

Regular Business Meeting

Trustees present: Chair Rich Christiansen, Vice Chair Jodi Hart Wilson, Trustees Sydney Nakken, Michael Wankier, Marilee Eyre, Shannon Dulaney, Beverly Burgess, Vance Smith, Nouman Kante. **Excused:** Trustee Myndee Kay Larsen. **Other University Officials Present or Listening In:** President Mindy Benson, Provost Jon Anderson, Vice Presidents Marvin Dodge, Jared Tippets, Stuart Jones, Athletic Director Debbie Corum, General Counsel Maureen Redeker, Associate Provost/CDO Daneka Souberbielle, Faculty Senate President Rheana Gardner, Staff Association President Dan Camp, Board of Higher Education member Aaron Osmond, Brad Brown, Ann Oberhelman, Dave Clark, Shaun Wright, Frank Hall, Abigail Larson, Katya Konkle, Derek Louder, Heather Ogden, Jamie Campbell, Nate Esplin, Steven Swift, Matthew Roberts, Christy Florence, Jim Brandt, Scott Carlile, Camille Thomas, Sharon Brown, Belinda Singleton, Patricia Palmer, Landry Igiraneza, James Sage, Jeff Tukuafu, McKay Tebbs, Jason Kaiser, Lee Wood, Celesta Lyman.

Welcome by Chair Christiansen

The meeting was called to order by Chair Christiansen at 9:05 AM.

ACTION ITEMS

Minutes from previous meeting

The minutes of the August 12, 2021 meeting were presented for approval by Chair Rich Christiansen.

Motion to approve the minutes as presented made by Jodi Hart Wilson; second by Beverly Burgess. Vote was unanimous.

Policy 5.0 Threat Management & Safety Intervention

VP Marvin Dodge explained that the legal office has been reviewing policies to ensure compliance with federal and state laws. We have also put in place a new structure and new office called the Office of Equal Opportunity and Clery Compliance. The policy changes today capture that structural change as well as make sure we are complying with state and federal law.

Policy 5.0 is a newly created policy that prohibits threats to physical safety, violent conduct, or substantially disruptive conduct that could negatively impact university operations. It also implements a requirement that university employees report such threats and outlines how information is shared about threats and violence once reported. The policy outlines the convening of behavioral threat assessment teams for student, employee, or visitor reported threats and the process for these teams to share information and make decisions.

Maureen Redeker added that these types of processes were developed after the Virginia Tech shooting took place. It was found that different groups at Virginia Tech had information but it was siloed. The advantage in having a team to assess reported threats can bring all of the information that the university has in the same room and comprehensively assess behavior to determine if it is threatening or substantially disruptive with a goal of minimizing silos on campus.

Trustee Jodi Hart Wilson asked where this information will be available to report a threat? Marvin Dodge explained that once the policy is adopted, it will be available online. But this will be through training and weave this into existing training through HR and Title IX training. Jodi Hart Wilson followed up and asked if the university's liability will increase and do we have the infrastructure in place to make sure these adjustments are supported? Dodge said our liability will not necessarily increase. Because we are putting these assessment teams in place, it provides a structure where folks have an avenue to be heard. Maureen Redeker explained that this policy is to encourage and require that all the information gets to the right place to make the right decisions in a consistent and fair way.

Rich Christiansen asked about the office restructure. Marvin explained why the restructuring took place to take Title IX out of the legal office (this was problematic) and the need to separate the offices (physically and structurally). So now this is an entirely separate office who reports to the President, functionally to Marvin. It's a great step forward.

Trustee Beverly Burgess asked about how a threat to campus is communicated to all stakeholders. How quickly can that happen. VP Dodge mentioned the university's notification system including text messages. VP Tippetts explained that limited people can make the notification. Primarily the chief of police and the president. That notification includes text, speakers on campus, computers on campus, office phones, etc. This system is tested every semester. Marvin added that we can also lock down every building on campus. Many protocols we have put in place to ensure the university is safe and secure.

Motion to approve Policy 5.0 from Trustee Sydney Nakken, seconded by Trustee Michael Wankier. Vote was unanimous.

Policy 5.27 Non-Discrimination/Anti-Harassment

VP Marvin Dodge presented this policy. He explained that this also goes along with the recent restructuring that created the Office of Equal Opportunity and Clery Compliance. The Legal Office did an in-depth review with federal and state laws to make sure we are in alignment as there have been some recent changes. Besides making sure the university is in compliance with state and federal law, the policy provides clarity, communicates reporting obligations, and includes available resources on campus related to discrimination and harassment situations. Maureen Redeker added that the prohibitive conduct in the scope of this policy is based on protected categories under state/federal law (sex, ethnicity, race, etc.). Claims of misconduct related to those protected categories will be funneled through this policy.

Rich Christiansen asked if there are any free speech issues or tension points with this policy. Maureen Redeker responded and explained that there is a fine line for when speech becomes not free and crosses over to harassment - there is a legal definition in the policy that outlines that. Jodi Hart Wilson asked if students have to sign that they understand this policy. Maureen said that we define "student" in these policies and based on that, it automatically subjects them to these policies. This policy is the main policy that is implemented by the new Equal Opportunity Office. Legal office can advise, but not implement it.

Motion to approve Policy 5.27 from Nouman Kante, seconded by Michael Wankier. Vote was unanimous.

Policy 5.60 Sexual Misconduct

Marvin Dodge presented this policy, which was revised to remain consistent with revisions in 11.2 Student Conduct Code. Revisions make sure that we appropriately reference related policies and removed the section on sexual conduct with subordinate employees or students and created a new policy Policy 5.63 which was not ready today but will be for our next meeting. All of these adjustments again tie back to the creation of the university's new EO office and making sure we align with current federal and state law.

Motion to approve Policy 5.60 from Shannon Dulaney, seconded by Jodi Hart Wilson. Vote was unanimous.

Policy 5.66 Whistleblower Protection

Marvin Dodge presented this new policy to protect whistleblowers. The policy identifies certain types of retaliation complaints received from University employees. This is distinct from retaliation complaints through other SUU policies. The policy prohibits adverse action against employee reports as it relates to gross mismanagement, abuse of authority, or unethical conduct. An employee must file a claim before more formal action against the university related to a whistleblower claim can be taken. Maureen Redeker added that this policy is an implementation of procedures required by state law. We did look at UVU's policy as a guide while we were drafting. A lot of the language included is pulled directly from the statute.

Rich Christiansen asked about the university's ethicspoint software and how it plays into a whistleblower complaint or situation. Marvin Dodge explained that ethicspoint is provided by a third party and is already anonymous. The university never sees or knows who submits comments through ethicspoint.

This policy is a way to protect those who come forward and are identified and known. Trustee Michael Wankier mentioned that this brings SUU into alignment with the corporate world as far as whistleblower protections.

Motion to approve Policy 5.66 from Beverly Burgess, second by Jodi Hart Wilson. Vote was unanimous.

Policy 11.2 Student Conduct Code

Jared Tippets presented this policy and explained that the rewrite of the student conduct code is to align with updates to federal and state regulations. This is the policy that guides student behavior on campus and the institution's response. The biggest change that we had to incorporate was that by federal policy, students are now able to have legal representation in cases where they are facing suspension or dismissal from the university. These cases are rare on our campus. We added, updated, and clarified the definitions and some of the sanctions. Overall it is a cleaning up of the old code.

Chair Christiansen asked if there was any concern from students on these updates? Trustee Nouman Kante said there are no concerns, SUUSA is supportive of these changes.

Trustee Sydney Nakken commented that she is glad that the new policy allows for both sides to be protected. Gives students the opportunity to get their thoughts in order and voice their concerns and take the emotion out of it when working with a student conduct officer.

Motion to approve policy 6.15 by Nouman Kante seconded by Michael Wankier. Policy was approved unanimously.

Policy 11.8 General Student Fee Advisory Board

VP Jared Tippetts presented this policy. He explained that it was updated in response to new state code and guidance from the Board of Higher Education after an extensive state audit. We have incorporated more student involvement into the fee review process and adjusted it so that the fee review exercise is done by the student senate as opposed to a separate committee. Now we have 40 students reviewing the fees which allows for more of the student voice to be heard and represented. We are excited about this new process. It will bring more attention to what the fees are and what they are used for. Fees recommendations will go from the student fee advisory board to the president's council, trustees, and state board of higher education for a final vote and approval. This policy is one of the more transparent policies across the state when it comes to vetting student fees. We conduct our meetings in the living room in the student center.

Trustee Nouman Kante said that he and the students really like this new policy update. It gives better representation for the student body. Jodi Hart Wilson added that she likes that this is representative and based on elected student officials.

Motion to approve policy 11.8 by Nouman Kante and second by Shannon Dulaney. Vote was unanimous.

Policy 12.1 Name, Image, and Likeness Policy

Athletic Director Debbie Corum presented this policy. This policy is to codify a temporary policy we put into place this summer based on a supreme court decision allowing student athletes to be able to monetize their name, image, and likeness. There were many states who had state legislation passed about this that went into effect on June 1st. For states who did not have legislation passed, individual institutions were required to create their own policy in order to comply with the supreme court decision. SUU adopted this policy on a temporary basis this summer. This policy will be in effect until if and when the state of Utah implements a state policy regarding NIL.

Rich Christiansen acknowledged the shifting dynamics with this recent change and asked how many student athletes that are participating in this? Debbie said SUU only currently has 6 students participating in NIL monetization which is great. She said that it is affecting SUU athletics and is being debated right now at the NCAA level. BYU has made it difficult because they found a loophole to provide scholarships to their walk-on athletes through a corporate sponsorship, so all schools in Utah are losing student athletes to BYU. SUU has a third party called *influnctr* that provides education for athletes and provides content for them.

Jodi Hart Wilson asked if the monetization affects the student athlete's scholarship? Debbie explained that it is in addition to the scholarship. Monetization is happening mostly through social media, etc. it does not and cannot affect the scholarship from the institution. Based on what they want to do in addition to their obligation to be an athlete. Allows athletes to be treated like any other student on campus if they want to do something entrepreneurial on their own. Michael Wankier asked about how this policy compares to others in the state? Have there been any changes or what if any changes do you foresee since the temporary approval of the policy? Debbie explained that the USHE policies are all very similar to each other. Our legal affairs office worked diligently on this and our comparison with other schools is standard. Important to note that SUU athletics is not involved with initiating any of these business agreements. Our student athletes go out and do it on their own.

Michael Wankier noted the line in the policy regarding grants. Are those staff in financial aid trained and ready to advise on this? Debbie Corum explained that that line in the policy is very specific to federal pell grants. Trustee Wankier said we should make sure that folks in the financial aid office are prepared for the questions that they might get.

Motion to approve policy 12.1 by Michael Wankier and second by Sydney Nakken. Vote was unanimous.

R401s Environmental Sciences, Geospatial Sciences, Environmental Studies

Provost Anderson shared a general introduction to the R401s on the agenda. The R401s up for action include 4 new degree programs, 3 of which are from the same department (geosciences). The 3 geosciences programs are interdisciplinary programs and largely build off of existing courses. Allowing a student who may study something more broad, integrated curriculum in the sciences.

Rich Christiansen said he read the peer reviews and the feedback was all positive. These are programs in high demand and met criteria well. There were no major questions or issues. Dr. Jason Kaiser, Geosciences Department Chair, addressed the board and shared the thought behind these new programs. He said that the hope is that these degrees will help students prepare for a more interdisciplinary broad career in geosciences. These are all existing courses, resources, and faculty. We foresee a lot of growth. We have informally about 20 students interested in the degree (that equals about a 50% growth for the department). In the future, there could be a need for additional resources but for now we will manage just fine.

Trustee Michael Wankier asked Dr. Kaiser to expand upon his comments on growth in the programs. The concern is always sufficient staffing you speak for growth. Concern is always sufficient staffing. How quickly do we anticipate these programs to grow and how much additional funding will be needed beyond the tuition and fees that come from the growth. Provost Anderson addressed Trustee Wankier's question by sharing that SUU's enrollment growth has been very fast. Creates pinch points. This fall we are up 600 students over last fall majority in face to face among those 600. To maintain the type of intimate learning environment we are known for, we are intending to allocate \$2.2 million to new faculty lines if the legislature comes through on the growth funding.

Trustee Wankier commented that we want programs to be successful and to see the school grow. It is difficult for the trustees to understand how the growth is going to impact these programs. We need to focus on what that growth means and how we keep up with it.

Provost Anderson agreed and said this is a huge area of focus. We have 352 full-time faculty and 220 faculty are new in the last 7 years. Marvin added that this shows a commitment as an administration - we have allocated the majority of budget dollars to more faculty lines. Our commitment has always been to add faculty. These R401s almost always come in with little to no budget impact because we have faculty we need at the moment (but there will be more growth).

Motion to approve the R401s for Environmental Sciences, Environmental Studies, Geospatial Sciences by Jodi Hart Wilson. Second from Shannon Dulaney. Approved unanimously. Chair Christiansen turned some time over to Dean Shauna Mendini to talk about the student orchestra that performed at the President's Holiday Gala Concert with Marie Osmond. This provided a real world professional experience for the student musicians. They did a great job, especially with such a short turnaround time between getting the music and the performance.

R401 - B.M. in Commercial Music

Provost Anderson said that this degree is intended to ensure students have seamless pathways from undergraduate degree to SUU's Masters of Music Technology. He invited Dean Shauna Mendini and Dr. McKay Tebbs, Director of Music Technology to share more.

Dean Mendini said that this came about after an experience with the department accreditors. The accreditors told her that the program is meeting national standards but asked "what are you going to do to bring it to the 21st century?" It was a wakeup call. We had several faculty members working on this program who embraced the idea to create a degree in commercial music. We polled the students, and of those students 60% said they would take coursework in commercial music. We also asked who from our current students would transition into this program and that was close to 30% of the students polled. We have a well-known and nationally recognized master's program in music technology. The idea with this is to figure out how we can interface the graduate program with our undergraduate program? Because of the growth in our Masters Music Technology, which is 100% online. We were able to get an additional faculty, Dr. Tebbs whose job is part time creating this program part time in the graduate program.

Dr. Tebbs explained that the commercial music program is integrated - 10 new classes, all of the rest are already in the catalog and allows for a seamless transition from undergrad to our graduate program. Faculty are there to help this program succeed.

Rich Christiansen asked if this program is online or a combination? The Graduate classes are 100% online. But the undergraduate degree will be a combination. The upper division classes will mostly be online. The Provost said that we saw the need for this program and preempted getting faculty to meet those needs.

Motion to approve R401 in Commercial Music by Trustee Shannon Dulaney second by Beverly Burgess. Vote was unanimous.

CONSENT ITEMS

Provost Anderson shared that there are different types of approvals that go through our system, and one category is notification items, which show up on the consent agenda. He provided a brief explanation of each notification item. Jodi Hart Wilson commented on the importance of having the certificates in aviation included in the notification items. Aviation is not a traditional path compared to a typical “degree seeker”. Important to have folks in aviation come out of the program as well prepared for the job market as possible.

Motion to approve consent items by Trustee Nouman Kante, second from Trustee Jodi Hart Wilson. Vote was unanimous.

INFORMATION & REPORTS

The chair took care of some housekeeping items including a new trustee schedule and assignments and sharing that the members of the Presidential Search Committee will be officially announced within the week. Bailey read the list of names chosen for the committee.

Board Member College Reports

- **Jodi Hart Wilson: College of Engineering & Computational Sciences and the Utah Shakespeare Festival**

The college has 10 BS degrees, 1 Master’s degree and various certificates within aviation. The college represents 1,444 Students, 600 of those are from Aviation. The departments in the college are: Aviation, Computer Science & Info Security, Engineering, and Mathematics.

Several programs and clubs within the college that are noteworthy for the university. One of which is the Rocket Birds club. Students build a rocket and go to a national competition with the rocket. There are over 100 teams, SUU Rocket Birds placed 3rd. There is also a Baja car club that competes in a national competition. The engineering department also houses the Thunderworks Maker Space which is a shop, woodworking, metal, 3D printing available to students to do their projects. Yesterday when visiting, they were building guitars. The yeti project was spearheaded by students. It was not a school assignment, but done independently in partnership with the Best Friends animal society to help a dog named Yeti.

Trustee Hart Wilson also reported on the Utah Shakespeare Festival. The Festival had a banner year by all accounts. Season was a huge success despite COVID protocols. Only professional theater company to move forward with a full production for 2021 with highly talented actors. They kept 350 employees safe and healthy. They met their sales goals. The festival is projecting a \$2 million surplus for 2021 between grants, ticket sales, and donations. First full production outside of Cedar City from November 4-20th with the world premiere of “Gold Mountain”, which was highly successful. Kudos to the Festival.

- **Beverly Burgess: Southwest Technical College and the Library**

Trustee Burgess Spent time at STECH yesterday with President Brennan Wood. It’s amazing to see what they are doing there and the variety of students and faculty that they have. Every department surprised me at what they were accomplishing and the flexibility and accessibility of these classes. The new business innovation center at STECH is something everyone should visit and will provide resources for students and the community. STECH buses

20 high schoolers from Panguitch to take classes. They had the entire 8th grade from Panguitch there yesterday and they were excited to come to STECH and take classes and get involved. STECH is doing a great job engaging with the community.

Trustee Burgess also reported on the Gerald R. Sherratt Library. She spoke with leaders in the library and found out about a big project they have been working on with the Best Friends Animal Society digitizing some of their records and archives. They are also making more files accessible online. The library is concerned about growth and the library's capacity and resources to keep up.

- **Marilee Eyre: Head Start Program and College of Education**

The Head Start Program has an annual report showing how they have adjusted through COVID that they will share with the Trustees. They have been able to keep their numbers up even with COVID. The kids are succeeding and it serves such an important population in southern Utah and makes such a difference.

Great things are happening in the College of Education. The Dean took future teachers to SLC to visit classrooms in all areas. Recognized Alisa Petersen as the Beverley Taylor Sorenson Endowed Chair for Arts Education. She oversees the ArtsFusion scholars from SUU. They are students who want to teach the arts to kids and receive a scholarship. The scholars have partnered with local schools to provide amazing opportunities for children to learn and explore the arts (art lessons, drama workshops, music, dance, etc. in local elementary schools). The Family Life and Human Development department just finished hosting their family matters conference. It brings in mental health and family life experts and FLHD students to share their research through poster sessions. The enrollment numbers are increasing in the FLHD department. Trustee Eyre suggested we have more students share their capstone projects or research during our Board of Trustees meetings.

- **Faculty & Staff Update**

Chair Christiansen asked that the Staff Association and Faculty Senate provide a short update. Dan Camp, President of the Staff Association said that overall, staff are doing well. The last year and a half with COVID has been hard for everyone but we appreciate the administration's efforts to take care of the employees and shift the culture on campus.

Faculty Senate President Rheana Gardner echoed the sentiments of the staff that she appreciates the open communication between faculty and the administration. COVID beat faculty down quite a bit and there was disappointment that the institution did not adopt a vaccination mandate, so we are doing the best we can. Faculty are also apprehensive about how fast SUU is growing. Appreciate the collaborative effort of the faculty, staff, and administration working on a solution for employee childcare. The senate created a survey and had 130 employees respond expressing need for those services.

President's Report & Campus Updates

Interim President Mindy Benson turned time over to each of the Vice Presidents to share updates from their divisions.

VP Stuart Jones talked about SUU's enrollment success. To set the stage, there is a nationwide enrollment crisis. Nationwide, there has been the largest 2-year enrollment drop in the last 50 years. Good perspective to have for us. Fall enrollment update we were up 8.2% and led all colleges and universities in USHE. 2nd behind the UofU in number of new freshmen. We are up 413 out of state students over the last few years (net tuition revenue of \$3.3 million) continue to see online growth. Since 2019, our online program has grown 663%. Growth goals for this coming fall is to grow face to face 3-5% to let the housing market in Cedar City catch up. We do not want to contribute to another housing problem in the community, and continue our double digit in online growth. Working hard to see if we can get our international student numbers back up, but it will depend on COVID restrictions. Stuart also expressed thanks for being a part of last night's Holiday Gala. On the advancement side, SUU's fundraising priorities are scholarships, stadium updates, music building, and business building improvements and expansion.

VP Marvin Dodge shared that SUU's Finance & Auxiliary operations went through statewide audit with no issues. There was also an audit on HEERF (federal COVID relief) funding and they had 2 minor findings. This set us up well so we could fine tune our processes and make some adjustments on how we distribute those funds. Chartwells invested in a remodel of food services in the student center over the summer and the project took longer than expected. Chick-Fil-A will be opening next week, we received approval from Chick-Fil-A corporate.

From the budget side, formal budget requests have come in and the cabinet will be reviewing those. We estimate we have about \$2 million in revenue and have about \$5 million in one-time funds. Submitted \$5.4 million worth of budget requests to the commissioner's office that we anticipate through legislative funding (growth and performance funding) which will go to faculty lines and some staff positions. Also hearing discussion from the legislature 5-7% compensation increase for state employees. Recognition that we need to retain and attract quality employees. Facilities update - we are making great progress on new academic classroom building. On track to have it ready for classes in January 2023. Cautiously optimistic, it will depend on materials and supply chain issues. We have completed a package to purchase the Leavitt Group Headquarters Building. Facilities and IT are working on that space. Buying Windsor Court was a possibility but price estimates are high, so we are pausing on that for a year.

We have undertaken a restructuring of our HR Office and hired an Assistant VP for Human Resources, Kevin Price who will join us in February. We look forward to having him on campus. The Information Technology department is in the process of re-cabling all of the buildings on campus for faster internet. We have had trouble getting new computers because of supply issues. Enterprise Risk Management office including a risk assessment. Enterprise risk model looks at opportunities and ways we can be risk aware across the institution. In aviation operations, we have been working with the Veterans Administration and have had several months of peace after some issues we had to work through from them.

Provost Jon Anderson gave an academic affairs update. The leadership team is in the process of shifting. We just started the process of hiring a College of Engineering and Computational Sciences Dean and a Dean of the College of Health Sciences with search committees. Our goal is to complete those searches by April 1. Associate Provost Johnny MacLean leaving for a new position as Provost. The strategic planning process is mostly finalized. This will be put on hold until the Presidential Search is completed. The numbers have

held steady through the fall. We have given flexibility to faculty members to teach classes in the modality that they are most comfortable with. We have about 2000 students who are part of our online campus. We have about 1200 students who are taking fully online schedules who may transition back to a face-to-face environment. There are approximately 4600 students taking a hybrid schedule. The Provost thanked Stuart and Jared and their teams for working in collaboration with Academic Affairs.

VP Jared Tippets shared an update from the division of Student Affairs. As far as enrollment updates it is worth celebrating that SUU is retaining and graduating students. We continue to hover close to 75% retention rate (students who start as freshman and return for their sophomore year). This year, our rate was 73.4%. For context, that ranks us in the top 10 public regional universities in the nation. 10 percentage points in our retention rates. There is an institutional commitment to this. We are excited to continue to see graduation rates increase as well. We are at a 55% graduation rate. Our graduation rate is above and beyond all of the other institutions in Utah. We are up 641 more students (point in time) than we were last year. We are on track to get more students to graduation as well. Challenge is classes and keeping them on track toward graduation based on availability of classes. This is not as simple in Cedar City when we don't have as large of an adjunct pool as compared to SLC or Utah County.

The division performed a housing audit within the community. This is another complicated challenge. Maybe 2500 of our students live in a traditional student housing complex. The remainder live in townhomes, basement apartments, houses, etc. We think there are close to 600-700 landlords in the community for our students. The average number of beds owned by each landlord is relatively small. We are going to wrap our minds around where our housing issues are and find a balance with our enrollment growth and allow us to grow in lockstep with the housing supply.

Another initiative we are working on is to bring a student health clinic to campus for students to seek the health care they need. This will help keep campus healthy and provide more convenient and accessible health care for students. This would be paid for through a student fee. There is also an effort underway to explore providing childcare to employees. Working together with faculty and staff to find solutions.

The biggest challenges are enrollment growth and the mental health issues of our students. It is a daily challenge. We have more and more students coming to us seeking and needing mental health support and we simply cannot provide enough support for them. We are hospitalizing students at much higher rates, suicide attempts are higher than before. It is overwhelming to our staff. Colleagues in the K-12 system are dealing with this too. As a state we are way behind on committing resources to mental health.

Athletic Director Debbie Corum first shared an update on our student athletes. SUU had its first ever female all-American cross country runner. Alison Pray competed at nationals and finished in 20th place. The Men's Cross Country team also competed in nationals and finished 24th in the country. Our men's basketball team over thanksgiving played in the palms division Ft. Meyers Tournament. They won the tournament and John Knight III was named the most valuable player.

We are working on renovations to the stadium. Working on plans and fundraising. This project will upgrade our football locker room and create locker rooms for our track and cross country teams. Many don't realize that our football locker room is so small so our team cannot meet all together in the same room. During halftime, the offense meets in one room and the defense in another which is a real disadvantage for our football program. The Men's and Women's track and cross country teams don't currently have their own locker rooms so it will be a great improvement for the program.

Demario Warren is no longer the head football coach. Important for the Trustees to know that Coach Warren left here with a lot of pride and dignity in the school. It was a difficult conversation to have about whether he should continue here. He has been at SUU since he was 22 years old. He was extremely saddened by the fact that he had let the university down. Even though we haven't accomplished on the field what we wanted to, he did not let us down. He has been a role model for hundreds of young men even though the W-L record wasn't what he wanted it to be. Debbie was proud of the way the process was conducted. He had the chance to say goodbye to the team and the players could individually thank him. He wants to continue his coaching career, probably not as a head coach.

We immediately began the process of searching for our next head coach. Our goal is to present a new coach to the team next week before they leave for the semester. We are hopeful that we are close enough to do that for our student athletes next week.

Debbie turned time over to Jeff Tukuafu, Senior Associate Athletic Director, to outline the hiring process for the head football coach. Developed criteria including their history and experience, can do more with less, development of players, leadership role in winning programs, charismatic, fundraising and has ties in Utah and Texas. Important as we move into the WAC and compete against primarily Texas football teams. Anyone with 4 of our criteria we kept on our list (about 77 candidates), talked with references, and from there interviewed 13 initial candidates. We are now down to 4 candidates that we will interview. Our criteria was specific to the SUU football program and what makes it successful.

President Benson closed by sharing her priorities: finding solutions to faculty and staff child care issues, bringing back a student health clinic, addressing student mental health concerns, and continuing to build a campus culture of inclusion. Aware of community issues, specifically housing and will be watching data closely to make sure enrollment and housing is in step. We are also convening a community group to make sure we are more inclusive, have heard that some students are feeling unsafe. Thanks for all that the Trustees do for the institution.

Chair Christiansen expressed thanks and appreciation to the leadership team and the trustees. Hoping to have more hands-on experiences in future meetings.

MOTION TO ADJOURN

Motion to adjourn by Jodi Hart Wilson. Vote was unanimous. The meeting was adjourned at 12:22 PM.