	0%	5%	0.0%	0.20%	0.2%	0.2%	0.0%
Commodities	0%	10%	5.0%	1.50%	-3.5%	1.6%	-0.1%
Private Capital	0%	5%	0.0%	0.80%	0.8%	0.5%	0.3%
Public Natural Resources	0%	10%	5.0%	3.50%	-1.5%	4.0%	-0.5%
Real Estate	0%	5%	0.0%	0.00%	0.0%	0.0%	0.0%
Total Alternatives			25.0%	21.10%	-3.9%	21.1%	0.0%
Total Cash & Equivalent	0%	10%	5.0%	4.90%	-0.1%	4.9%	0.0%
Total All			100.0%	100.00%		100.0%	

Fund	Benchmark	WSU Qtr Yield	Benchmark Qtr Yield	WSU FYTD Yield	Benchmark FYTD Yield
Strategic Solutions Equity	S&P 500	-1.43%	-6.44%	-1.43%	-6.44%
International Equity	MSCI World ex US	-7.11%	-10.57%	-7.11%	-10.57%
MSCI Emerging Markets Fund	MSCI EMF Net	-17.90%	-17.90%	-17.90%	-17.90%
Commodities	Bloomberg Commodity Index	-14.79%	-14.47%	-14.79%	-14.47%
High Quality Bond	Barclay's Capital US Aggregate	0.82%	1.23%	0.82%	1.23%
U.S. Treasury Inflation Protected	Barclay's US Inflation	-1.21%	-1.22%	-1.21%	-1.22%
Contingent Asset Portfolio - Opp Strategies	ML 1-3 yr US Cash Pay HY Index	0.52%	0.31%	0.52%	0.31%
Intermediate Term Funds	ML 1-3 Yr Treasury	0.31%	0.31%	0.31%	0.31%
All Cap Equity	Russell 3000	-9.28%	-7.25%	-9.28%	-7.25%
Core Equity	S&P 500	-7.82%	-6.44%	-7.82%	-6.44%
Global Hedged Index	HFRI Equity Hedge Index	-2.69%	-5.83%	-2.69%	-5.83%
Private Capital	S&P 500 + 400 bps (lagged)	8.61%	0.24%	8.61%	0.24%
Relative Value & Event Driven	HFRI FOF Conservative Index	-2.69%	-0.92%	-2.69%	-0.92%
Natural Resources	S&P GBL LargeMidCap NR Index	-23.13%	-23.20%	-23.13%	-23.20%
Diversifying Company	CSFB CTA Managed Futures Index	3.97%	4.36%	3.97%	4.36%
Global Bond	Citigroup World Govt. Bond Index	-3.24%	1.71%	-3.24%	1.71%
Total Fund and Benchmark Performance		-5.99%	-6.84%	-5.99%	-6.84%

**Weber State University
Investment Report
For the Three Months Ending September 30, 2015**

**Exhibit C
WSU Cash Management Pool**

Balance as of September 30, 2015 Market Value: \$126,466,372

Key Utah Money Management Act (UMMA) Provisions

- The remaining term to maturity of investment may not exceed the period of availability of the funds to be invested.
- Bank deposits, certain repo's, first-tier commercial paper, treasuries, guaranteed agencies, certain fixed-rate corporate obligations, tax anticipation and general obligations bonds, municipal revenue bonds, etc.

Key WSU Policy Provisions

- At least 25% of the pool's cost basis must be invested in securities with maturities not to exceed 1 year.
- No more than 25% of the pool's cost basis can be invested in securities with maturities greater than 5 years.
- No individual investment will have a maturity exceeding 8 years.

Current Pay-out Policy

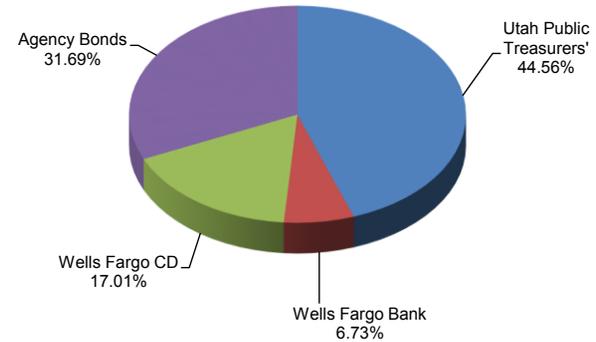
- Actual earnings on investment.

Management of Funds

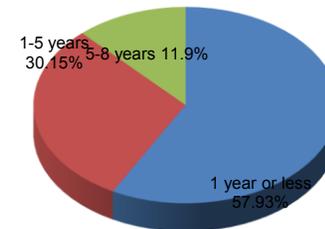
- Managed by WSU

Allocation	Target	Current	Diff
1 year or less:	25%	57.93%	32.93%
1 - 5 years:	50%	30.15%	-19.85%
5 - 8 years:	25%	11.92%	-13.08%

WSU Cash Management Pool Summary



Years to Maturity



Investment Type	Current	30-Sep-15 Market Value	30-Jun-15 Market Value	30-Jun-14 Market Value	30-Jun-13 Market Value	30-Jun-12 Market Value
Utah Public Treasurers'	44.56%	\$56,353,846	\$37,052,282	\$45,010,417	\$66,463,754	\$49,883,544
Wells Fargo Bank	6.73%	8,513,023	6,673,039	5,611,972	7,427,397	1,854,483
Wells Fargo CD	17.01%	21,517,781	21,440,911	21,139,318	20,843,023	40,989,685
Agency Bonds	31.69%	40,081,722	44,895,289	36,842,400	11,742,496	17,073,799
Total	100.00%	\$126,466,372	\$110,061,521	\$108,604,107	\$106,476,670	\$109,801,511

Weber State University
Investment Report
For the Three Months Ending September 30, 2015

Schedule C - 1
Cash Management Pool Detail

Cash Equivalents & Fixed Income													Year To	Unrealized
Description	Purchase Date	Mature Date	Next Call Date	Call Frequency	Duration	Years to Maturity	Book Value	Market Value 30-Jun-15	Market Value 30-Sep-15	Interest Rate %	Maturity Yield or Annual % Yield	Date Unrealized Gain/(Loss)	Unrealized Gain/(Loss) Since Acquisition	
Cash Equivalents														
Wells Fargo					0.00		\$8,513,023	\$6,673,039	\$8,513,023			\$0	\$0	
Utah Public Treasurers' Pool					0.00		56,353,846	37,052,282	56,353,846			0	0	
Total Cash Equivalents					<u>0.00</u>		<u>64,866,869</u>	<u>43,725,321</u>	<u>64,866,869</u>			<u>0</u>	<u>0</u>	
Certificate of Deposits														
Wells Fargo	13-Jun-11	12-Jun-16			0.69	0.8	4,795,548	4,767,688	4,795,548	2.28%	2.31%	0	0	
Wells Fargo	13-Jun-11	10-Jun-16			0.69	0.8	1,204,857	1,197,857	1,204,857	2.28%	2.31%	0	0	
Wells Fargo	13-Jun-11	11-Jun-16			0.69	0.8	2,397,656	2,383,726	2,397,656	2.28%	2.31%	0	0	
Wells Fargo	21-Dec-12	21-Dec-17		1XS	2.20	2.3	13,119,720	13,091,640	13,119,720	0.85%	0.85%	0	0	
Total CD'S					<u>1.61</u>		<u>21,517,781</u>	<u>21,440,911</u>	<u>21,517,781</u>			<u>0</u>	<u>0</u>	
Fixed Income														
FNMA	30-Jan-13	30-Jan-18	30-Sep-15	Qrtly	2.31	2.3	10,000,000	9,959,970	10,002,360	1.02%	1.02%	42,390	2,360	
Fannie Mae	30-Jan-13	30-Jan-18	30-Sep-15	Qrtly	2.31	2.3	1,000,000	1,000,790	1,000,766	1.03%	1.03%	(24)	766	
Fannie Mae	22-Feb-13	22-Feb-18	22-Aug-15	Qrtly	2.36	2.4	1,000,000	996,082	1,001,324	1.20%	1.20%	5,242	1,324	
Fed Farm Credit	23-Jan-14	23-Apr-20	5-Aug-15	Qrtly	4.35	4.6	8,000,000	7,949,472	8,001,472	1.97%	1.97%	52,000	1,472	
Fed Farm Credit	23-Jan-14	21-Jul-20	23-Jul-15	Qrtly	4.59	4.8	5,000,000	4,951,460	5,000,900	1.98%	1.98%	49,440	900	
Freddie Mac	27-May-15	27-Nov-20	27-Aug-15	Qrtly	4.89	5.2	5,000,000	4,982,625	5,014,340	2.00%	2.00%	31,715	14,340	
Freddie Mac	30-Jun-15	24-Dec-20	24-Dec-15	Qrtly	4.96	5.3	5,000,000	5,025,770	5,015,435	2.10%	2.10%	(10,335)	15,435	
FHLB	22-Jun-15	22-Jun-21	22-Jun-16	Qrtly	5.37	5.8	5,000,000	5,019,180	5,045,125	2.30%	2.30%	25,945	45,125	
Fed Farm Credit	6-Aug-14	6-Aug-20	21-Aug-15					5,009,940		2.45%	2.45%	(9,940)	0	
Total Fixed Income					<u>4.04</u>		<u>40,000,000</u>	<u>44,895,289</u>	<u>40,081,722</u>			<u>186,433</u>	<u>81,722</u>	
Total Cash Equivalents and Fixed Income					<u>1.55</u>		<u>\$126,384,650</u>	<u>\$110,061,521</u>	<u>\$126,466,372</u>			<u>\$186,433</u>	<u>\$81,722</u>	

* 1XC = One Time Call , CC= Continuously Callable, SA Semi-Annually, Qrtly = Quarterly, 1XS = One Time Sell Without Penalty

Weber State University
Investment Report
For the Three Months Ending September 30, 2015

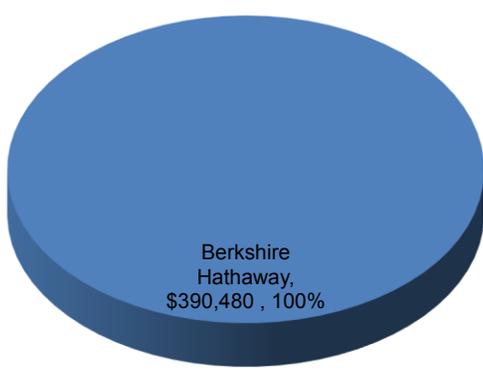
Schedule C - 2
Cash Management Pool Detail - Earnings Summary

Cash Equivalents & Fixed Income Description	Coupon Yield %	Yield to Call %	*Year To Date			Average Invested Balance at Market	Quarter Return On Investment at Market	FYTD Return On Investment at Market	Estimated Annual Return On Investment at Market
			Unrealized Gain/(Loss)	Accrued Income	Total Unrealized Gain/(Loss)				
Cash Equivalents									
Wells Fargo			\$0	\$14,075	\$14,075	\$11,322,460	0.12%	0.12%	0.50%
Utah Public Treasurers' Pool			0	67,774	67,774	39,237,696	0.17%	0.17%	0.69%
Total Cash Equivalents			0	81,849	81,849				
Certificate of Deposits									
Wells Fargo			0	76,867	76,867				
Total CD'S			0	76,867	76,867	21,466,230	0.36%	0.36%	1.43%
Fixed Income									
FNMA	1.02%	1.02%	42,390	25,500	67,890				
Fannie Mae	1.03%	1.03%	(24)	2,580	2,556				
Fannie Mae	1.20%	1.20%	5,242	2,970	8,212				
Fed Farm Credit	1.97%	1.97%	52,000	39,400	91,400				
Fed Farm Credit	1.98%	1.98%	(9,940)	25,300	15,360				
Freddie Mac	2.00%	2.00%	31,715	25,000	56,715				
Freddie Mac	2.10%	2.10%	(10,335)	26,250	15,915				
FHLB	2.30%	2.30%	25,945	28,750	54,695				
Fed Farm Credit	2.45%	2.45%	49,440	12,250	61,690				
Total Fixed Income			186,433	188,000	374,433	43,298,397	0.86%	0.86%	3.46%
Total Cash Equivalents and Fixed Income			\$186,433	\$346,716	\$533,149	\$115,324,783	0.46%	0.46%	1.85%

* Note: The Return on Investments for the Cash Management Pool and CD's are without unrealized gains or losses.

**Weber State University
Investment Report
For the Three Months Ending September 30, 2015**

**Exhibit D
WSU Funds Separately Invested**

<p>Balance as of September 30, 2015 Market Value: \$390,480</p> <p>Key UMMA Provisions • Same as Endowment Fund.</p> <p>Key WSU Policy Provisions • Securities are held if specified or restricted by the donor. • All other securities are to be sold upon receipt.</p> <p>Current Pay-out Policy • Per donor/department restrictions.</p> <p>Management of Funds • Managed by WSU.</p>	<p>WSU Funds Separately Invested Summary</p>  <p>Berkshire Hathaway, \$390,480 , 100%</p>
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**Schedule D
Funds Separately Invested Detail**

Donated Securities					
Description	Type of Account or Security	Shares	Book Value	Market Value 30-Jun-15	Market Value 30-Sep-15
Donated Securities Berkshire Hathaway	Stock	2	\$49,434	\$409,700	\$390,480
Total Donated Securities			\$49,434	\$409,700	\$390,480

Weber State University
Investment Report
For the Three Months Ending September 30, 2015

Schedule D - 1
Funds Separately Invested Detail

Donated Securities												
Description	Gift Date	Mature Date	Next Call Date	Call Frequency	Years to Maturity	Book Value	Market Value 30-Jun-15	Market Value 30-Sep-15	Coupon Yield %	Yield to Maturity %	Year to Date Unrealized Gain/(Loss)	Unrealized Gain/(Loss) Since Acquisition
Donated Securities												
Berkshire Hathaway	1996					\$49,434	\$409,700	\$390,480			(\$19,220)	\$341,046
Total Donated Securities						<u>\$49,434</u>	<u>\$409,700</u>	<u>\$390,480</u>			<u>(\$19,220)</u>	<u>\$341,046</u>

Weber State University
Investment Report
For the Three Months Ending September 30, 2015

Schedule D - 2
Funds Separately Invested Detail

Cash Equivalents & Fixed Income			Year To						
Description	Coupon Yield %	Yield to Call %	Date Unrealized Gain/(Loss)	Accrued Income	Total Unrealized Gain/(Loss)	Average Invested Balance at Market	Quarter Return On Investment at Market	FYTD Return On Investment at Market	Annualized Return on Investment at Market
Donated Securities									
Berkshire Hathaway (BRKA)			(\$19,220)		(\$19,220)	\$414,254	-4.64%	-4.64%	-18.56%
Total Donated Securities			(\$19,220)	\$0	(\$19,220)	\$414,254	-4.64%	-4.64%	-18.56%

**Weber State University
Investment Report
For the Three Months Ending September 30, 2015**

**Exhibit E
WSU Foundation**

Balance as of September 30, 2015		Market Value: \$11,269,214	
Key UMMA Provisions			
• Same as Endowment Fund.			
Key WSU Policy Provisions			
• Same as Endowment Fund.			
Current Pay-out Policy			
• Annuities: Per donor contract for distribution.			
• Misc. Endowment: Same as Endowment Fund.			
Management of Funds			
• Externally managed funds per donor requests. Morgan Stanley-Hinckley Scholarship Endowment.			
• Remainder managed by WSU.			
Present Value of Gift Annuities Payable		\$520,199	
Annuities Allocation	Target	Current	Diff
Multi-Strategy Equity:	60%	58.81%	-1.19%
Multi-Strategy Bonds:	40%	41.19%	1.19%
Pool Allocation	Target	Current	Diff
Multi-Strategy Equity:	65%	63.03%	-1.97%
Multi-Strategy Bonds:	35%	36.97%	1.97%

WSU Foundation Investment Pool Summary

Category	Percentage
Restricted Funds Managed Externally	64.23%
Restricted Funds Managed by Institution	16.75%
Gift Annuity Funds	9.17%
Unrestricted Funds Managed by Institution	9.85%

Pool Allocation Investment Type	Target Allocation	30-Sep-15 Market Value	Allocation
Multi-Strategy Equity	65%	\$1,861,820	63.03%
Multi-Strategy Bonds	35%	1,092,156	36.97%
Total	100%	\$2,953,976	100.00%

Foundation Total Investment Type	30-Sep-15 Market Value	30-Jun-15 Market Value	30-Jun-14 Market Value	30-Jun-13 Market Value	30-Jun-12 Market Value
Restricted Funds Managed Externally	\$7,238,066	\$7,926,444	\$8,488,725	\$7,575,155	\$7,142,797
Restricted Funds Managed by Institution	1,887,764	1,975,728	1,984,151	1,788,206	1,606,056
Gift Annuity Funds	1,033,432	1,169,582	1,133,238	1,007,608	889,328
Unrestricted Funds Managed by Institution	1,109,952	1,237,644	1,223,097	1,059,662	888,465
Total	\$11,269,214	\$12,309,398	\$12,829,211	\$11,430,631	\$10,526,646

Weber State University
Investment Report
For the Three Months Ending September 30, 2015

Schedule E - 1
WSU Foundation Detail

Cash Equivalents & Fixed Income		Book Value	Market Value 30-Jun-15	Market Value 30-Sep-15	Coupon Yield %	Yield to Maturity %	Year To Date Unrealized Gain/(Loss)	Unrealized Gain/(Loss) Since Acquisition
Description								
Restricted Funds								
Funds Managed Externally								
Morgan Stanley	Hinckley Scholarship Endowment	\$7,768,965	\$7,926,444	\$7,238,066			(\$853,105)	(\$530,899)
Total Restricted Funds Managed Externally		<u>7,768,965</u>	<u>7,926,444</u>	<u>7,238,066</u>			<u>(\$853,105)</u>	<u>(\$530,899)</u>
Utah Public Treasurers'	Glasman Literacy and Scholarship Programs	24	24	24				
Common Fund Equity	Glasman Literacy and Scholarship Programs	369,675	921,723	858,439			(75,820)	488,764
Common Fund Bond	Glasman Literacy and Scholarship Programs	706,931	793,447	783,743			(9,599)	76,812
Common Fund Equity	Volkswagen Endowment	24,374	35,518	32,695			(2,922)	8,321
Utah Public Treasurers'	Volkswagen Endowment	1	1	1				
Common Fund Equity	Rotary Scholarship Endowment	121,615	153,220	141,038			(12,603)	19,423
Common Fund Bond	Rotary Scholarship Endowment	71,725	68,116	68,142			(827)	(3,583)
Utah Public Treasurers'	Rotary Scholarship Endowment	2,635	2,632	2,635				
Common Fund Equity	Sonora Endowment	0	0	0				0
Key Bank	Sonora Grill Scholarship Fund	1,047	1,047	1,047				
Key Bank	Oportunidad Scholarship Fund	0	0	0				
Total Miscellaneous Restricted Funds		<u>1,298,027</u>	<u>1,975,728</u>	<u>1,887,764</u>			<u>(101,771)</u>	<u>589,737</u>
Gift Annuities Pool *								
Common Fund Bond		399,721	421,730	406,887			(4,819)	7,166
Common Fund Equity		391,459	631,119	580,941			(51,882)	189,482
Key Bank		21,275	30,919	21,275				
Utah Public Treasurers'		24,329	85,814	24,329				
Total Gift Annuities Pool		<u>836,784</u>	<u>1,169,582</u>	<u>1,033,432</u>			<u>(56,701)</u>	<u>196,648</u>
Total Restricted Funds Managed by Institution		<u>2,134,811</u>	<u>3,145,310</u>	<u>2,921,196</u>			<u>(158,472)</u>	<u>786,385</u>
Total Restricted Funds		<u>9,903,776</u>	<u>11,071,754</u>	<u>10,159,262</u>			<u>(1,011,577)</u>	<u>255,486</u>
Unrestricted								
Funds Managed By Institution - Foundation Pooled Funds								
Key Bank		15,541	26,575	15,541				
Utah Public Treasurers'		24,492	54,584	24,492				
Common Fund Equity		512,059	901,309	829,648			(74,138)	317,589
Common Fund Bond		242,798	255,176	240,271			(3,037)	(2,527)
Total Unrestricted Funds		<u>794,890</u>	<u>1,237,644</u>	<u>1,109,952</u>			<u>(77,175)</u>	<u>315,062</u>
Total WSU Foundation Funds		<u>\$10,698,666</u>	<u>\$12,309,398</u>	<u>\$11,269,214</u>			<u>(\$1,088,752)</u>	<u>\$570,548</u>

* Present value of gift annuities payable for September 30, 2015 is \$520,199

Weber State University
Investment Report
For the Three Months Ending September 30, 2015

Schedule E - 2
WSU Foundation Detail

Cash Equivalents & Fixed Income		Year To			Average		FYTD	Annualized
Description		Date	Accrued	Total	Invested	Quarter Return	Return on	Return on
		Unrealized	Income	Gain/(Loss)	Balance	On Investment	Investment	Investment
		Gain/(Loss)			at Market	at Market	at Market	at Market
Restricted Funds								
Funds Managed Externally								
Morgan Stanley	Hinckley Scholarship Endowment	(\$853,105)	\$164,728					
Total Restricted Funds Managed Externally		(853,105)	164,728	(\$688,377)	\$7,657,748	-9.10%	-8.99%	-35.96%
Utah Public Treasurers'	Glasmann Literacy and Scholarship Programs	0						
Common Fund Equity	Glasmann Literacy and Scholarship Programs	(75,820)	2,882					
Common Fund Bond	Glasmann Literacy and Scholarship Programs	(9,599)	10,274					
Common Fund Equity	Volkswagen Endowment Fund	(2,922)	112					
Utah Public Treasurers'	Volkswagen Endowment Fund							
Common Fund Equity	Rotary Scholarship Endowment	(12,603)	479					
Common Fund Bond	Rotary Scholarship Endowment	(827)	886					
Utah Public Treasurers'	Rotary Scholarship Endowment							
Common Fund Equity	Sonora Endowment	0	3					
Key Bank	Sonora Grill Scholarship Fund							
Key Bank	Oportunidad Scholarship Fund							
Total Miscellaneous Restricted Funds		(101,771)	14,636	(87,135)	1,944,698	-4.50%	-4.48%	-17.92%
Gift Annuities Pool								
Common Fund Bond		(4,819)	4,976					
Common Fund Equity		(51,882)	1,703					
Key Bank								
Utah Public Treasurers'			33					
Total Gift Annuities Pool		(56,701)	6,712	(49,989)	1,090,249	-4.70%	-4.59%	-18.34%
Total Restricted Funds Managed by Institution		(158,472)	21,348	(137,124)	3,034,947	-4.57%	-4.52%	-18.07%
Total Restricted Funds		(1,011,577)	186,076	(825,501)	10,692,695	-7.81%	-7.72%	-30.88%
Unrestricted								
Funds Managed By Institution - Foundation Pooled Funds								
Key Bank								
Utah Public Treasurers'			17					
Common Fund Equity		(74,138)	2,816					
Common Fund Bond		(3,037)	3,254					
Total Unrestricted Funds		(77,175)	6,087	(71,088)	1,180,322	-6.12%	-6.02%	-24.09%
Total WSU Foundation Funds		(\$1,088,752)	\$192,163	-\$896,589	\$11,873,015	-7.65%	-7.65%	-30.61%

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PROPERTY TRANSACTIONS

WSU seeks authorization to buy two properties and to sell another.

The first proposed purchase is of a residential home at 1348 East 3225 South, in Ogden. The property is adjacent to the Ogden Campus and is within the master plan acquisition zone between Wildcat Village and the Dee Event Center (see attached map). The home is a 1950's era home, 2568 square feet in size, on a .25 acre lot. Lifferth Appraisal Company set the market value of the property at \$200,000 in November 2015. WSU and the homeowner have agreed to a purchase price of \$190,000.

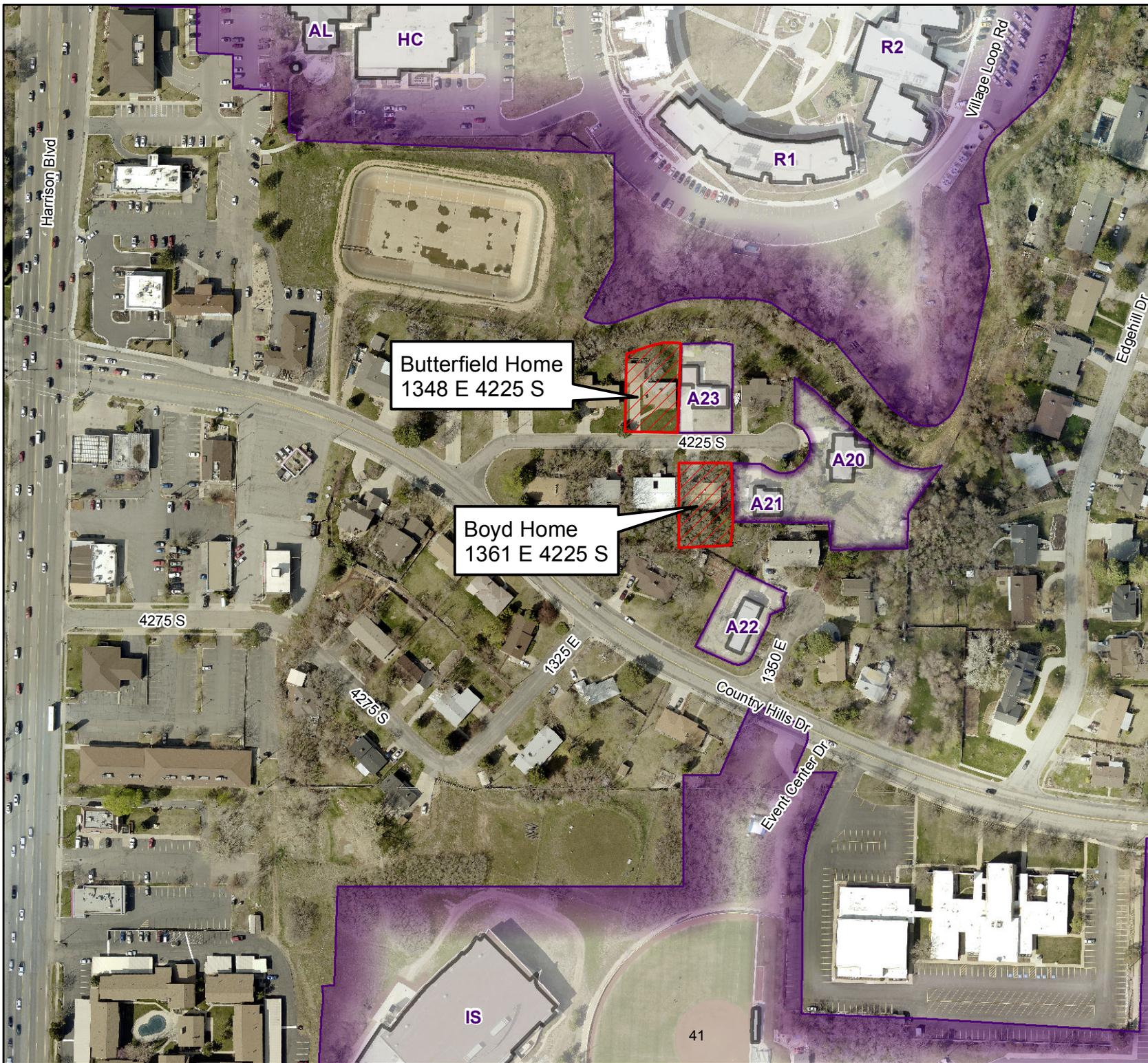
The second property purchase is directly across the street (to the South) from the first—at 1361 East 4225 South, in Ogden. It is also adjacent to the Ogden Campus and within the master plan acquisition zone. The home is a 1960's era home, 2552 square feet, on a .25 acre lot. Lifferth Appraisal Company set the market value of the property at \$212,000 in October 2015. WSU and the homeowner have agreed to a purchase price of \$206,000.

The property being sold was given to the University in 2007 and is located at 900 North Eastside Drive, in Layton. A developer has recently approached WSU about acquiring the property as part of a residential development currently being planned. The property is a .50 acre parcel of undeveloped land. Lifferth Appraisal Company set the market value of the property at \$145,000. The agreed upon sales price is also \$145,000. The second attached map identifies the location of this property.

Funds to acquire the two homes will come from WSU's property acquisition fund augmented by Institutional Discretionary Funds. Proceeds from the property sale will benefit WSU Multimedia Services, KWCR Radio Station, and the College of Engineering, Applied Science and Technology per an original gift agreement.

Trustees approval is sought for these transactions.

Proposed Purchases

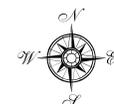


Butterfield Home
1348 E 4225 S

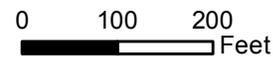
Boyd Home
1361 E 4225 S

Legend

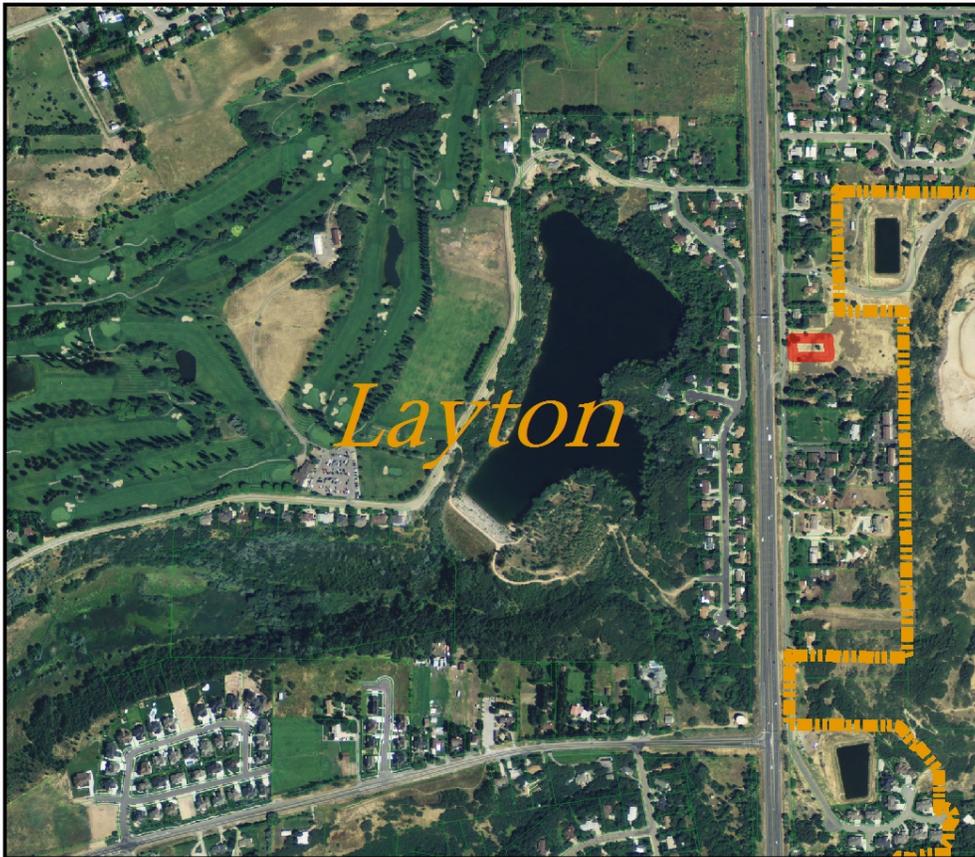
-  Proposed Purchases
-  Buildings
-  WSU Boundary



1 inch = 200 feet



Printed: 11/19/2015



**Albert Mohr
Donation
Layton, Ut.**

Legend	
	Parcels of Interest
	Municipalities
	WSU Ownership
	Davis Co. Parcels

1:6,000
1 inch = 500 feet



*R.A. Strken
Cartographer*

NAD 1983
UTM Zone 12 North

FY17 BUDGET GUIDELINE PRINCIPLES

President Wight will discuss with the Trustees the principles underpinning WSU's FY17 budget goals.

WSU FY17 Budget Guiding Principles

1. Affordability Compact

- Maintain low tuition levels while encouraging legislative commitment to higher education
- Keep WSU affordable to low-income families through Dream Weber and other programs

2. Internal Efficiencies/Reallocations

- Seek first internal sources for current organizational budgetary needs

3. Quality Faculty and Programs

- Encourage quality teaching, research, scholarship through incentive pay for faculty

4. Student Success

- Increase the availability of necessary courses to graduation
- Increase and improve academic advising
- Target at-risk students early and provide adequate support for success
- Improve student financial literacy

5. Access and Support for Underrepresented Groups

- Connect with local minority communities and build high-school to college bridges
- Increase tutoring resources for educationally disadvantaged populations

6. Budget Maintenance

- Cover mandated cost increases
- Provide competitive compensation increases for employees

7. Opportunistic

- Seek support for WSU's high growth programs through Regents "Market Demand" initiative

**WEBER STATE UNIVERSITY HOUSING SERVICES
PROPOSED RATES FOR JUNE 2016 THROUGH MAY 2017**

Campus Living Villages in conjunction with Weber State University proposes new student housing rates each year and seeks Board of Trustee approval in order for the rates to take affect. Facilities for which rates are being recommended include University Village Housing, Promontory Tower, and Wildcat Village 1.

**Weber State University
Housing and Residence Life
Proposed 2016 -17 Room and Meal Plan Rates**

Room Rates	<u>Current Academic Year</u>	<u>Proposed Academic Year</u>	<u>Single Semester</u>	<u>Annual % Increase</u>	<u>Proposed 8 payments</u>	<u>Increase per payment</u>	<u>Number of Beds</u>
University Village	4346	4520	2317	4.0%	565	22	380
University Village Luxury	4785	4976	2550	4.0%	622	24	96
RH1 and Stewart Wasatch Double	3342	3409	1747	2.0%	427	9	160
RH1 Single w/private bath*	4876	5071	2599	4.0%	634	25	3
Stewart Wasatch Single w/shared bath	4597	4781	2450	4.0%	598	23	62
RH3 Double	3214	3278	1680	2.0%	410	9	114
RH3 Single	4410	4587	2351	4.0%	574	23	23

Meal Rates	<u>Previous Academic Year</u>	<u>Proposed Academic Year</u>	<u>Single Semester</u>	<u>% Increase</u>	<u>Proposed 8 payments</u>
Meal Plan	2577	2629	1315	2.0%	329

Room and Meal Plan Rates**	<u>Previous Academic Year</u>	<u>Proposed Academic Year</u>	<u>Single Semester</u>	<u>% Increase</u>	<u>Proposed 8 payments</u>
<u>Housing Unit</u>					
RH1 and Stewart Wasatch Double	5919	6037	3062	2.0%	755
RH1 Single w/private bath*	7452	7699	3913	3.3%	963
Stewart Wasatch Single w/shared bath	7173	7409	3764	3.3%	927

*RH1 Single w/private bath - there are only 3 available

**RH1, RH3, and Stewart Wasatch residents are required to purchase meal plans

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QUARTERLY ATHLETIC REPORT

Attached is the Weber State University Quarterly Athletics Report generated by Director of Athletics, Jerry Bovee. This report includes a summary of the quarter activity in our 15 NCAA sport programs and any academic awards achieved by student athletes, as well as coaching awards.

Athletics update

Nov. 17, 2015

Football

The Weber State football plays its final game of the season on Nov. 21. The Wildcats enter the game with five wins, looking for their first winning season in five years. Weber State will honor 11 seniors who will be playing their final game on Saturday.

WSU's 11 seniors that will be honored on Senior Day are: Jalin Ames, Jonathan Carlson, Vince Coleman, Cordero Dixon, Grant Garry, Joe Hawkins, Marquel Holmes, Devonte Johnson, Josh Kealamakia, Shane Oliverson and Justin Turner.

Cross Country

The Weber State women's cross country team is headed to the NCAA Championships. The Wildcats won the Big Sky Championships for the fourth time in the last five years and then earned an at-large berth to the NCAA Championships. It will be the third time in the last five years that the 'Cats compete at the national meet.

Ellie Child and Hailey Whetten both earned All-Conference and All-Region honors and Weber State head coach Paul Pilkington was named the Big Sky Coach of the Year.

Men's Basketball

The 2015-16 Weber State men's basketball season is underway. For the seventh time in the last eight years the Wildcats were picked to win the Big Sky title in the preseason coaches poll. Weber State has five letterwinners returning off last year's squad, including preseason All-Conference selections Joel Bolomboy and Jeremy Senglin.

The Wildcats will head to the Gulf Coast Showcase the week of Thanksgiving in Estero, Florida, where they will play three games in three days. WSU also plays two non-conference games in NBA arenas, including taking on BYU on Dec. 5 in Vivint Smart Home Arena in Salt Lake City.

The 2016 Big Sky season will begin on Jan. 2. This year the Big Sky Tournament will be held in Reno, Nevada and all 12 conference teams will participate.

This year all 14 Weber State regular season home games will be televised on KJZZ TV.

Women's Basketball

The Wildcat women's basketball team began the season with two wins. Weber State has seven players returning off last year's squad and opened the year with wins over Bethesda and Denver.

WEBER STATE UNIVERSITY ATHLETICS DASHBOARD
Teamwork, Character, Community, Excellence

	Year-to-Date	15-16 GOALS	14-15	13-14	12-13	
ACADEMICS	1-Year APR Score ≥ 930 (1-year data lag)	14/14	14/14	14/16	14/16	
	1-Year APR Score ≥ 950 (1-year data lag)	11/14	14/14	14/16	14/16	
	4-Year APR Score ≥ 930 (1-year data lag)	14/14	14/14	14/16	14/16	
	4-Year APR Score ≥ 950 (1-year data lag)	12/14	14/14	14/16	14/16	
	Teams with a perfect 1000 APR 1yr/4yr	4/1	---	5/1	4/1	3/1
	Teams to receive public recognition	1	---	1	1	1
Graduation Success Rate						
	69%	70%	66%	63%	62%	
Student-Athlete GPA						
	FA15: TBD	3.30	3.27	3.10	3.12	
Academic All-Conference Selections						
	FA15: TBD	---	154	150	139	
Hislop Academic Award Honoree's						
	TBD	---	185	215	218	
Total # of Graduates SU, FA, SP combined						
	TBD	---	60	74	60	
Total # of Student-Athletes						
	approx 350	---	339	359	367	
Total # of Student-Athlete Service Hours						
	FA15: TBD	5,000	4,242*	1,822	1,410	
	SP16: TBD					
ATHLETICS	Big Sky Tournament Champions	1 (WXC)	3	1	2	1
	Big Sky Conference Regular Season Champions	0 to date	3	1	3	0
	NCAA Team Appearances	0 to date	3	1	2	1
	All-Conference Selections	5 to date	---	55	63	62
	All-Americans	0 to date	---	1	2	2
COMPLIANCE	NCAA Infractions Level 1	0	0	1	0	0
	Level 2	0	0	0	0	0
	Levels 3 & 4	5	---	17	17	14
	NLI Violations	1	0	0	1	1
	Big Sky regulations	0	---	0	0	0
DEVELOPMENT	Wildcat Club Memberships	637	1,100	929	654	700
	Wildcat Club Donations	\$307,350.22	\$380,000.00	\$334,529.70	\$279,342.00	\$243,487.00
	Champions Club	\$125,000.00	\$155,000.00	\$145,000.00	\$65,000.00	\$90,000.00
	Other Sport Specific Clubs	TBD	\$62,000.00	\$54,943.00	N/A	N/A
	Planned Giving Current Value	2 people	10 people	\$10,000.00	N/A	N/A
	Crompton Classic (Net)	TBD	\$25,000.00	\$23,624.00	\$15,674.00	\$23,000.00
	Catbash (Net)	TBD	\$65,000.00	\$56,506.00	\$49,600.00	\$29,019.00
	Total Wildcat Club	\$307,350.22	\$307,000.00	\$290,073.00	\$491,542.00	\$142,019.00
FINANCIAL OPERATIONS	Ticket Revenues Football	\$144,635	\$170,000	\$153,738.00	\$166,046.00	\$158,243.00
	Ticket Revenues Men's Basketball	\$234,488	\$330,000	\$325,212.00	\$316,844.00	\$309,884.00
GENDER EQUITY	Campus Female	53%	---	53%	53%	53%
	Athletics Female	53%	---	50%	50%	51%
MARKETING	Season Tickets - Football	5,316	5,145	4,945	4,782	4,856
	Total Average Per Game - Football	6,827	7,000	8,504	5,756	7,416
	Season Tickets - Men's Basketball	4,780	6,000	5,693	5,135	5,166
	Total Average Per Game - Men's Basketball	TBD	7,000	6,829	6,834	6,601
SPONSORSHIPS	Corporate Partnerships	62	75	74	58	54
	Net Cash Sponsorships (Inc. Trade)	\$1,033,633.00	\$1,000,000.00	\$976,296.00	\$729,577.50	\$646,990.50
	Gross Trade Sponsorships	\$405,190.00	\$400,000.00	\$414,858.00	\$284,875.00	\$127,185.30

WSU Athletics
Coaching Salaries (2015-2016)

Sport	Position	Salary
Basketball-M	*Head Coach	312,594.00
Basketball-M	Assistant	69,660.00
Basketball-M	Assistant	65,790.00
Basketball-M	Assistant	40,800.00
Basketball-W	Head Coach	112,837.00
Basketball-W	Assistant	50,000.00
Basketball-W	Assistant	45,000.00
Basketball-W	Assistant	31,500.00
Cheer (.75 FTE)	Head Coach	28,489.00
Football	*Head Coach	230,117.00
Football	Assistant	61,200.00
Football	Assistant	61,200.00
Football	Assistant	56,100.00
Football	Assistant	51,000.00
Football	Assistant	51,000.00
Football	Assistant	46,920.00
Football	Assistant	42,840.00
Football	Assistant	40,800.00
Football	Assistant	35,700.00
Golf-W	Director/HC	52,984.00
Golf-M	Head Coach	40,000.00
Soccer	Head Coach	66,875.00
Soccer	Assistant	39,603.00
Soccer	Assistant	32,130.00
Tennis-W	Director/HC	45,000.00
Tennis-M	Head Coach	31,500.00
Track	Director/HC	70,610.00
Track	Head Coach	67,091.00
Track	Assistant	40,000.00
Track	Assistant	31,620.00
Volleyball	Head Coach	71,400.00
Volleyball	Assistant	33,150.00
Volleyball	Assistant	33,150.00
Softball	Head Coach	66,875.00
Softball	Assistant	34,757.00

*Partially paid-out as annual bonus
from private sources.

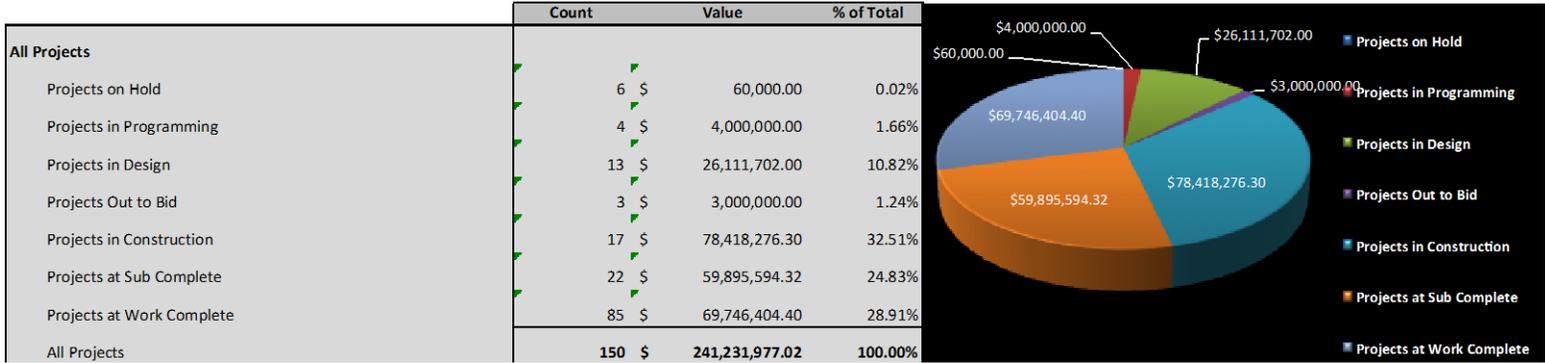
QUARTERLY CONSTRUCTION PROGRESS REPORT

Attached is the Quarterly Construction Progress Report generated by Associate Vice President for Facilities and Campus Planning, Kevin Hansen. This report includes major construction projects, as well as improvement projects and their progress to date.

Facilities Management Quarterly Construction Progress Report

Third Quarter 2015

Progress to date: November 12, 2015



Tracy Hall Science Center

- Construction of the new facility is 76% complete
- The building is scheduled to be complete and ready for the beginning of school in August 2016

Stewart Library Renovation

- Schematic Design is complete and Design Development is underway by VCBO Architecture
- Okland Construction is assisting to create a phasing plan to complete the construction.
- Construction will likely begin in late spring of 2016 and continue through the end of the summer of 2017

Social Science Building Renovation

- GSBS Architecture is 90% complete with the program and will submit a final draft in December
- The Board of Regents ranked the project 3rd
- The Building Board ranked the project 8th
- The project will be presented to the legislature in February for consideration

Academic Success Center for Athletics (Stadium House)

- The construction is 60% complete
- The project is scheduled to be complete in December of 2015

2 Megawatt Solar Installation @ Davis

- Solar City was selected during the RFP process
- We are currently finalizing the contract
- Construction for this project will start in the spring of 2016

Community Education & Outreach Center (26th & Monroe)

- Abatement of existing structures is complete
- Demolition and site cleanup are underway
- We are currently selecting a program architect

Wattis Business Building MEP Renovation

- Design team has been selected and schematic design is underway
- Construction planned for summer of 2016

MONTHLY INVESTMENT REPORT

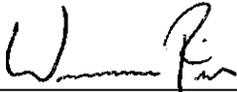
Regent guidelines regarding institutional investing require each USHE institution to submit summarized Investment Reports to Trustees on a monthly basis. This is in addition to the Quarterly Investment Reports that are currently being brought to Trustees. Attached is the WSU Monthly Investment Report covering activity for the month of October. Approval of this report is sought from the Business Committee.

Weber State University
 Monthly Investment Activity Report
 October 31, 2015

	Type	Purchase Date	Maturity Date	Interest Rate	Transaction Amount	Amount
Balance September 30, 2015						\$224,122,942
Purchases:						
	Wells Fargo	Checking	31-Oct-15	2-Nov-15	0.5200%	17,010,390
	Fed Farm Credit	Bond	13-Oct-15	13-Jul-22	2.2700%	8,000,000
	Wells Fargo	CD Interest	Various	Various	Various	25,140
	CF Gains					400,212
	CF Reinvested Earnings					6
Total Purchases						<u>25,435,748</u>
Withdrawals:						
	Wells Fargo	Checking	30-Sep-15	1-Oct-15	0.5200%	8,513,023
	PTIF				0.6503%	5,827,775
	Fed Farm Credit	Bond	23-Jan-15	23-Apr-20	1.9700%	8,000,000
	Fed Farm Credit	Bond	23-Jan-15	21-Jul-20	1.9800%	5,000,000
Common Fund Fees						
	Global Bond Fund					633
	Strategic Solutions Equity Fund					770
	Natural Resources					735
	International Equity Fund					1,547
	High Quality Bond					1,629
	Intermediate Term Fund					313
	All Caps Equity					2,113
	Core Equity					2,452
	Multi-Strategy Commodities					394
	Emerging Markets Investors Co. B					1,761
	US Treasury Inflation Protection					132
	Contingent Asset Portfolio					670
	Global Private Equity					5,848
Total Withdrawals						<u>27,359,795</u>
Balance October 31, 2015						<u>\$222,198,895</u>

Weber State University Director of Financial Reporting and Investments Assertion:

To the best of my knowledge, Weber State University investments are in compliance with the State Money Management Act, the rules of the State Money Management Council, Regents Policy R541 Management and Reporting of Institutional Investments, and WSU Policy 5-14 Investment of Public Funds.



Wendell Rich
 Weber State University Director of Financial Reporting and Investments

Weber State University
Monthly Investment Report
October 31, 2015

	Type	Purchase Date	Maturity Date	Interest Rate	Book Value	Fair Market Value
Wells Fargo	Checking	30-Oct-15	2-Nov-15	0.5200%	\$17,010,390	17,010,390
PTIF						
Endowment Pool	PTIF	Various	Various	0.6503%	1,716,902	1,716,902
Common Fund Outside Cash	PTIF	Various	Various	0.6503%	4,839,843	4,839,843
Cash Pool	PTIF	Various	Various	0.6503%	50,910,035	50,910,035
Common Fund						
Core Equity	Domestic Equities	Various	Various		14,421,567	19,347,773
Strategic Solutions Equity Fund	Domestic Equities	Various	Various		4,135,399	6,006,245
All Cap	Domestic Equities	Various	Various		11,237,854	14,987,155
International Equity Fund	International Equities	Various	Various		10,638,943	12,053,698
Emerging Markets	International Equities	Various	Various		7,032,197	6,411,623
Global Hedged Equity	Alternatives	Various	Various		5,159,513	6,645,348
SSG Diversifying Co. A42	Domestic Equities	Various	Various		1,676,117	2,083,887
Relative Value & Event Driven Co. 46	Alternatives	Various	Various		5,391,928	6,550,822
Relative Value Event Driven	Fixed	Various	Various		624,947	840,459
Global Private Equity	Equity	Various	Various		540,796	597,186
Venture Partners XI	Equity	Various	Various		285,735	312,835
Global Distressed Investors	Alternatives	Various	Various		95,772	173,468
Global Bond Fund	Fixed	Various	Various		3,891,853	3,841,962
Contingent Asset Portfolio	Fixed	Various	Various		4,851,653	5,256,163
High Quality Bond	Fixed	Various	Various		8,982,213	9,870,772
State Street US Govt	Fixed	Various	Various		1,679,616	1,679,616
Bankcorp Bank Master Demand	Fixed	Various	Various		250,006	250,006
US Treasury Inflation Protection	Fixed	Various	Various		629,008	633,687
Intermediate Term Fund	Fixed	Various	Various		2,326,988	2,459,971
Multi-Strategy Commodities	Alternatives	Various	Various		2,275,547	1,548,572
Natural Resources	Alternatives	Various	Various		5,036,744	4,101,384
Natural Resources Partners	Alternatives	Various	Various		14,412	20,346
Certificate of Deposit						
Wells Fargo	CD's	13-Jun-11	12-Jun-16	2.3100%	4,804,667	4,804,667
Wells Fargo	CD's	13-Jun-11	10-Jun-16	2.3100%	1,207,148	1,207,148
Wells Fargo	CD's	13-Jun-11	11-Jun-16	2.3100%	2,402,215	2,402,215
Wells Fargo	CD's	21-Dec-12	21-Dec-17	0.8500%	13,128,887	13,128,887
Bonds						
FNMA	Bond	30-Jan-13	30-Jan-18	1.0200%	10,000,000	10,016,800
Fannie Mae	Bond	30-Jan-13	30-Jan-18	1.0300%	1,000,000	1,002,026
Fannie Mae	Bond	22-Feb-13	22-Feb-18	1.2000%	1,000,000	994,712
Freddie Mac	Bond	27-May-15	27-Nov-20	2.0000%	5,000,000	5,005,585
Freddie Mac	Bond	30-Jun-15	24-Dec-20	2.1000%	5,000,000	5,008,480
FHLB	Bond	22-Jun-15	22-Jun-21	2.3000%	5,000,000	5,037,720
Farm Credit	Bond	13-Oct-15	13-Jul-22	2.2700%	8,000,000	7,918,568
Total Investments					<u>\$222,198,895</u>	<u>\$236,676,956</u>

Weber State University Foundation
 Monthly Investment Activity Report
 October 31, 2015

		Purchase Date	Maturity Date	Interest Rate	Transaction Amount	Amount
Balance September 30, 2015						\$10,698,666
Revenues:						
	Dividends				32,312	
	Interest				28	
	Realized Gain (Loss)				6,798	
						39,138
Expenses:						
	Investing Fees				590	
	Annuity Payments				3,630	
	Misc Expenses				663	
						4,883
Total Withdrawals						4,883
Balance October 31, 2015						\$10,732,921

Weber State University Director of Financial Reporting and Investments Assertion:

To the best of my knowledge, Weber State University investments are in compliance with the State Money Management Act, the rules of the State Money Management Council, Regents Policy R541 Management and Reporting of Institutional Investments, and WSU Policy 5-14 Investment of Public Funds.



 Wendell Rich
 Weber State University Director of Financial Reporting and Investments

Weber State University Foundation
Monthly Investment Report
October 31, 2015

	Type	Purchase Date	Maturity Date	Interest Rate	Book Value	Fair Market Value
Bank Accounts						
Key Bank	Checking	Various	Various		33,569	33,569
PTIF	PTIF	Various	Various	0.6503%	51,508	51,508
Common Fund						
Multi-Strategy Equity	Equity	Various	Various		1,057,609	2,023,938
Multi-Strategy Bond	Bond	Various	Various		996,987	1,067,184
Multi-Strategy Bond (Annuity)	Bond	Various	Various		399,661	408,761
Multi-Strategy Equity (Annuity)	Equity	Various	Various		391,412	622,165
Stock and Money Markets						
Alerian	Stock				223,340	173,952
Altria Group-Philip Morris	Stock				93,214	604,700
Apple	Stock				253,035	376,425
AT&T Corp	Stock				297,209	301,590
BCE Inc	Stock				339,705	337,038
Blackstone Group LP	Stock				414,734	322,335
BP PLC ADS	Stock				504,949	349,860
CenturyLink Inc	Stock				581,212	442,897
Chevron Corp	Stock				33,103	109,056
Columbia Ppty Tr Inc Com	Stock				364,227	357,696
Conoco Phillips	Stock				412,720	346,775
General Electric	Stock				127,070	508,992
Glaxosmithkline PLC ADS	Stock				630,427	581,310
HCP Incorporated	Stock				166,677	163,680
JP Morgan Chase & Co.	Stock				119,774	212,025
Merck & Co	Stock				231,058	393,552
PBF Energy Inc	Stock				297,780	431,800
Morgan Stanley Fund	Money Market			0.0200%	237,446	237,446
Pepsico	Stock				251,998	275,913
PJT Partners Inc Com	Stock				5,225	5,225
Prospect Capital Corp	Stock				203,684	142,935
SeaDrill LTD	Stock				431,750	84,757
SeaDrill Partners LLC	Stock				397,586	171,513
Synchrony Financial	Stock				182,136	221,472
Verizon Communications	Stock				359,766	343,068
Vodafone GP	Stock				642,349	438,501
Total Investments					\$10,732,921	\$12,141,636

Weber State University
 Monthly Investment Activity Report
 Funds Separately Invested
 October 31, 2015

		Type	Transaction Amount	Amount
Balance September 30, 2015				\$49,434
Gifts:	GE	Stock	175,290	
				175,290
Sold:	GE	Stock	175,290	
Total Withdrawals				175,290
Balance October 31, 2015				\$49,434

Weber State University Director of Financial Reporting and Investments Assertion:

To the best of my knowledge, Weber State University investments are in compliance with the State Money Management Act, the rules of the State Money Management Council, Regents Policy R541 Management and Reporting of Institutional Investments, and WSU Policy 5-14 Investment of Public Funds.



 Wendell Rich
 Weber State University Director of Financial Reporting and Investments

Weber State University
 Monthly Investment Report
 Funds Separately Invested
 October 31, 2015

	Type	Purchase Date	Maturity Date	Interest Rate	Book Value	Fair Market Value
Stock						
Berkshire Hathaway	Stock	1996			\$49,434	\$409,192
Total Investments					<u>\$49,434</u>	<u>\$409,192</u>

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**WEBER STATE UNIVERSITY AUXILIARY ENTERPRISES
ANNUAL REPORT FOR THE YEAR ENDED 6/30/15**

Board of Regents Policy R550, Auxiliary Enterprises Operation and Accountability, defines and governs the operation of auxiliaries at each USHE institution. The auxiliaries at Weber State University are: bookstore, student center, food services, housing, and student health services. Policy R550 defines the accounting and reporting requirements for such auxiliaries and outlines an audit and review process that involves an institution's internal auditors and the USHE's Associate Commissioner for Finance and Facilities. Boards of Trustees are also asked to review, approve and forward annual auxiliary reports to the Board of Regents.

WSU's 2014 - 2015 Auxiliary Report is included here. Trustee approval is sought for this report.

Utah System of Higher Education



FORM S-8: AUXILIARY ENTERPRISES & BOND RESERVE CHANGE

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 16, 2015

Submission Date: September 30, 2015

AUXILIARY ENTERPRISES CATEGORY: Auxiliaries Summary

2015

	Actual 2014-15	Budget 2015-16
I. BEGINNING AUXILIARY BALANCE	\$5,023,237	\$5,276,116
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	\$19,884,513	\$20,499,567
B. Expenditures	\$17,790,446	\$18,524,388
C. Net Operating Income	\$2,094,067	\$1,975,179
D. Transfers		
1. Mandatory	(\$1,624,188)	(\$1,647,364)
2. Net Non-Mandatory	(\$217,000)	(\$67,000)
E. Net Change in Fund Balance	\$252,879	\$260,815
III. ENDING AUXILIARY BALANCE	\$5,276,116	\$5,536,931
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues		
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves		
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Utah System of Higher Education



FORM S-8: AUXILIARY ENTERPRISES & BOND RESERVE CHANGE

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 16, 2015

Submission Date: September 30, 2015

AUXILIARY ENTERPRISES CATEGORY: Bookstore

2015

	Actual 2014-15	Budget 2015-16
I. BEGINNING AUXILIARY BALANCE	\$3,238,115	\$3,292,729
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	\$11,414,031	\$12,065,000
B. Expenditures	\$11,359,417	\$11,839,821
C. Net Operating Income	\$54,614	\$225,179
D. Transfers		
1. Mandatory	\$0	\$0
2. Net Non-Mandatory	\$0	\$0
E. Net Change in Fund Balance	\$54,614	\$225,179
III. ENDING AUXILIARY BALANCE	\$3,292,729	\$3,517,908
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues		
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves		
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Weber State University Campus Stores
Auxiliary Report for the Fiscal Year ending June 30, 2015

Our Vision:

We are Building a Culture of Innovative Solutions and Partnerships.

FINANCIAL PERFORMANCE

As indicated in the “Summary of Auxiliary Operation”, Weber State University Campus Stores (WSUCS) generated \$54,614 net income for the just completed fiscal year. This continues a pattern of positive financial performance by the Campus Stores organization developed over recent years.

The 2014-2015 academic year has brought significant challenges to Campus Stores as we strive to continue our financial success in the recent economically turbulent and highly competitive times. Students are increasing their efforts to avoid purchasing items that are not absolutely necessary and always searching for ways to reduce expenditures. These challenges require that the organization remain flexible and innovative with our service and product lines.

Based on the solid financial background the organization has developed and implemented, the Management Team is confident that their current strategic initiatives will continue to provide a solid base for positive financial performance into the future.

STRATEGIC INITIATIVES

The increasing number of ongoing initiatives within Weber State University Campus Stores underscores the dynamic and challenging opportunities facing the industry. It is the overall goal of the WSUCS to support the campus community and to maintain the fiscal discipline that the Management Team attributes to the strong financial performance this year. Each of these initiatives is designed to contribute to the success of the WSUCS and strengthen its contribution to the University.

- **Point of Sale System** – Campus Stores migrated to a new Inventory Management and POS System. This new software will allow us to better serve our campus community and complete the marketplace. This new system also allows us to be more transparent with students and faculty.
- **New Website Design** – In the ever-demanding need to better service our customers, e-commerce is a must. As a result, we redesigned our website to provide more product and services, ease of navigation, analytic tools and a robust database that helps us understand what our customer want and need.
- **New Course Material Adoption Tool and Compare Site** – This might be one of our most innovative projects we have done. We call it HERO. This highly interactive tool allows the Provost Office, Academic Departments, Faculty, Students to work together to

drive down the cost of Course Materials. It also provides transparency through the whole Course Material ordering process. For example, students now have the opportunity to see if and when professors have order their textbooks for class. Faculties for example, now have the capability to see what their colleagues are using for course materials in comparable class at any given institution across the country.

- **30 in 3 Program** – This amazing Summer Semester pilot program sponsored by the Provost office and in partnership with Campus Stores provided students the incentive to increase their credit hours by awarding free Course Material.
- **Campus Stores Expansion** – Campus Stores opened a new physical location at the Dee Event Center. This new beautiful facility is a hallmark to the Dee Event Center and Weber State Fans.
- **Concessions at the Dee** – Campus Stores continues to mine out opportunities. Our latest is providing general concessions during Weber State University and High School graduations with great success. The university's beverage distributor, Swire, for example said we sold more Coke products during that period than any other university event. As a result of our success you can expect greater things to come in the future.
- **Wildcat Print & Design Services** – Campus Stores has recently taken over University Printing Services and combined it with Art Services to make one committed department to expanded those good and services in a more efficient and cost effective way.
- **Reinvesting in Campus** – Campus Stores continues to contribute to the Reinvesting in Campus initiative. Launched in April 2006 to return profits to the University community, this initiative includes the creation and funding of Student Scholarship endowments; Staff and Faculty Grants; Student Government endowments; and an Entrepreneur Fund designed to promote further innovation and enhancements. To date, Campus Stores has awarded over 300 book scholarships to Weber State Students.
- **WSU Campus Community Donations** – Campus Stores contributed annual donations to various campus departments and local Weber State University Community organizations. Donation contributions include a variety of merchandise such as WSU clothing and gifts, electronics, supplies, store gift cards, Bookstore merchandise and direct financial contributions. Campus Stores donated over \$100,000 in goods, services and financial contributions to the WSU Community during the 2014-2015 fiscal year.
- **Campus Department Support** – Campus Stores supports the campus community by utilizing on-campus resources in all aspects of its business operations. This includes all incurred marketing costs, such as promotional and advertising material through Printing Services, Signpost, Courier Services and Communications Department. In 2014-2015 Campus Stores purchased over \$125,000 in goods and services from these and other

on-campus departments. Campus Stores continues to make its vendors and suppliers available to the entire campus community thereby allowing other departments to purchase materials and services at or below cost.

- **Scholarship/Financial Aid Card Program** – Campus Stores, in partnership with the Scholarship Office, Cashiers Office and Financial Aid Office, implemented a Gift Card to provide enhanced scholarship services and improve internal controls.
- **Student Payment Plan** – Campus Stores, in partnership with the Busar Office, implemented a sensible Student Payment Plan to provide a financial solution to students in regards to the high cost of course materials. In addition, strong internal controls have been implemented to protect students and the university.
- **Textbook Rental** – December 2009, Campus Stores added a rental program to our textbook services. Over 6,500 textbook titles are available to WSU students as a rental solution. During this last fiscal, over \$600,000 books have been rented. The Campus Stores management team is committed to finding less expensive solutions to the rising costs of education.
- **Davis Expansion** – With the continued increase in student population and academic programs on the Davis Campus, the Davis store continues to add services, products and resources. This effort has resulted in a full-time manager, cashiering services (i.e. parking passes, registration fees).
- **Davis Food Services** – Campus Stores took over Food Services for the Davis Campus and has unbelievable success. Our primary objective to deliver quality food for a reasonable cost to students, faculty and staff. In addition to keeping this promise we hired a full-time Food Services Manager to over see quality control, consistency and the customer experience.
- **Hosting of Multiple Campus Events** – Campus Stores directly hosted numerous events on campus designed to support the students, faculty and staff at Weber State and add to the academic and community environment. A few of these events include: numerous book signings, children’s book drive, Wildcat Tech Expo, Office Products Showcase, Faculty/Staff Holiday Celebration, Faculty Textbook Open House, etc...
- **HEOA Implementation** – Federal regulations under the new Higher Education Opportunity Act include “Textbook Affordability” provisions. These mandates were implemented for the Fall semester 2009 and will improve student’s access to textbook information. Campus Stores not only implemented these regulations, but also will continue to conduct training with faculty and staff to assist with compliance.
- **Medical Supplies and Kits** – Campus Stores continues to build partnerships with Dental Hygiene, Nursing and Respiratory Therapy where specific kits have been created

to offer improved pricing and availability of required medical equipment. Additionally, Campus Stores will be expanding its medical equipment offerings within the store to help improve the medical student's access to needed materials.

- **Electronic Faculty Adoption** – Campus Stores has partnered with the campus IT department to create an automated course material adoption process that meets the university policies and procedures and will also comply with HEOA requirement reports.

LOOKING TOWARD THE FUTURE

In this ever changing academic and financial environment, it is the goal of the Management Team to explore every opportunity to not only maintain Campus Stores' current level of service and product line, but to find ways to build on the successes on the last 7 years. A few of the projects include:

- **Changes in textbook Market** – Campus Stores is committed to staying ahead of the textbook market when it comes to service and pricing strategies. Our “Dare to Compare” program, textbook rental, online ordering, pick-up service and custom publishing program represent that commitment. Campus Stores works tirelessly to provide students the most accurate and convenient textbook options with the best possible price. Conscious of the shrinking textbook market, the management team also recognizes the importance of researching and implementing new revenue opportunities not related to textbooks.
- **Digital trends for course materials** – As the market shifts towards digital solutions, Campus Stores is continually looking for ways to serve the campus community in this area. By providing print-on-demand, open source material, E-books and other solutions we hope to continue in leading the way for the bookstore industry.
- **WSU Downtown** – Once again Campus Stores has provided a valuable solution to help meet student's needs. We have increased our convenience by adding an additional store location downtown where 35% of the current student body resides within a five-mile radius.

“The first place I visit, when on a strange campus, is the bookstore. It tells me all I need to know about the quality and commitment of the institution.”

~Daniel J. Boorstin, Former Librarian of Congress

Utah System of Higher Education



FORM S-8: AUXILIARY ENTERPRISES & BOND RESERVE CHANGE

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 16, 2015

Submission Date: September 30, 2015

AUXILIARY ENTERPRISES CATEGORY: Housing

2015

	Actual 2014-15	Budget 2015-16
I. BEGINNING AUXILIARY BALANCE	\$727,161	\$851,304
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	\$4,734,670	\$4,750,000
B. Expenditures	\$2,919,339	\$3,000,000
C. Net Operating Income	\$1,815,331	\$1,750,000
D. Transfers		
1. Mandatory	(\$1,624,188)	(\$1,647,364)
2. Net Non-Mandatory	(\$67,000)	(\$67,000)
E. Net Change in Fund Balance	\$124,143	\$35,636
III. ENDING AUXILIARY BALANCE	\$851,304	\$886,940
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues		
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves		
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Weber State University
Auxiliary Report
Fiscal Year Ending June 30, 2015
Housing & Residence Life

Financial Performance:

Fall 2014 occupancy was 829. This is 53 more residents than the previous year. University Village (UV) was 96% full and Wildcat Village (WV) was 71% full.

True Net Income for 2014-2015 (after bond payment) was \$124,143, which left Housing Operations with an ending auxiliary balance of \$851,304. Housing worked to increase summer conferencing, reduced staff, decreased utility costs, allocated some space for University Offices, and many other cost cutting and revenue generating programs to make the year profitable.

Quality of Services:

This year we used our Live, Learn, Grow student engagement model. All of our programming and activities surrounded one of the three themes. Live focuses on social activities, Learn focuses on academically engaging programs, and Grow focuses on community service and sustainability measures. Our retention of residents who continued to live in the halls from the previous year was 37%.

Demographic numbers show that 74% of residents were freshmen and less than 1% of residents were first generation students. The gender breakdown was 43% male, 57% female. Ethnicity was 60% white, 9% black, 8% Hispanic, 3% Asian/Pacific Islander, and 1% American Indian, with 4% unspecified. 12% of the residents were international students. The overall average GPA for sophomore and above students was 3.26. The average age of all housing students was 19.

This year Housing used the Educational Benchmarking (EBI) Resident Satisfaction Survey (sixth consecutive year) to gather feedback from students about our programs and services. Residents reported a high level of satisfaction overall with some of the top indicators of program effectiveness being “self-management” and “sustainability.” Feedback gathered from students were compiled, and the staff responded to each item about what action had been taken. This was displayed on large poster boards for the students to see how their concerns had been resolved.

Management Status:

The Housing and Residence Life office is managed by Campus Living Villages. Dr. Brett Perozzi, Associate Vice President for Student Affairs, is the University contract administrator. The director of Housing and Residence Life has been at Weber State for 13 years, providing long term consistency. Dr. Kilcrease has modified his staffing patterns and structure based on needs of students and the University.

Facility Status:

UV completed its 13th year at the end of the spring semester. Preventative maintenance and general upkeep has been maintained, however, UV does have several areas of aging concern. Individual air conditioning units and hot water heaters as well as facility wifi are nearing the end of their life expectancy. Also, normal wear and tear on carpets, furniture, and appliances are showing their age. Housing has maintained a 5-7 year capital improvement plan and continues to address these aging concerns on an annual basis.

WV is a newer facility (5 years old). WV will begin to need capital improvement initiatives in the next 3-5 years, with minor improvements needed annually. Housing has begun budgeting and future planning (5-7 year capital improvement plan) for WV.

Other facilities updates:

- Worked with Conference Services to ensure a successful conference season
- Utilized 2 spaces for University Staff Offices for additional revenue

Other:

Partnerships continue with the following entities:

Sodexo Dining Services
Health Professions Faculty
Facilities Management
Math and Developmental Math Departments

Utah System of Higher Education



FORM S-8: AUXILIARY ENTERPRISES & BOND RESERVE CHANGE

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 16, 2015

Submission Date: September 30, 2015

AUXILIARY ENTERPRISES CATEGORY: Shepherd Union Building

2015

	Actual 2014-15	Budget 2015-16
I. BEGINNING AUXILIARY BALANCE	\$428,803	\$471,660
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	\$2,729,048	\$2,692,522
B. Expenditures	\$2,536,191	\$2,692,522
C. Net Operating Income	\$192,857	\$0
D. Transfers		
1. Mandatory	\$0	\$0
2. Net Non-Mandatory	(\$150,000)	\$0
E. Net Change in Fund Balance	\$42,857	\$0
III. ENDING AUXILIARY BALANCE	\$471,660	\$471,660
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues		
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves		
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Weber State University
Auxiliary Report
Fiscal Year ending June 30, 2015
Shepherd Union

Fiscal Performance

The Shepherd Union financial performance for the past fiscal year saw the Union stay on budget and end the year with a positive net change in the Union's fund balance. Almost all areas of the Union met or exceeded expectations with the Union's conference business leading the way. The conferencing unit added three new large conferences: Mathematics Engineering Science Achievement, Point Guard College Basketball (a collaboration with Sodexo Marketing) and the Lagoon Theme Park Interns returning. As Union Recreation usage continues to decline, a committee has been formed to look at ways to revitalize the area. This committee consists of Union and University staff and students.

Foot traffic in the Union remains steady with an average of 10,000 users per day during the academic year and 5,000 per day during summer break and holiday periods. The number of events held in the Union continue to increase.

The overall fiscal picture of the Union is very healthy with revenues coming in at \$2,729,047.66 and expenditures were \$2,536,190.61, which allowed for a funds transfer of \$150,000 into the Union's reserve for future needs. The ending change in the Union's fund balance is \$42,857.05, with a total fund balance of 471,660.07.

Quality of Services

Solid customer service and meeting the needs of our students are the priorities of the Shepherd Union. We continue to seek ways to improve our services, provide excellent customer service and produce an environment that meets the needs of the entire University community. We measure our performance through various methods including surveys, advisory boards and the annual administration of the EBI Survey of College Unions.

Management Status

After many years of stability, the Union saw major changes in the management team this past year. The retirements of the Union Director and Coordinator of Union Recreation, Bill Fruth and Fred Meaders respectively, and the resignation of the Director of Student Involvement and Leadership, Aaron Newman, have led to three national searches to replace those positions. Staff members have been appointed to interim roles to cover the vacant positions while the search processes conclude.

Facilities Status

The Shepherd Union was extensively renovated and expanded eight years ago. We are now at a point where some significant maintenance and renovations need to take place. We have been able to adequately fund these upgrades in the 2014-15 fiscal year, yet some unexpected issues have arisen, such as water runoff as a result of landscape improvements, and air-wall upgrades due to some engineering issues emerging from the renovation eight years ago. The award-winning design of the Shepherd Union continues to draw students on a daily basis to engage with activities, events, and one another.

Utah System of Higher Education



FORM S-8: AUXILIARY ENTERPRISES & BOND RESERVE CHANGE

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 16, 2015

Submission Date: September 30, 2015

AUXILIARY ENTERPRISES CATEGORY: Student Health Services

2015

	Actual 2014-15	Budget 2015-16
I. BEGINNING AUXILIARY BALANCE	\$316,007	\$337,584
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	\$882,116	\$892,045
B. Expenditures	\$860,539	\$892,045
C. Net Operating Income	\$21,577	\$0
D. Transfers		
1. Mandatory	\$0	\$0
2. Net Non-Mandatory	\$0	\$0
E. Net Change in Fund Balance	\$21,577	\$0
III. ENDING AUXILIARY BALANCE	\$337,584	\$337,584
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues		
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves		
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Weber State University
Auxiliary Report
Fiscal Year Ending June 30, 2015
Health Center

Financial Performance:

For fiscal year 2015, the Student Health Center received an allocation of \$858,113 from Student Fees and generated \$24,003.71 from services and prescription sales for a total of \$882,116.71 in revenues. The expenses for the year totaled \$860,539.59, which left a net income of \$21,577.12. The fund balance for the Health Center is \$337,584.10.

Student fee funding remains the primary source of revenue for the Health Center and allows for the continued operation of the Health Center services while supporting the overall mission of the university. Upgrades for the Student Health Center x-ray system were completed this year. The upgrades to the system now allow for electronic access to the records for interpretation by the radiologist, which leads to a more efficient reporting time to the benefit of the student. Additionally, the x-rays are accessible to athletic team physicians during sporting events to assess injuries sustained by the athletes.

Quality of Services:

Assessment of services continues to be a priority as a tool in measuring quality and effectiveness of services offered to students. Dissemination of educational information relating to services provided at the Health Center continues through presentations to a variety of campus populations.

Services at both the Ogden and Davis Campuses continue to be monitored. The existing partnership with a WSU Nursing Faculty Nurse Practitioner as the provider at the Davis clinic continues to be beneficial for students and departments. Available hours of service at the Davis Campus clinic have been marginally increased as student request for services has indicated.

Compliance to applicable state and federal regulations for designated services such as laboratory, x-ray, and pharmacy remain important and in effect. This is done in part through licensure compliance and inspections specific to each entity.

Digital x-ray services have been initiated at the Health Center. This allows for electronic access for the reading radiologist resulting in faster results to the patient. Digital x-ray provides a service through which both home and visiting athletic team members with an injury can be evaluated as necessary at the time of injury.

The Student Wellness program continues to partner with departments/programs across campus and expansion of program offerings has increased. This unit continues to assist the university in maintaining the necessary compliance to the requirements of Federal regulations for drug and

alcohol programming as well as providing additional wellness services to the campus community.

Management Status:

Technology continues to be an area of emphasis in the Health Center. The Electronic Medical Records (EMR) system remains a valuable tool to both providers and students being served. This system is a resource in evaluating and developing potential services to be offered at the Health Center. Additional equipment has been purchased notably, a Spirometry unit and an EKG machine have been added which allow for direct interface with the EMR system putting the testing results directly into the patients' medical record.

As the clinic increases in visits and utilization, efforts are being made to accommodate students' needs for services. As has been the practice of this health center, every effort will be made to continue fiscally responsible management while maintaining high quality services to students.

Annual Data:

*Total visits of 5038 were made to the clinic by 3159 distinct patients

*800 flu shots were administered to eligible students

*Visits made by	Females	61.3 %
	Males	38.7 %

*Student age groups:

18-26	3444
27-35	1079
35+	515

Utah System of Higher Education



FORM S-8: AUXILIARY ENTERPRISES & BOND RESERVE CHANGE

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 16, 2015

Submission Date: September 30, 2015

AUXILIARY ENTERPRISES CATEGORY: Dining Services Contract Mgmt (Food Services)

2015

	Actual 2014-15	Budget 2015-16
I. BEGINNING AUXILIARY BALANCE	\$313,151	\$322,839
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	\$124,648	\$100,000
B. Expenditures	\$114,960	\$100,000
C. Net Operating Income	\$9,688	\$0
D. Transfers		
1. Mandatory	\$0	\$0
2. Net Non-Mandatory	\$0	\$0
E. Net Change in Fund Balance	\$9,688	\$0
III. ENDING AUXILIARY BALANCE	\$322,839	\$322,839
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues		
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves		
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Weber State University
Auxiliary Report
Fiscal Year Ending June 30, 2015
University Dining Services

Fiscal Performance

The debut in 2014-15 of the new food concept Waldo's Cheesie Grill, was met with rave reviews. Sales increased by 60% in its busiest week, over prior year sales from the former Grill 155.

Following the disappointing business venture in 2013-14 at the Davis Campus, Dining Services turned over the operation of the convenience store and the restaurant venue to WSU Campus Stores. And due to Housing and Residence Life occupancy being slightly lower than anticipated, Sodexo and the University have worked together to continue the solid partnership between the two entities by determining the amount of capital funds provided on level of meal plan participation. Despite these obstacles, the university realized a net revenue of \$9,688.60, and retains a strong fund balance of \$322,839.33.

Total retail and catering sales exceeded prior year sales by \$190,000. Concessions also had higher revenue than the prior year with one additional home football game and some high school playoff games.

Kwik Vending Service, which services the snack machines, reported a gain of 30% over the previous year. This is attributed to the addition of credit card readers on all machines. The beverage vending, serviced by Swire Coke, reported a decline in sales of 100 cases. This was due to machine issues which has since been corrected by the addition of 12 new machines in the highest volume sales buildings.

Quality of Services

Dining Services at Weber State continues to be of a consistently high quality, and is value oriented. This is reflected in the results of several assessment programs, surveys and focus groups conducted by Sodexo and the University. A Food Advisory Committee meets monthly to discuss comments by clientele and look at ways to improve service and food selections.

Sodexo continues to partner with Weber State as an active campus partner. Sodexo has partnered with WSU Clubs and Organizations in the Food Recovery Network (FRC), which delivers surplus, unsold food at least once per month to non-profits. The aim is to ensure that surplus food feeds people, not landfills. During the month of November, Sodexo cashiers gathered \$1,514 in cash donations to give to Weber Cares, WSU's on-campus food bank.

In addition, Dining Services has continued to provide a range of operations from catering events, which numbered 1,689 events with 138,000 guests served, to operating convenience stores in the

Union and Stewart Wasatch Hall, seven retail operations within the Union, and providing concessions at major events and sporting events. The Dee Center upgraded most of the concessions booths in time for the basketball season. Food on Demand (FoD) meal plans in the residence halls provides meals for approximately 390 students and staff.

Management Status

After eight years as the General Manager, Keith Murray accepted a position with Avalon, a Health Care Division of Sodexo. Jessica Alford, was promoted from Director of Operations to General Manager. Jessica has been with Sodexo at WSU since 2010 and is familiar with the clientele that Sodexo serves at WSU. Sodexo is in the process of hiring a Retail Manager to oversee retail and concessions. The rest of the core staff have remained in place which benefits overall operations.

EAST PROMOTION, TENURE, AND POST-TENURE REVIEW POLICY

Revision Approved by Unanimous EAST Faculty Vote, 11-6-2015

I. Promotion and Tenure – Policy Development and Dissemination

A. Dissemination

The standards for promotion and tenure shall be determined by the College of Engineering, Applied Science and Technology under the conditions described in this document, subject to approval by the APAF&T Committee of the Faculty Senate and ratification by the Faculty Senate. These standards are incorporated by reference into the PPM. These standards must be endorsed by a two-thirds vote of the faculty voting in the college and approved by the dean. Only tenured or tenure-track faculty are eligible to vote.

Candidates for promotion or tenure shall be provided written copies of the most recent standards in effect at the time they apply for promotion or are due for a tenure review. Recommended changes to this policy must be approved by a two-thirds vote of tenured or tenure-track faculty and must be submitted by the dean to the APAF&T Committee of the Faculty Senate on or before February 1 prior to the academic year in which they take effect. Approval by the Faculty Senate must be given on or before May 1 prior to the year in which they are to take effect and disseminated to the faculty on or before June 1 of that same year.

B. Department Tenure Documents

Review criteria in college tenure documents may be further specified in written department standards or department tenure documents. In that case, each department's tenure document will be considered as a part of the college tenure document. The criteria set in the department tenure documents must meet or exceed the criteria specified in the college tenure document. Department tenure documents must be approved by a two-thirds vote of tenured and tenure-track faculty in the department from which the document originates. The document must meet the approval of the dean and two-thirds of the department chairs. Because additions of or modifications to department tenure documents are effectively changes to the college tenure document, the guidelines for university approval specified above will be followed. Department standards or department tenure documents shall be used in conjunction with the college tenure document when reviewing and evaluating a candidate's materials at every level of review (peer review, department, college, dean, university, provost).

C. Definitions

Promotion refers to advancement in rank based upon a candidate having met the standards for that rank as defined in the standards for promotion to that rank. If a candidate is denied promotion, the standards in effect at the time of reapplication shall apply.

Tenure refers to the practice of granting to ranked faculty the contractual right to permanent and continuous appointments with no substantial reduction in status until the faculty member resigns, retires, becomes medically unable to perform required duties, is dismissed for adequate

cause, is dismissed pursuant to a reduction in force resulting from a bona fide financial exigency, or is dismissed as the result of a formal discontinuance of a degree or program area.

II. Promotion and Tenure - Documentation

A. The candidates shall provide the following documentation for review:

1. Professional File

The professional file for promotion or tenure shall contain the following evidential elements in the order listed:

- a. The candidates will provide a brief (two pages or fewer) summary of their work. Candidates should address the three areas, Teaching, Scholarship, and Service. This summary should not just repeat the information contained in the autobiographical form, but should highlight the candidate's accomplishments in each area.
- b. A current standard autobiographical form, which is available from the office of the provost and shown in the online template for promotion and tenure.

2. Portfolio

Candidates should include the following types of items, as appropriate. These supplemental materials could include such items as:

- a. copies of peer-reviewed papers and where and when they were published
- b. copies of peer-reviewed presentations and where and when they were presented
- c. copies of non-peer reviewed papers and where and when they were published
- d. copies of non-peer reviewed presentations and where and when they were presented
- e. titles, publishers, table of contents, and dates published of any books authored or co-authored
- f. copies of laboratory manuals developed by the candidate
- g. copies of reviews of papers, books, or other scholarly works
- h. copies of engineering or consulting reports if not in violation of confidentiality agreements
- i. copies of patents issued or applied for

B. The college will provide the following documentation for the Department and College Review Committees, which will be included in the candidate's professional file:

1. An evaluation report by the peer review committee summarizing the teaching materials for a sample of representative courses taught by the faculty member since the last tenure evaluation or for the last five years for a candidate being promoted from associate professor to professor.
 2. Any previous peer, department, and college reviews.
- C. The burden of proof that a candidate is deserving of promotion and tenure lies with the candidate. The candidate is responsible for seeing that his/her professional file and portfolio reflects his/her contributions to the college and university.
1. In an attempt to chart ongoing teaching performance, student evaluations shall be administered and compiled in a confidential online program. Student evaluations shall be compiled for every course for tenure-track faculty. Candidates are responsible for placing their evaluations in their professional file. The requirements for student evaluation for tenured faculty are found under Post-Tenure Review found in this document.

III. Timetable for the Promotion and Tenure Review Processes

A. For Tenure

Faculty will be informally reviewed as follows:

1. Faculty on tenure track shall be informally reviewed by their department chair annually except in their third and sixth years when they will be formally reviewed as described in this document.
2. Faculty who have been granted one year of credit toward tenure will be informally reviewed by their department chair annually except in their second and fifth years when they will be formally reviewed as described in this document.
3. Faculty who have been granted two years of credit towards tenure will be informally reviewed by their department chair annually except in their second and fourth years when they will be formally reviewed as described in this document.
4. Faculty who have been granted three years of credit towards tenure will be informally reviewed by their department chair annually except in their second and third years when they will be formally reviewed as described in this document.

These informal reviews are to be completed on or before March 31 except for faculty who are in their first year of a tenure-track appointment where the review is to be completed on or before February 15. The chair is to send his/her written report of the review to the candidate, with a copy to the dean and a copy for insertion into the candidate's professional file.

B. For Promotion

1. Faculty may request to be promoted at any time provided they meet the time in rank requirements as described in Section IV.B.; the exception is that to be promoted from assistant professor to associate professor one must either have been granted tenure or be granted tenure at the same time as the promotion. A candidate who fails the tenure review process cannot be advanced in rank to associate professor.

C. Dated Guidelines for the Promotion or Tenure Evaluation Process

The dated guidelines for the ranking and tenure review process are given in Appendix A. These guidelines are established for use in the ranking and tenure review processes each year. These dates are approximate and shall be considered as guidelines, not exact procedural time lines. Exceptions to these dated guidelines may be made with good cause. The guidelines identify when the various ranking-tenure evaluation committees are established and when these committees and individuals must complete their review of candidates' documentation but do not contain all of the details of the process. All faculty who will be absent for cause during the review period should leave a forwarding address with their department chair.

IV. Channels for Tenure and Promotion

In order to allow for the legitimate different talents, aptitudes, preferences and assignments of individuals as well as the needs and goals of the institution, several equivalent channels of evaluation are made available. These channels consist of minimum requirements and/or performance levels that must be met within four different categories before an individual is eligible for consideration for advancement in rank or granting tenure.

These Categories are: (1) credentials and probationary periods, (2) teaching, (3) scholarship and (4) administration and/or professionally related service. Definitions and descriptions of these categories are found later in this policy.

The channels appropriate for evaluating a candidate for promotion from assistant professor to associate professor and granting of tenure are as follows:

Channel	Credentials and Probationary Periods	Teaching	Scholarship	Administration and/or Professionally Related Service
A	Satisfied	Satisfactory	Good	Good
B	Satisfied	Satisfactory	Excellent	Satisfactory
C	Satisfied	Excellent	Satisfactory	Satisfactory
D	Satisfied	Good	Good	Satisfactory
E	Satisfied	Good	Satisfactory	Good

Channels appropriate for evaluating a candidate for promotion from associate professor to professor are as follows:

Channel	Credentials and Probationary	Teaching	Scholarship	Administration and/or
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	Periods			Professionally Related Service
A	Satisfied	Good	Good	Good
B	Satisfied	Good	Excellent	Satisfactory
C	Satisfied	Excellent	Good	Satisfactory

When the candidate has achieved the minimum credentials, completed the probationary period, applied for promotion, or has been recommended for early promotion, ranking tenure evaluation committees and other reviewers will evaluate the candidate in each of the categories and compare the results with the standards established in each channel. To be recommended for promotion, a candidate's evaluation in each category must meet or exceed the standards in any one channel. Promotion shall not be attained by satisfying parts of two or more channels. The candidate need not select any specific channel.

The tenure evaluation committees and other reviewers will evaluate an individual's performance as (low to high) (1) unsatisfactory, (2) satisfactory, (3) good, or (4) excellent.

To be promoted or tenured, faculty members shall be expected to fulfill basic responsibilities in teaching, scholarly activity, and service in accordance with principles of academic freedom and professional ethics as described in the PPM 9-1 through 9-8. Specific basic responsibilities include the following, together with other such responsibilities appropriate to and approved by mutual consent of faculty members and their department chairs and the dean.

A. Minimum Credentials Required

Appropriate degree and experience, by department, as defined below are required for tenure-track appointment and for the ranks of assistant professor, associate professor, or professor:

Network Management Technology

- a. Doctorate in Network Management Technology or related field plus two years professionally related business experience OR
- b. Master's degree in Network Management Technology or related field plus five years business related experience plus appropriate certification by a recognized subject-related professional organization.

2. Business/Multimedia Technologies

- a. Doctorate in Business Multimedia or related field plus two years professionally related business experience OR
- b. Master's degree in Business Multimedia or related field plus five years business related experience plus appropriate certification by a recognized subject-related professional organization.

3. Computer Science

- a. Doctorate in Computer Science or related field plus two years professional industry/business experience beyond the level of a four-year Computer Science graduate OR

- b. Master's degree in Computer Science or related field plus five years industry/business experience beyond the entry level of four-year graduates plus official certification by a recognized professional computing agency.
- 4. Engineering Technology
 - a. Doctorate in Engineering, Science, or Technology plus three years of industry experience beyond the entry level of an Engineering Technology graduate OR
 - b. Master's degree in Engineering, Science, Technology or a closely related field if the degree is primarily analytical and the subject clearly appropriate plus five years industry experience as a technologist, engineer, consultant, or manager.
- 5. Construction Management Technology
 - a. Doctorate in Engineering or Construction plus two years of increasingly responsible project management experience in the US construction industry OR
 - b. Master's degree in Engineering, Construction, Architecture, Business, or related degree plus five years of increasingly responsible project management experience in the US construction industry.
- 6. Professional Sales
 - a. Doctorate in Business, Education, or Technology plus two years of applied business experience beyond the entry level of a four-year Business, Education, or Technology graduate OR
 - b. Master's degree in technology-related discipline (i.e. Technology, Industrial Technology, Engineering Technology, Vocational-Technical Education) plus five years industrial/business experience with at least three years beyond the entry level of a four-year graduate OR
 - c. Master's degree in a Professional Sales-related discipline (i.e. Distributive Education, Vocational-Technical Education, Cooperative Education, Master's of Business Administration) plus five years business experience beyond the level of a four-year Professional Sales graduate.
- 7. Automotive Technology
 - a. Bachelor's degree in an automotive related field plus a Master's degree in a technology related discipline (i.e. Technology, Industrial Technology, Engineering Technology, Vocational-Technical Education or other department approved discipline) plus five years industrial/business experience with at least three years beyond the entry level of program graduates.
- 8. Engineering

- a. Doctorate in engineering plus two years of engineering industrial experience.

B. Probationary Periods

1. Promotion from assistant professor to associate professor

Six years of satisfactory performance at the rank of assistant professor will be the minimum probationary period unless an exception is noted at the initial time of appointment. To be promoted from assistant professor to associate professor, one must either have been granted tenure or be granted tenure at the same time as the promotion. A candidate who fails the tenure review process cannot be advanced in rank.

2. Promotion from associate professor to professor

Five years of satisfactory performance at the rank of associate professor will be the minimum probationary period. To be promoted from associate professor to professor, one must either have been granted tenure or be granted tenure at the same time as the promotion. A candidate who fails the tenure review process cannot be advanced in rank.

a. Early Promotion

Exceptional candidates who have not completed the appropriate probationary period shall also be eligible for consideration for advancement in rank, provided they make timely application for promotion, or timely nomination of them is made by a tenured full professor.

Candidates who are within two years of satisfying the applicable time in rank requirement may apply or be nominated for early promotion. To receive a positive recommendation for promotion at a level of review, a candidate must receive a rating of excellent in teaching and scholarship and at least a good in service. Such ratings, however, do not insure early promotion. The opportunity for early promotion is intended for candidates who have established a national or international reputation in their discipline. A candidate must prepare a portfolio that includes documented evidence for extraordinary accomplishments in all of the three categories: teaching, scholarship, and service. A cover letter will be included which summarizes why a candidate feels they are extraordinary and deserving a consideration for early promotion. A statement of teaching philosophy and specific pedagogic accomplishments should also be included. This portfolio will be read and summarized by two groups of reviewers. Teaching and service accomplishments will be summarized by a Peer Review Committee operating in accordance with this document. The scholarship portion of the portfolio will be sent for review to a minimum of three nationally recognized scholars in a candidate's discipline. These outside reviewers must reside at institutions other than Weber State University, and are selected through a mutual agreement between the candidate and department chairperson. A summary outlining the results of the outside review of scholarship, and a summary of teaching and service accomplishments will be compiled as a written document by the Peer Review Committee and added to the

candidate's Professional File. The promotion process will continue as per Appendix A, Dated Guidelines for the Ranking Tenure Review Process.

The final decision to grant early promotion will rest at each level in the review process. Early promotion cases move forward from one review level to the next in the usual course even when the recommendation at a particular review level is negative. Successful early promotion cases remain possible despite negative recommendations by earlier reviewers.

C. Teaching

1. Ratings

- a. Unsatisfactory. Candidates shall be rated unsatisfactory if they fail to meet the basic expectations defined in this document OR are consistently rated by students and peers as inadequate relative to other faculty members AND/OR make no effort to develop new materials, new methods, or other innovative techniques to improve their teaching performance.
- b. Satisfactory. Candidates shall be rated satisfactory if they meet the basic expectations defined in this document AND are consistently rated by students and peers as satisfactory relative to other faculty members AND provide evidence of having occasionally developed new materials, new methods, or other innovative techniques to improve their teaching performance.
- c. Good. Candidates shall be rated good if they meet the basic expectations defined in this document AND are consistently rated by students and peers as good relative to other faculty members AND provide evidence of having often developed new materials, new methods, or other innovative techniques to improve their teaching performance.
- d. Excellent. Candidates shall be rated excellent if they meet the basic expectations defined in this document AND are consistently rated as excellent by students and peers relative to other faculty members AND provide evidence that they are continually developing new methods, new materials, or other innovative techniques to improve their teaching performance.

2. Basic Expectations for Teaching

Basic expectations in the category of teaching shall include:

- a. Subject Knowledge (as determined by the candidate's peer review committee)
 - i. command of one's subject
 - ii. ability to organize subject matter and to present it clearly, logically, and imaginatively
 - iii. knowledge of current developments in one's discipline

- iv. ability to stimulate and broaden student interest in the subject matter
 - v. ability to utilize effective teaching methods and strategies
- b. Curriculum Development. Although administrators and students may make proposals, the primary responsibility for the development of new courses, deletion, or changes in existing courses, the initiation of new programs, the discontinuance of existing programs, or other program modifications lies with the faculty.
 - c. Course Offerings and Content. Faculty members are responsible for planning and presenting course material; establishing student learning outcomes, course objectives, and requirements including grading policies in accordance with University policy and making them known to students; selecting and ordering texts and supplemental materials in accordance with University policy; preparing, administering, and grading assignments; and assigning grades on or before the university specified deadlines for grade submission.
 - d. Absence and Class-Related Duties
 - i. Faculty members shall meet their classes punctually unless the department chair has approved a substitute instructor, class cancellation, reschedule, or replacement by a substitute activity. This obligation extends from the first day of classes through the end of final examination week. If for some valid reason faculty members are unable to meet classes, they shall immediately notify their department chair and shall do so daily unless their absence was prearranged for a predetermined period of time. The chair, in conjunction with the faculty member, shall make arrangements to offer alternate instruction or cancellation.
 - ii. If suitably qualified ranked faculty members serve as teaching substitutes upon assignment by the department chair for a period beyond one week, they shall be paid for the total time that they serve as substitutes at the prevailing overload rate, dependent upon the availability of funds; exceptions shall be approved by the dean.
 - iii. Faculty members shall report evaluation of student work to students within a reasonable time with appropriate comments and/or grades.
 - iv. Faculty members shall participate in the approved college program for collecting data regarding students' perceptions of teaching and learning.
 - v. By the end of the first week of classes, faculty members shall submit to their department chair a syllabus or outline for each course being taught.
 - vi. Faculty members shall establish an absence policy for students and inform students in writing of the policy during the first week of each class.
 - vii. Faculty members shall maintain for one calendar year appropriate records of student progress in each course to support final grades. In the event of severance

from the University, faculty members shall leave such records with the department chair, who shall retain them for one calendar year.

- viii. Faculty members shall administer final examinations at the officially scheduled times during final exam week unless, for sound pedagogical reasons, the department chair and/or dean approve alternative arrangements.
 - ix. Faculty members shall exercise adequate supervision of students in classroom and laboratory activities and officially scheduled related activities, such as field trips.
 - x. Faculty members shall provide instruction in safety procedures to students who are engaged in academic activities where a known potential danger is present, such as in laboratory work where potentially dangerous equipment or chemicals are in use.
 - xi. Faculty members shall ensure that safe practices are followed by students under their supervision where a known potential danger is present.
 - xii. Faculty members and department chairs shall report in writing unsafe conditions of equipment or facility to their immediate supervisors.
- e. **Availability and Office Hours.** Full-time faculty members shall establish, post, and make students aware of at least five (5) regularly scheduled office hours each week of the semester so distributed as to be of reasonable convenience to the students. Additional office hours may be required during advising and registration periods. Faculty are expected to be present and available during their posted office hours.
 - f. **Assessment of Student Outcomes.** Faculty shall participate in the measuring of course and program outcomes; and use the outcomes data to improve their teaching.
 - g. **Use of Copyrighted Material.** Faculty are responsible for knowing and observing the laws concerning the use of copyrighted material. Applicable federal laws on the use of copyrighted material are available in the University Library. Faculty members who have questions regarding use of copyrighted material should consult the University Librarian.
 - h. **Software Use.** Faculty members are responsible for knowing and obeying the laws concerning software use. Faculty members with questions regarding the use of software should consult the campus Information Technology Division.
3. Sources of Evidence
- a. self-report of activities
 - b. evaluation of course materials such as syllabi, handouts, quizzes, and exams (as reviewed by peers/colleagues and/or department chair)
 - c. peer/colleague evaluations
 - d. student perceptions of teaching and learning

- e. student outcomes such as results on certification exams
 - f. professional development activities such as participation in course work, seminars, conferences, or workshops which cover skills and knowledge of teaching
 - g. peer/colleague, department chair or supervisor observations
4. Examples of Teaching
- a. teaching and administration of regular course offerings
 - b. developing and updating course/lab materials and methods
 - c. developing replicable systems of instruction
 - d. providing academic assistance to students as required
 - e. innovative approaches to teaching such as cooperative learning, community engaged learning, team teaching, use of instructional technology and writing across the curriculum
 - f. fostering active student participation and involvement in learning both in and out of the classroom

D. Scholarship

1. Ratings

The University's Policy and Procedures Manual allows colleges to "elect to substitute equivalent activities in lieu of regional or national refereed publications" (see PPM 8-11). In accordance with this provision, the College of Engineering, Applied Science and Technology defines scholarship as set forth in this section. Departments may further define scholarship as outlined under Department Tenure Documents in this document.

- a. Unsatisfactory. Candidates shall be rated unsatisfactory if they fail to meet the basic expectations defined below OR provide little or no evidence of creating, publicizing, and presenting original disciplinary-specific work admissible by academic and/or professional peers. No record of completing a formal continuing education program or a work experience which would help the candidate keep current in the discipline shall also be viewed negatively, as would little or no evidence of presenting papers or relevant topics in a professional setting, developing courses and/or programs, or writing grants in the area of expertise.
- b. Satisfactory. Candidates may be rated satisfactory if they meet the basic expectations defined below AND provide sufficient evidence of creating, publicizing, and presenting original disciplinary-specific work admissible by academic and/or professional peers. Evidence of a candidate completing some formal continuing education and/or work

experience which would help the candidate keep current in the discipline shall be viewed positively. Evidence of presenting papers or relevant topics in a professional setting, developing courses and/or programs or writing grants in the area of expertise shall be viewed positively. A positive rating in all of these indicated activities should not be necessary to receive a satisfactory rating in this area.

- c. Good. Candidates may be rated good if they meet the basic expectations defined below AND provide evidence of (1) a regional and/or national refereed publication, (2) a substantial publication, such as a textbook, OR (3) a substantial quantity of other scholarly activities defined in this document since the date of their last promotion AND evidence of a plan of continuing scholarly activity. It is the responsibility of the candidate to provide evidence that his/her scholarly activity is deserving of a good rating.
- d. Excellent. Candidates may be rated excellent if they meet the basic expectations defined below AND provide evidence of more than one (1) refereed publication at the regional and/or national levels, (2) substantial publication, such as a textbook, (3) approved scholarly grants from regional and/or national levels, or (4) combination of these since the date of their last promotion AND evidence of a plan of continuing scholarly activity. It is the responsibility of the candidate to provide evidence that his/her scholarly activity is deserving of an excellent rating.

2. Basic Expectations for Scholarship

Faculty members have the basic responsibility to engage in scholarship in accordance with the accepted professional practices of their academic disciplines.

Expectations in scholarship shall include, where disciplinarily applicable:

- a. publication of books and manuals and publication in refereed journals, magazines, and monographs
- b. presentations at conferences or workshops
- c. sustained inquiry in one's discipline
- d. scholarly inquiry or the use of scholarly inquiry in curriculum development or improvement of teaching
- e. theoretical and/or applied technical investigations
- f. studies of educationally relevant problems
- g. completion of advanced/additional degrees, certifications, or courses
- h. application of one's academic expertise in the local, state, or national community
- i. sharing of expertise within the academic community

- j. sharing of expertise within the business and industrial communities
- k. academic work related to grant awards or other sources of external funding

Adherence to applicable law and to institutional, state, or federal policies regarding copyright, patent, uses of human or animal subjects, facility use, safety rules, and regulations, or other related policies contained in the PPM is expected.

3. Sources of Evidence

- a. self-report of activities
- b. assessment or statements by peers/colleagues regarding scholarly works by the faculty member
- c. publication in refereed journals or in discipline related published works
- d. citations of research in other's works
- e. preparation and/or award of grants, prizes, or commendations, resulting from scholarly or creative activity
- f. demonstrated skill resulting from scholarship
- g. discipline related patents
- h. awards, grants, prizes, or commendations from professionally accepted organizations
- i. election or appointment to prestigious registrations or official academic duties in professional organizations
- j. participation in course work, seminars, workshops, or conferences of professional significance
- k. consulting in discipline-related activities
- l. presentations in departmental, college or university seminars, colloquia, or lecture series
- m. department chair or supervisor observations
- n. presentations of papers at external seminars, workshops, or conferences of professional significance

4. Examples of Scholarship

- a. publication of books and manuals

- b. publication in refereed journals, magazines, and monographs
 - c. presentations at conferences or workshops
 - d. theoretical and/or applied technical investigations
 - e. studies of educationally relevant problems
 - f. reviewing grant applications for state, regional and national organizations
 - g. reviewing or editing journals and other publications for professional organizations
 - h. awards, honors, invited presentations
 - i. completion of advanced/additional degrees, certifications, or courses
 - j. application of one's academic expertise that has a significant impact in the local, state, or national community
- E. Professionally Related Service and/or Administration
1. Ratings
- a. Unsatisfactory. Candidates shall be rated unsatisfactory in service if they fail to meet the basic expectations defined in this document OR unreasonably decline to participate on departmental, college, or University committees, task forces, or advisory groups when asked. Refusal to serve in any capacity in their professions and/or being passive in interest and action in any of the above shall also be viewed negatively.

Candidates shall be rated unsatisfactory in administration if they fail to meet the basic expectations defined in this document OR fail to perform routine duties in an acceptable manner and are consistently rated by their immediate superiors and subordinates as unsatisfactory.
 - b. Satisfactory. Candidates shall be rated satisfactory in service if they meet the basic expectations defined in this document AND accept and perform in an acceptable manner those duties constituting an average share of the work load in the department, college, University, or academic community.

Candidates shall be rated satisfactory in administration if they meet the basic expectations defined in this document AND perform routine duties in an acceptable manner and are consistently rated satisfactory by their immediate superiors and subordinates.
 - c. Good. Candidates shall be rated good in service if they meet the basic expectations defined in this document AND their leadership within the department, college, University, or academic community is recognized as stronger than average or if their

influence in the development and/or implementation of new curricula, new programs, improved operations, or organizational changes is recognized as considerably above average.

Candidates shall be rated good in administration if they meet the basic expectations defined in this document AND set ambitious goals and achieve many of them. Candidates should also be consistently rated as good by their immediate superiors and subordinates in improving environmental conditions, stimulating a positive intellectual climate and procuring and allocating resources competently.

- d. Excellent. Candidates shall be rated excellent in service if they meet the basic expectations defined in this document AND provide leadership within the department, college, University or academic community, on a major project, committee or activity in which their work significantly influenced development and/or implementation of new curricula, new programs improved operations or organizational changes. The candidate's being recognized locally, regionally, and/or nationally for work in extra University activities usually serving in a working position of leadership in appropriate associations and organizations is evidence of significant service work in the academic community.

Candidates may be rated excellent in administration if they meet the basic expectations defined in this document AND set ambitious goals and achieve most of them. Candidates should also consistently be rated excellent by their immediate superiors and subordinates in improving environmental conditions, stimulating a positive intellectual climate, procuring and allocating resources competently and facilitating the operation of the organization in setting up and achieving objectives.

2. Basic Expectations for Professionally Related Service and/or Administration

- a. Service. Expectations in service shall include, where applicable:
 - i. service on departmental, college/library, or University committees or task forces
 - ii. service to students
 - iii. service in some extramural activity as an employee or representative of the University or as an expert in one's discipline
 - iv. service to business and industry
 - v. service involved with departmental laboratories including acquisition, installation, integration and maintenance of software and hardware
- b. Academic Advising. The college emphasizes the role of its faculty in the academic advising of students. The central element in advising is a genuine and sustained concern for students as persons and for their academic and personal growth.

The responsibilities of those faculty engaging in academic advising include, but are not necessarily limited to:

- i. scheduling office hours to meet advising responsibilities
- ii. advising of the student with regard to the student's performance in classes
- iii. assisting the student in setting academic goals, informing the student of University curriculum requirements, and maintaining a record of the advisement
- iv. providing referrals to appropriate student services

Faculty members serving as academic advisors are not authorized to make representations or commitments on behalf of the University which are contrary to or not supported by University policies, regulations, or procedures.

- c. Share in Governance. Faculty members shall attend and take part in meetings of the department, the college, and the University, and shall serve if elected or appointed with their consent to University, college or departmental committees, provided that such service does not seriously interfere with scheduled classes.
- d. Recruitment of Prospective Students. Faculty members may be involved in the recruitment of prospective students.
- e. Academic Community Cooperation. While members of the faculty have a primary responsibility to their own department, they are also members of the larger collegial community and should, therefore, make a demonstrable effort to work cooperatively with members of other departments, colleges, or institutional entities in matters affecting the overall welfare of the University.
- f. Committee Membership. Faculty members shall not be allowed to serve on more than a total of two University committees each academic year, unless special circumstances so require and as approved by their dean.
- g. Meetings and University. Faculty members are strongly encouraged to attend all regularly scheduled program, department, college or University meetings which affect them and which do not conflict with scheduled classes.
- h. Deadlines. Faculty members shall meet appropriate deadlines established by policies contained in the PPM or by the provost, the dean, the department chair, and the registrar.
- i. Administration. Expectations in the area of service for department chairs, program coordinators, or directors shall include, where applicable:
 - i. proper preparation of budget requests and appropriate allocation of funds received

- ii. proper and timely preparation of course schedules, committee assignments, and recommendations on appointments, promotions, tenure, leaves, and dismissals
- iii. holding of department and/or program meetings as needed with properly recorded minutes
- iv. completion of routine duties and assignments

3. Sources of Evidence

a. Service. Sources of evidence shall include:

- i. self-report of activities
- ii. assessment by student advisees
- iii. leadership in some area of University (including college and department) life: governance, faculty development, curriculum design
- iv. service as a chair or sponsor of a student club, organizer of a committee, or director of a program
- v. service as a representative of the University to the local, regional, national, or international community
- vi. appointment or election to a state or national post of significance to the profession or the University
- vii. participation in professional organizations
- viii. service as a volunteer to the University community
- ix. service as a reviewer for professional journals, magazines, or publishing companies
- x. department chair or supervisor observations
- xi. involvement in accreditation or certification activities

b. Administration. Sources of evidence in the area of Service for department chairs, Program Coordinators, or Directors shall include, where applicable:

- i. self-report of activities regarding your service as a chair, coordinator, or director
- ii. survey of subordinates by the immediate supervisor
- iii. observations by the immediate supervisor as to whether the basic expectations have been met

4. Examples of Service

- a. serving on the faculty senate; on faculty senate committees; and on departmental, college, and university committees
- b. sponsoring or advising student groups
- c. managing projects, studios, laboratories, shops, and computer systems
- d. technology specialization administration (management of a program or area within a department)
- e. advising students on programs of study
- f. serving on master's supervisory committees
- g. service to business and industry
- h. preparing and applying for grant awards or other sources of external funding

V. Peer Review

Every candidate for promotion or tenure review shall undergo peer review. (Peer review may also occur prior to the formal review as part of a mentoring process designed to cultivate the candidate's potential in an atmosphere separate from evaluation.) The purpose of the peer review is to facilitate the evaluation process primarily through evidence-gathering. In particular, peer review promotes a more accurate understanding of teaching effectiveness by compiling and assessing documentation provided by the candidate demonstrating teaching effectiveness. The peer reviewers may also gather materials regarding the candidates' scholarship and service activities. Peer reviewers should interpret this information in terms of department and college expectations and summarize, without rating, the candidate's strengths and weaknesses in the designated areas. The summary of the peer review is subsequently placed in the candidate's file to be evaluated by the department Ranking Tenure Review Committee, the College Ranking and Tenure Committee, the dean and others as described in the Dated Guidelines for the Ranking Tenure Review process (Appendix A).

The peer review committee may be the department Ranking Tenure Review Committee. (PPM 8-15) If the peer review committee is not the department Ranking Tenure Review Committee, it shall consist of a minimum of three members who are familiar with the program. If the faculty member and the chair cannot agree, the makeup of the committee will be subject to binding arbitration by the dean, upon consultation with the faculty member and the chair.

At a minimum, all candidates for promotion or tenure shall undergo a peer review of their teaching during the year of their formal review. The peer review committee shall select a chairperson to coordinate all meeting dates/interviews, and assure that the peer review summary is placed in the faculty member's professional file prior to the faculty member's evaluations. Copies of the peer review shall be sent to both the candidate and the department chair.

Departments may set policy as to whether peer reviews in other years are to be conducted and placed in the professional file. A signed copy of the peer review of a faculty member shall be forwarded to the candidate by the department chair along with a notification that the faculty

member has the right to respond. The department chair ensures that a copy of the peer review is placed in the faculty member's college professional file. Should the candidate wish, the candidate may place a written response in the file or may ask to appear before the department Ranking and Tenure Committee. If the faculty member is not up for promotion or tenure, then the candidate may wait until the next promotion tenure review or petition for the removal of the peer review as provided in PPM 8-13.

VI. Post-Tenure Review

A. Review

Tenured faculty shall be reviewed by their department chair (department chairs by the dean) on or before March 15 at least every five years after their last formal review which is defined as the latter of (1) the receipt of tenure, (2) promotion to professor, or (3) last post-tenure review. As a basis for these reviews, faculty members must provide their chair (or dean) a self-report of their activities, not to exceed three pages, since their last formal review covering the areas of teaching, scholarship, and service. Faculty must receive (1) a good rating in teaching and a satisfactory rating in scholarship and service OR (2) a good rating in scholarship and a satisfactory rating in teaching and service to be deemed as meeting basic expectations required of a tenured member of his or her discipline. The chair shall provide a written report of the review to their faculty with a copy to the dean for inclusion in the faculty members' professional files by April 15 of the year of the review. All faculty undergoing review have the right to provide a written response to the dean or request that additional review(s) be performed by the college promotion and tenure committee or the dean. The written response or request for additional review(s) must be completed on or before May 1.

A successful promotion from associate professor to professor may be substituted for a post-tenure review. In the case of an unsuccessful review for full professor, the standards in the previous paragraph will be in effect.

B. Student Evaluations

In an attempt to chart ongoing teaching performance, student evaluations shall be compiled in a confidential online program. Student evaluations shall be compiled for at least one course per semester (fall and spring). The courses to be evaluated each year will be determined through consultation between each faculty member and his/her department chair. If the faculty member and the chair cannot come to agreement on which two courses should be evaluated by the students, the choice of courses to be evaluated will be subject to binding arbitration by the dean, after consultation with the faculty member and the chair. If a tenured faculty has more than one class evaluated each semester, the selection of which of those evaluations are to be forwarded to the chair and dean will be jointly determined between the faculty member and the chair. If they cannot come to an agreement, the selection shall be subject to binding arbitration by the dean, after consultation with the faculty member and the chair.

C. Remedial Actions Based on Post-Tenure Review

If, as a result of the post-tenure review process, the faculty member is found to not be meeting the basic expectations required of a tenured member of his or her discipline, he or she is

responsible for remediating the deficiencies, and both the University and College are expected to assist through developmental opportunities. A faculty member's failure to successfully remediate deficiencies may result in disciplinary action governed by due process pursuant to the standards described in PPM 9-9 through 9-17

Appendix A

Dated Guidelines for the Ranking Tenure Review Process

The following dated guidelines are established for use in the ranking and tenure review processes each year. Exceptions to these dated guidelines may be made for a good cause; for example, a deadline may be extended when a date falls on a weekend. The guidelines identify when the ranking tenure evaluation committees are to be established and when these committees and individuals must complete their review of candidates' files. All faculty who will be absent from campus during the year should leave a forwarding address with their department chair. Candidates should receive written notification of the recommendation made at each step of the review process.

To occur by:

Sept 8 – The department chair, in consultation with the dean, identifies the names of the candidates for tenure and for advancement in rank and their years of service under the present rank.

Sept 15 – Potential candidates for promotion or tenure during the next academic year are notified by deans as to their opportunity to form their peer review committee a year in advance.

Sept 15 – The faculty in each college shall nominate individuals to go on a college wide ballot for the election of the college Ranking Tenure Evaluation Committee. (PPM 8-16) The college faculty shall also nominate individuals from the college for election to the University Ranking Tenure Evaluation Committee. The individuals making the nominations shall check with the nominees to see if they are both willing and eligible to serve. Names of the eligible nominees shall then be forwarded to the dean for inclusion on the college ballot.

Sept 22 – Faculty members applying for promotion during their final year of the minimum eligibility period or thereafter must request a review in writing to their department chair with a copy to their dean. Application of, or nomination for, candidates wishing to receive early advancement in rank or early tenure shall be made by this date. If the provost, the dean or the department chair wishes to recommend early advancement in rank or early tenure of outstanding candidates with exceptional qualifications, the recommendation shall be made by this date.

Sept 22 – If a faculty member (candidate), the department chair, the dean or the provost wishes to request an additional tenure review of the candidate they shall do so by this date. (PPM 8-11).

Sept 29 – The departmental Ranking Tenure Evaluation Committees are established. (PPM 8-15) The deans shall provide them with copies of the promotion and tenure criteria and with the promotion and tenure summary sheets.

Sept 29 – If the department peer review committee is not to be the department Ranking Tenure Evaluation Committee, then separate peer review committee(s) shall be established by this date.

Oct 1 – The department chair is to inform, in writing, all probationary faculty members up for review and all faculty who are being considered for advancement in rank that their files must be updated by January 15.

Oct 1 – The department chair forwards a list of all departmental candidates for review, for advancement in rank, and for tenure to all departmental faculty members, including those on leave or otherwise absent from campus for the year, and informs these faculty of their right to submit their written recommendations concerning those being considered for tenure or for advancement in rank. These written recommendations must be submitted to the department by January 8. (PPM 8-17)

Oct 1 – The dean informs the provost of the names of the candidates for tenure and for advancement in rank and their years of service under their present rank.

Oct 1 – Annual election of the members of the college Ranking Tenure Evaluation Committee (PPM 8-16) and election of the college's representative to the University Ranking Tenure Evaluation Committee (PPM 8-16A).

Oct 10 – The dean convenes a meeting for all college faculty in the tenure review process (any faculty may attend) and for faculty who are being considered for advancement in rank. At that time, the dean distributes to all candidates for tenure and for advancement in rank appropriate tenure and promotion policy criteria and discusses criteria, professional files, tenure and promotion processes, including the dated guidelines for that year, and faculty rights and responsibilities pertaining to tenure and promotion processes. The college Ranking Tenure Evaluation Committee will also attend this meeting to answer pertinent questions from candidates.

Oct 15 – Candidates shall meet with the chair of the peer review committee. At that time the candidate and the chair shall agree upon a schedule for the candidate to provide appropriate documentation of teaching effectiveness for the peer review committee to review and assess.

Nov 15 – The dean convenes the college Ranking Tenure Evaluation Committee to elect a chair and set dates for meetings.

Dec 10 – The results of department peer evaluations shall be placed in the candidates' professional files along with any other materials the committee deems appropriate (PPMs 8-11 and 8-13).

Jan 8 – The department Ranking Tenure Evaluation Committee chair forwards to the candidates copies of the recommendations from the departmental faculty and informs all candidates of their right to prepare a written statement and schedule a personal appearance if desired. (Meetings must not be held prior to one week after such notice.)

Jan 15 – The candidate may submit written statements on any information in the professional file to the department chair for placement in the candidate's professional file. Candidates' professional files are completed for review by the department Ranking Tenure Committees.

Jan 16 – Candidates' professional files are ready for review by the department Ranking Tenure Committees.

Feb 1 – The department Ranking Tenure Evaluation Committee completes its reviews and the chair reports the findings and recommendations of the Committee, in writing, to the candidate and places a copy in the candidate's file. Candidates' professional files are completed for review by the college Ranking Tenure Committee.

policies contained in PPM 8-25 and PPMs 9-3 through 9-8 as outlined in PPMs 9-9 through 9-17.

RATINGS

Faculty undergoing post-tenure review will be evaluated in the categories of Teaching, Scholarship, and Professionally- and/or Administratively-Related Service. Faculty will be given a rating of satisfactory or not-satisfactory in each category. The tenured faculty member shall be presumed to have a rating of satisfactory in all categories; the burden shall be on the review committee to justify the reason(s), if any, why the faculty member should not be rated as satisfactory in any category. A general description of each of these ratings, which shall serve as a guide to the post-tenure review committee, is as follows:

Teaching

A tenured faculty member will be given a rating of satisfactory in Teaching if the faculty member:

- Remains knowledgeable of current developments in all courses taught. This may be demonstrated through scholarly activities, updating course content, experimenting with new pedagogies, or any other manner that demonstrates engagement in the area of teaching.
- Provides course guidance by producing a syllabus with a course outline, learning objectives, and grading policy.
- Meets classes and with individual students through established office hours.
- Participates in departmental and school assessment of learning activities when asked to do so.
- Works to improve teaching effectiveness when deficiencies are noted by students and academic peers.

Scholarship

A tenured faculty member will be given a rating of satisfactory in Scholarship if the faculty member has maintained an active research agenda over the most recent five year period. An active research agenda is demonstrated by remaining current in the field of teaching as evidenced by creating intellectual contributions.

Examples of intellectual contributions include any of the following activities:

- research monographs
- scholarly books or book chapters
- textbooks or textbook chapters
- refereed conference proceedings
- presentations at meetings or at research seminars
- publications in trade journals or in-house journals
- published book reviews

Feb 1 – College Ranking Tenure Evaluation Committee chairs shall inform candidates, in writing, that they have five (5) working days to request, in writing, a hearing before the Ranking Tenure Evaluation Committee.

Feb 2 – Candidates' professional files are ready for review by the college Ranking Tenure Committee.

Feb 16 – The college Ranking Tenure Evaluation Committee completes its review of the files and makes their recommendations. The college Ranking Tenure Evaluation Committee chair informs the candidates of the results of those evaluations, in writing, and places a copy in the candidates' files (PPM 8-18). Candidates' professional files are completed for review by the dean.

Feb 17 – Candidates' professional files are ready for review by the dean.

Mar 5 – The dean completes his/her reviews and informs the candidates, in writing, of his, her recommendation and places a copy in the candidates' file. The dean notifies the provost of those files that require action.

Mar 6 – Candidates' professional files are ready for review by the University Ranking Tenure Evaluation Committee.

Mar 10 – All requests for review must be submitted in writing to the University Ranking Tenure Evaluation Committee.

Mar 25 – The department chair completes the assessments of the probationary faculty within the department who are in their second year's progress towards tenure and reports his/her findings, in writing, to the candidate, the dean and places a copy of the findings in the candidate's professional file. (PPMs 8-11 and 8-13)

Mar 27 – The University Ranking Tenure Evaluation Committee completes its review and makes its recommendations.

The University Committee chair shall inform the Provost in writing of the committee's evaluation and recommendations. The University Committee chair shall also give copies of the committee's evaluation and recommendations to the department chair, the dean and candidate and place a copy of this report in the candidates' professional files. Candidates' professional files are completed for review by the provost.

Apr 6 – Candidates' professional files are ready for review by the provost.

Apr 6 – The provost completes reviews of all cases where there is a conflict in the recommendations at some level and any other cases he/she sees fit to review. The provost informs each reviewed candidates and corresponding chairs and deans, in writing, of his/her recommendations and places a copy of the recommendation in the candidates' file. In addition, the provost gives a copy of his/her recommendations to the president, if the president desires them. The provost also notifies all candidates of their right to file an appeal on due process grounds within ten working days to the Faculty Board of Review and their right to appeal before the Board of Review (PPMs 8-20 and 9-9).

Apr 7 – The president or the designate forwards the recommendation to the Board of Trustees. (The provost informs faculty members, committee chairs, deans and department chairs of action taken by the Board of Trustees as soon as the Board has acted.) The provost gives timely written notice (PPM 8-26) to regular full-time faculty members whose contracts will not be renewed at the end of the next academic year or who will be continued with substantially reduced status.

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Post-Tenure Review Policy

Revision Approved by Unanimous Goddard Faculty Vote, 4-7-15

INTRODUCTION

This document outlines the post-tenure review policy to be used by the John B. Goddard School of Business & Economics beginning in the 2013-2014 fiscal year. Post-tenure review is intended to support faculty development and productivity. Post-tenure review considers the professional quality with which tenured faculty perform their duties as members of the Goddard School. This policy does not consider whether a tenured faculty member would meet current standards for the awarding of tenure. The policy is not a dismissal policy and should not be viewed as such. The University's policy on dismissal of a tenured faculty member appears in PPM 8-25 and in PPMs 9-3 through 9-8.

Faculty in the Goddard School are expected to be actively engaged in their profession, to continually work to improve their teaching, to actively produce intellectual contributions, and to provide meaningful service to the university, school, department, community, or profession. Throughout the review process the tenured faculty member undergoing post tenure review shall be presumed to have a rating of satisfactory in all categories; the burden shall be on the review committee to justify the reason(s), if any, why the faculty member should not be rated as satisfactory in any category.

TIMING OF REVIEWS

After being awarded tenure, faculty will undergo post-tenure review every five years. However, at the request of the faculty member, post-tenure review will take place at periods of less than five years. A formal review for promotion will satisfy the requirement of post-tenure review.

POST-TENURE REVIEW COMMITTEE

In years when a department has faculty undergoing post-tenure review, the department will elect a post-tenure review committee. All tenured faculty members are eligible to nominate members to serve on this committee and to vote on committee membership. The committee will have a minimum of three and a maximum of five members. All tenured faculty members from within the department other than the department chair, who are not undergoing a post-tenure review, are eligible to serve on the committee as are all tenured faculty from outside of the department. The department chair is responsible for overseeing the election and formation of the post-tenure review committee.

BASIS FOR DECISIONS

Prior to February 1st, of the year of their post-tenure review, faculty will place a current vita and all annual evaluations conducted by their department chair or dean since their last post-tenure review in their post-tenure review file. It is the responsibility of the department to provide copies of the annual reviews to the faculty under review. Faculty may include comments to their annual evaluations and additional material to their post-tenure review file, but are not required to do so.

POST-TENURE REVIEW FILE

Each tenured faculty member will have a post-tenure review file separate from their professional file and personnel file. This file will be housed in the Office of the Dean and will contain the material submitted by the faculty for their post-tenure review and the recommendations of the post-tenure review committee. Faculty will be able to add items or remove items which they placed into their file at any time.

POST-TENURE REVIEW RATINGS

Based on the criteria included in this document, the post-tenure review committee indicates whether a faculty member is performing satisfactorily in the areas of teaching, scholarly activity, and professionally- and/or administratively-related service. Faculty who undergo post-tenure review will be informed, in writing, of the committee's decisions no later than March 1st in the year they undergo review. The chair of the committee will place a copy of the decision in the faculty member's post-tenure review file and forward copies of the decision to the appropriate department chair and academic dean.

ACTIONS RESULTING FROM POST-TENURE REVIEW

Faculty who are given a rating of satisfactory in teaching, scholarship, and service will undergo additional post-tenure review in a period of no greater than five years. Faculty who are given a rating of not-satisfactory in teaching, scholarship or service will undergo post-tenure review in a period of not less than three years. A faculty member who received a rating of not-satisfactory in their most recent post-tenure review can be reviewed at periods of less than three years if requested by the faculty member.

Faculty receiving a not-satisfactory rating will meet with their department chair to find ways to improve performance, and will be provided the opportunity to improve their performance through a wide variety of faculty development activities which may include, but are not limited to, mentoring, sabbaticals, revised teaching schedules, and attendance at conferences. It is the responsibility of the faculty member and the John B. Goddard School of Business & Economics to work cooperatively to improve performance. Faculty who receive two consecutive post-tenure review ratings of not-satisfactory will meet with their dean and department chair to evaluate why development activities have not been successful and to address methods to resolve performance issues. Two consecutive not-satisfactory post-tenure reviews may trigger reference to and subsequent action in accordance with the

- written cases with instructional material, instructional software, publicly available assessment material or course development material
- successful grant applications
- peer-reviewed journal publications

Professionally- and/or Administratively-Related Service

Professionally- and/or Administratively-Related Service can be broken into three categories: service to the institution, service to the profession, and service to the community. A tenured faculty member need not participate in all three areas, although faculty must participate at some level in service to the institution. Tenured faculty will be given a rating of satisfactory by meaningful participation in the areas described below:

- Service to the institution encompasses service at all three administrative levels: department, school, and university. It includes, but is not limited to, membership and active participation on university, school, or departmental committees; mentoring students; and other non-continuing assigned university, school, or departmental activities. Service rendered at the various administrative levels will be accorded equal consideration.
- Service to the community may be demonstrated by speech making in the area of the candidate's expertise, membership on boards, consulting, popular publications, and participation in professional seminars or workshops.
- Service to the profession may include activities such as acting as a reviewer or editor for scholarly publications, chairing or acting as a discussant in scholarly meetings, membership on thesis or dissertation committees, or any other activities that contribute to the profession.

ALTERNATIVE PROCEDURE FOR COMPLETING POST-TENURE REVIEW

In 2014-15, WSU created a program called the Performance Compensation Plan (PCP). This plan allows faculty who have held the rank of full professor for at least a specified threshold of years to apply for a permanent raise.

The application process requires that faculty provide a detailed report of their teaching, scholarship and service over the most recent five years. In order for the faculty member to be eligible for the raise, the faculty member's record must be sufficient so that the faculty member would again earn promotion to full professor. The department chair and dean evaluate that record and write letters indicating whether it would qualify the faculty member for promotion to professor. The provost makes the final decision on which university faculty are awarded raises.

Faculty who apply for the PCP shall be considered to have passed their five-year post tenure review if the chair and the dean both state in their letters that the faculty member has met the standard for the raise.

Faculty who apply for PCP but do not receive positive reviews from the chair and/or dean will not be deemed to have undergone a post-tenure review. Those faculty will undergo reviews at their designated times according to the other sections of this post-tenure review document.

Weber State University
Human Resources Agenda Report
from 11/1/2015 thru 11/19/2015

<u>Action</u>		<u>Comment</u>	<u>Position</u>	<u>Department</u>	<u>Date</u>
Exempt					
HIRE	Kyle Carsey	Replaces Justice S Smith	Advisor	Athletics Admin and Support	02-Nov-2015
HIRE	Terra Clarke	Replaces Beverly K King	Director	Continuing Education	02-Nov-2015
HIRE	Blair Hellstrom	Replaces Nickolas H Champlin	Supervisor	Bursar and Collection Services	16-Nov-2015
HIRE	Samantha Hill	Replaces Adam J Bachison	Specialist/Professional	Upward Bound	13-Nov-2015
HIRE	Buck Kolz	Replaces Yulia K Goff	Specialist	Veterans Upward Bound	04-Nov-2015
HIRE	Camillea Ray	Replaces Brian C Peters	Supervisor	Library	09-Nov-2015
HIRE	Craig Sears	Replaces Richard A Sirken	Manager	Facilities Management	11-Nov-2015
HIRE	Molly Ward	Replaces William J Fruth	Director	Student Union	09-Nov-2015
HIRE	Weston Woodward	Replaces Brian K Hadley	Manager	Facilities Management	16-Nov-2015
Promotion	Daniel Turner		Assistant Director	Campus Recreation	01-Nov-2015
Faculty					
HIRE	Tomono Adachi	New Position	Instructor	Foreign Language	01-Nov-2015
Non-Exempt					
HIRE	Tamara Bates	Replaces David A Bishop	Specialist/Classified	Campus Recreation	17-Nov-2015
HIRE	Bree Conlin	Replaces Jessica Ann Slater	Specialist	Automotive Technology	02-Nov-2015
HIRE	Trevor Groves	Replaces David Castro	Technician	Facilities Management	05-Nov-2015
HIRE	Melanie Martinez	Replaces Aaron Melvin McFarland	Administrative Specialist II	Education Access and Outreach	09-Nov-2015
HIRE	Ivan Mercado	Replaces Brett J Fowers	Technician	Facilities Management	09-Nov-2015
HIRE	James Painter	Replaces Jason T Eborn	Specialist	Career Services	16-Nov-2015
Separation	Kevin East		Clerk	Bookstore-Wildcat Stores	16-Nov-2015
Separation	Kent Forsberg		Technician	Facilities Management	11-Nov-2015



WEBER STATE UNIVERSITY

Weber State University Events December 2015

Tuesday (Dec. 1): WSU Board of Trustees meeting, 9:30-11 a.m., Miller Administration Building. Betty Hess Lampros Board Room (3850 Dixon Parkway, Layton), 801-626-6001.

Tuesday (Dec. 1): WSU men's basketball vs. Pacific Union College, 7 p.m., Dee Events Center, \$26/\$23/\$19/\$16/\$12/\$10/\$8/ free to WSU students with Wildcard ID, 801-626-8500 or weberstatetickets.com.

Tuesday (Dec. 1): WSU's Department of Visual Arts hosts the Bachelor of Fine Arts thesis exhibition opening reception, graduating visual and design students display their final projects, 7 p.m., Kimball Visual Arts Center, Elizabeth Dee Shaw Gallery, lydiagravis@weber.edu or 801-626-6420.

Wednesday (Dec. 2): WSU's Student Recruitment hosts an orientation for new students, 8 a.m. to 5:30 p.m., Shepherd Union mezzanine, margaritavara@weber.edu or 601-626-7603.

Wednesday (Dec. 2): WSU Davis Student Services welcomes therapy animals, all are invited to interact with the dogs before finals, 11 a.m. to 2 p.m., WSU Davis Building 2 The Haven (2750 University Park Blvd., Layton) weber.edu/DavisStudentServices/ or 801-395-3460.

Thursday (Dec. 3): WSU's Student Council for Exceptional Children hosts a holiday craft fair to raise money for children with disabilities, 9 a.m.-3 p.m., Shepherd Union, shirleydawson@weber.edu or 801-668-1610.

Thursday (Dec. 3): WSU's Ralph Nye Lecture Series presents Patricia Jones, Women's Leadership Institute CEO and former Utah State senator, noon, Wattis Business Building Smith Lecture Hall Rooms 206/207, free, 801-626-7307 or weber.edu/sbe.

Thursday (Dec. 3): WSU's Center for Community Engaged Learning hosts the Done in a Day weekly service project, 1-2:30 p.m., Shepherd Union Room 327, community service hours available, register at weber.edu/ccel 801-626-7737.

Thursday (Dec. 3): WSU Davis Student Services hosts an early-college information session, 5 p.m., WSU Davis Building 2 Room 110 (2750 University Park Blvd., Layton), free, public welcome, cbusby@weber.edu or 801-626-7583.

Thursday (Dec. 3): WSU's Outdoor Program hosts the Winter Climbing Clinic Series, 7 to 9 p.m., Wildcat Center for Health Education & Wellness, \$5 WSU/\$11 non-WSU, all skill levels welcome, under 18 must be accompanied by adult, register at weber.edu/campusrecreation.

Friday (Dec. 4): WSU's College of Engineering, Applied Science & Technology hosts the Rube Goldberg Challenge, a contest where teams create various contraptions to complete certain tasks, students ages eight to 11 years old, noon, \$150 per team, Shepherd Union Ballrooms, rubegoldberg.com or 801-626-7552.

Friday (Dec. 4): WSU's Toastmasters Club, 11:30 a.m.-12:30 p.m., Lampros Hall Room 218D, learn new speaking and leadership skills, free, contact wildcattoastmasters@weber.edu or [facebook.com/wildcattoastmastersclub/](https://www.facebook.com/wildcattoastmastersclub/).

Saturday (Dec. 5): WSU's Mary Elizabeth Dee Shaw Gallery presents "Familiarte/Snow Days," families may tour the art gallery and create crafts, 10 a.m. to noon, Kimball Visual Arts Center Shaw Gallery, free, lydiagravis@weber.edu or 801-626-6420.

Sunday (Dec. 6): WSU's Department of Performing Arts presents The Weber State Symphony Orchestra and Choirs Concert, 5:30 and 8 p.m., St. Joseph Catholic Church (514 24th St, Ogden), \$6/\$7, weberstatetickets.com or cdenniston@weber.edu.

Monday (Dec. 7): WSU's Department of Performing Arts presents The WSU String Project, participants from various Ogden-area schools will perform, 6:30 p.m., Browning Center Austad Auditorium, free, weberstatetickets.com or cdenniston@weber.edu.

Monday (Dec. 7): WSU's Center for Community Engaged Learning's Peruvian service trip applications due, midnight, weber.edu/ccel/international.html or 801-626-7737.

Tuesday (Dec. 8): WSU's Graduation Office hosts Grad Fest, fall 2015 graduates welcome to pick up items for commencement and enjoy refreshments, 7:30 a.m. to 5:30 p.m., Shepherd Union Ballrooms A and B, weber.edu/Graduation/gradfest.html or 801-626-6352.

Wednesday (Dec. 9): WSU Continuing Education hosts a solar-panel public information workshop, 6:30-8 p.m., WSU Davis Building 2 Room 110 (2750 University Park Blvd., Layton), free, 801-626-3482 or brucedavis@weber.edu.

Thursday (Dec. 10): WSU's Veterans Upward Bound will collect "Shoebboxes for Veterans," fill a shoebox with gifts for veterans, boxes will be donated to homeless and nursing-home veterans, bring boxes to Veterans Upward Bound (1342 Edvalson St. Ogden), weber.edu/veteransupwardbound/ or 801-626-8946.

Thursday (Dec. 10): WSU's Center for Community Engaged Learning hosts the Done in a Day weekly service project, 1-2:30 p.m., Shepherd Union Room 327, community service hours available, register at weber.edu/ccel 801-626-7737.

Thursday (Dec. 10): Weber State University Davis Student Services hosts an early-college information session, 5 p.m., WSU Davis Building 2 Room 110 (2750 University Park Blvd., Layton), free, public welcome, cbusby@weber.edu or 801-626-7583.

Thursday (Dec. 10): WSU women's basketball vs. BYU, 7 p.m., Dee Events Center, \$5/\$3/free to WSU students with Wildcard ID, 801-626-8500 or weberstatetickets.com.

Friday (Dec. 11): Last day of classes.

Friday (Dec. 11): WSU's Toastmasters Club, 11:30 a.m.-12:30 p.m., Lampros Hall Room 218D, learn new speaking and leadership skills, free, contact wildcattoastmasters@weber.edu or [facebook.com/wildcattoastmastersclub/](https://www.facebook.com/wildcattoastmastersclub/).

Saturday (Dec. 12): WSU's College of Engineering Applied Science & Technology hosts the FIRST Tech Challenge Robotics Scrimmage & Build Day, competition for students grades 7 to 12, 10 a.m. to 3 p.m., Ogden High School (2828 Harrison Blvd., Ogden), weber.edu/utftc or 801-626-7552.

Saturday (Dec. 12): WSU women's basketball vs. Utah Valley, 2 p.m., Dee Events Center, \$5/\$3/free to WSU students with Wildcard ID, 801-626-8500 or weberstatetickets.com.

Monday-Wednesday (Dec. 14-16): The WSU Student Association offers finals week massages, 10 a.m. to 1 p.m., WSU Davis Building 3 Atrium (2750 University Park Blvd., Layton), weber.edu/StudentInvolvement or erikashby@weber.edu.

Tuesday (Dec. 15): WSU's College of Engineering, Applied Science & Technology hosts "Mission to Mars!" local elementary-school students are invited to learn about and simulate survival on Mars, 8 a.m. to 2 p.m., Shepherd Union Ballrooms, registration available through participants' elementary school, danadellinger@weber.edu or 801-626-7552.

Wednesday (Dec. 16): WSU's College of Engineering, Applied Science & Technology hosts "Explore the Possibilities," an engineering, trades and technology showcase for high school students, 8 a.m. to 2 p.m., Shepherd Union and the Engineering Technology buildings, register through local school districts, danadellinger@weber.edu or 801-626-7552.

Wednesday (Dec. 16): WSU’s Shaw Gallery and the Utah Film Center host a screening of “Mr. Turner,” a film exploring the last 25 years of painter J.M.W. Turner’s life, 7 p.m., Peery’s Egyptian Theater (2415 Washington Blvd., Ogden), free, lydiagravis@weber.edu or 801-626-6420.

Thursday (Dec. 17): WSU’s Center for Community Engaged Learning hosts the Done in a Day weekly service project, 1-2:30 p.m., Shepherd Union Room 327, community service hours available, register at weber.edu/ccel 801-626-7737.

Friday (Dec. 18): WSU Commencement, 1 p.m., Dee Events Center, free, 801-626-6468, weber.edu/commencement.

Saturday (Dec. 19): The WSU Student Association hosts Santa’s North Pole Carnival, children ages 3 to 8 are welcome to decorate cookies, take a picture with Santa and play games, 1-3 p.m., WSU Davis Building 3 Ballroom (2750 University Park Blvd., Layton), free, weber.edu/StudentInvolvement or erikashby@weber.edu.

Monday & Tuesday (Dec. 21 & 22): WSU’s President Chuck Wight and chemistry faculty present “Faraday Lectures,” aimed at creating curiosity by conducting several scientific demonstrations, 7 p.m., Lind Lecture Hall Rooms 125 and 126, free, public welcome, 801-626-6001 or shanefarver@weber.edu.

Tuesday (Dec. 22): WSU men’s basketball vs. South Dakota State, 7 p.m., Dee Events Center, \$26/\$23/\$19/\$16/\$12/\$10/\$8/ free to WSU students with Wildcard ID, 801-626-8500 or weberstatetickets.com.

Thursday & Friday (Dec. 24 & 25): Winter holiday – campus closed

Monday (Dec. 28): WSU men’s basketball vs. Multnomah, 7 p.m., Dee Events Center, \$26/\$23/\$19/\$16/\$12/\$10/\$8/ free to WSU students with Wildcard ID, 801-626-8500 or weberstatetickets.com.

Tuesday (Dec. 29): WSU men’s basketball vs. Multnomah, 7 p.m., Dee Events Center, \$26/\$23/\$19/\$16/\$12/\$10/\$8/ free to WSU students with Wildcard ID, 801-626-8500 or weberstatetickets.com.

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