



Meeting Minutes March 24, 2022
9:00 a.m. – 4:30 p.m.
University Center, Western Colorado University

I. CALL TO ORDER

Chair Shaddock called the meeting to order at **9:13 AM**.

II. ATTENDANCE

Trustees Present

Chair Shaddock, Trustee Blessman, Trustee Buckley, Trustee Engleman (Student Trustee), Trustee Ferchau, Trustee Gutierrez, Trustee Miccoli (Faculty Trustee), Trustee Pribyl, Trustee Szczurek, Trustee Todd, Trustee Vasquez

Additional Attendees

Interim President Chisholm, Natalie Powell (Attorney), Brad Baca (VP), Julie Baca (VP), Bill Niemi, (VP), Kevin Alexander (AVP), Mike LaPlante (VP), Tom Burggraf (Executive Director WCU Foundation), Tamara Toomey (Executive Assistant), Abel Chavez (VP), Chris Rourke (Communications Officer), Pat Magee! (Faculty Senate Representative), Kelsey Bennett (AVP), James Young (IT), Manzil Rayamajhi (IT)

Total Attendees: 26

III. APPROVAL OF THE AGENDA

The agenda was approved by consensus, as there were no changes.

IV. APPROVAL OF MINUTES FOR THE BOT MEETING OF FEBRUARY 3, 2022

Trustee Blessman moved to approve the minutes for the February 3, 2022 Board meeting and Trustee Pribyl seconded. Motion carried.

V. ACTION ITEMS

Interim President Nancy Chisholm reviewed the action items from the previous meeting.

VI. ORAL REPORTS

- A. Board Chair – Chair Shaddock reported that former trustee Aquino Gallegos was appointed to the Farm Service Agency.
- B. Interim President: Interim President Nancy Chisholm reported that VP Abel Chavez will be leaving Western in April. Leslie Taylor will fill the role of VP of Marketing on an interim basis, and Gary Pierson, Dean of Students, will report to Interim President Chisholm. The new president will decide on structure and hiring going forward.
- C. Student Trustee – Adam Engleman reported that SGA is conducting its annual reevaluation of the SGA constitution and processes, and they are changing how they define representation of clubs and club activities on campus, which may impact the Trustee Policy Manual (TPM). He will forward changes to Chair Shaddock once they have been approved. SGA is in the process of elections which should be completed by April 18th, so the Board will have a new student trustee in May.

Trustee Engleman has loved being a part of the Board. Chair Shaddock expressed her appreciation for him and his work on behalf of the Board.

- D. Faculty Trustee: Trustee Miccoli discussed faculty participation in the presidential search, with over 50 faculty present at each candidate presentation. He expressed praise from the faculty for participation in an excellent process.
- E. Faculty Senate Chair (written)
- F. Mid Managers Chair (no report)
- G. Foundation Executive Director: Tom Burggraf reported \$2M in distribution to Western and almost \$1M in scholarships. The Foundation is gifting \$50,000 unrestricted funds to Athletics each year for the next 5 years to help strengthen programs. Trustee Chair Shaddock added that part of this is to support work in hiring more diverse coaches.
- H. Attorney General/Legal Report (no report)
- I. Legislative Report (written): In addition to the written report, the legislature approved the ERP Phase II funding as well as campus lighting capital request.

VII. PUBLIC COMMENT: None

VIII. ACTION ITEMS

- A. Personnel Action and Information Item
 - VP Bill Niemi presented 6 administrative appointments for board approval.
 - VP Bill Niemi presented 4 tenure candidates for Board approval and referenced information on the process and managing tenure in the Board Packet.
 - Chair Shaddock requested that managing tenure density while not creating revolving doors in departments be added to the discussion items for the next president.
 - Trustee Blessman inquired about a roll-up/themes of exit interview feedback being presented to the Board. She also suggested that Western's vision as positioned relative to other IHEs be added to the BOT summer retreat agenda.

Trustee Buckley moved to approve the recommended personal items, and Trustee Blessman seconded. Motion carried.

- B. Ad-Hoc Policy Committee

Chair Shaddock reviewed the two items presented to the Board from the committee:

 - Edits to the TPM replacing "Institutional Handbook," which no longer exists, with the current "Handbook for Professional Personnel". *Trustee Todd moved to adopt all edits reflected in the Board Packet related to the Institutional Handbook, and Trustee Pribyl seconded. Motion carried*
 - The WCU presidential evaluation template. *Trustee Blessman moved to adopt the WCU presidential evaluation template, and Trustee Pribyl seconded. Motion carried.*
- C. FY 2022-23 Tuition, Fees, Room & Board Rates

VP Brad Baca presented proposed tuition, fee, room and board rates for FY2022-23 available in the Board portal. Discussion followed that some Trustees are having trouble getting into the Board portal and asked for a list of items in the portal. *Trustee Gutierrez moved to adopt rates as presented. Trustee Pribyl seconded. Motion carried.*

Break: 11:05-11:15 AM

VIII. DISCUSSION TOPICS

A. Cybersecurity Briefing

Chad Robinson, Director of IT Services, presented a cyber security briefing addressing increased cyberattacks and an overview of Western's systems, policies, and procedures related to cybersecurity. A more detailed discussion will take place at the May Board meeting.

B. FY2022-23 Draft Current Fund Budgets

VP Brad Baca presented the draft current funds budget available in the Board Portal. A final budget proposal will be presented to the Board on May 6th for consideration. Trustees requested additional information and a work session presenting a balanced budget without reserve usage before the May Board meeting. President Chisholm will send a document to Trustees Szczurek, Blessman and Buckley with potential revenue generation opportunities.

Break: 12:15-12:30 PM

C. Salary Assessment Task Force Update

VP Brad Baca updated the Board on the work of the Salary Assessment Task Force (SATF):

- Western's 2021-22 CUPA salary survey was submitted after reviewing and updating job matches.
- Statistical work is being completed to determine what, if any, salary inequities exist. If any inequities are found, recommendations for certain salary adjustments will be made.
- The SATF has begun to draft a Request for Proposals (RFPs) to seek consulting services for the establishment of a job classification system and the development of a compensation plan. Trustee Szczurek suggested sending an "invitation to negotiate" rather than an RFP as recommended by the State of CO.

D. Workforce Housing Project Update

VP Julie Baca summarized the work session with the housing committee, Servitas, CO Land Board, and other stakeholders to determine project status and paths forward. The current project encompasses 2 bed, 2 bath, 2 car garage units for \$2200/month. The alternative would be HUD development by the CO Land Board, but that would not help most Western faculty and staff due to salary caps. The updated pro forma is available in the Board Portal and a work session will be held in April.

IX. WRITTEN REPORTS

- A. Elevate Western Campaign Update
- B. Enrollment Report
- C. Campus Updates
- D. Organization Charts

X. SET NEXT MEETING AGENDA: May 6, 2022

XI. OTHER BUSINESS

XII. EXECUTIVE SESSION

Description: To consider personnel matters in accordance with §24-6-402(3)(b)(I), C.R.S.
Trustee Szczurek moved to convene executive session, and Trustee Blessman seconded.

Executive session began at **1:18 PM** and ended at **4:42 PM**.

XIII. ACTION ITEM: President Selection – tabled to tomorrow

XIV. ADJOURNMENT

Chair Shaddock adjourned the meeting at **4:44 PM**.