#### UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA BOARD OF REGENTS MINUTES April 12, 2017

The Board of Regents for the University of Science and Arts of Oklahoma met Wednesday, April 12, 2017, in the President's Conference Room on the USAO campus. Before the meeting was called to order, President John Feaver stated that advance public notice of this meeting was properly filed and displayed in compliance with the Open Meeting Law. Chair Anderson led the group in the Pledge of Allegiance and then called the meeting to order at 1:30 p.m. and asked for roll call. Members present were: Mo Anderson, David Ferrell, David McLaughlin, Diane Ming, and Chris Mosley. Absent were: Bill Lance. Also present were: President John Feaver, Vice President Krista Maxson, Vice President Mike Coponiti, Vice President Sid Hudson, Vice President Lynn Boyce, Vice President Monica Trevino, Assistant to the President Cathy Perri, President of Faculty Association J.C. Casey, President of the Alumni Association Ron Carr, President Staff Association Laura Wijkowski, and Diane Carroll, Executive Assistant to the President and Secretary to the USAO Board of Regents.

Introductions: None.

**Presentations:** Vice President Krista Maxson presented the Regents Superior Scholar Award to Dr. Chris Garneau. She also presented the Regents Superior Teaching Award to Mr. Blake Morgan and Faculty Service Award to Dr. Jeannette Loutsch. Vice President Sid Hudson presented the Bill & Pat Smith Scholar Athlete Award to Manish Puri, a cross country runner, and Tate Landmark, a softball player.

**Approval of the Minutes of the February 8, 2017, meeting:** On a motion by Regent Mosley, seconded by Regent Ferrell, the minutes were approved unanimously.

Communications: None.

Unfinished Business: None.

#### New Business:

#### 1. Personnel –

#### Appointments:

Ryan Bates, Security Officer, full-time effective December 5, 2016, salary \$20,800 Zachary McGrew, Media Manager, full-time effective January 30, 2017, salary \$38,500 Richard Barker, Interim Head Women's Volleyball Coach, part-time effective February 15, 2017, salary \$18,000

Michael Nuñez, Recruitment and Admissions Specialist, part-time effective February 23, 2017, salary \$13.00 per hour

Scott Haselwood, Director of Instructional Technology, full-time effective March 1, 2017, salary \$50,000

Chad Wollenberg, Recruitment & Admissions Specialist, full-time effective March 6, 2017, salary \$30,000 Ginger London, Academic Technology Administrator, full-time effective March 27, 2017, salary \$35,000 Change in Status:

Joyce Sanders, Executive Assistant to President and Secretary to the USAO Board of Regents, effective May 1, 2017

#### **Resignations:**

Sheri Deily, effective February 28, 2017

#### **Retirements:**

Steve Brown, effective April 30, 2017 Diane Carroll, effective May 2, 2017 Jeanne Mather, effective July 31, 2017 Vicki Ferguson, effective August 7, 2017

#### **Summer Session 2017**

Tonnia Anderson	7,620.00	Sean Kelley	4,920.00
Cammie Smith-Barnes	11,584.00	Jackie Knapp	11,584.00
Annick Bellemain	11,584.00	Jeannette Loutsch	7,240.00
Brenda Brown	13,920.00	Jeanne Mather	9,840.00
John Bruce	9,840.00	Linda McElroy	13,120.00
J.C. Casey	10,440.00	Blake Morgan	10,160.00
Roch Chan-Yu-King	5,220.00	Robert Newbrough	7,620.00
Christa Copeland	3,330.00	Nancy Osborn	9,840.00
Kevin Crow	9,840.00	Leah Oxenford	8,890.00
Katie Davis	8,688.00	Shelley Rees	8,688.00
James Finck	7,620.00	Matt Reynolds	7,770.00
Christopher Garneau	10,160.00	Jason Shaw	10,160.00
Donna Gower	11,584.00	Peter Thomas	13,120.00
Nancy Hector	2,896.00	Layne Thrift	10,160.00
Yunjae Hwang	5,550.00	Quan Tran	11,584.00
Rachel Jones	7,620.00	James Vaughn	10,160.00
Alex Kangas	7,620.00	Jordan Vinyard	6,604.00
Aleisha Karjala	11,584.00	David Zoetewey	7,620.00

#### **Independent Study Summer 2017**

Brenda Brown	1,500.00	Jackie Knapp	1,500.00
Christa Copeland	1,500.00	Sarah Layman	1,500.00
Kevin Crow	1,500.00	Jeannette Loutsch	1,500.00

Katie Davis	1,500.00	Linda McElroy	1,500.00
James Finck	1,500.00	Nancy Osborn	1,500.00
Chris Garneau	1,500.00	Shelley Rees	1,500.00
Aleisha Karjala	1,500.00	Jason Shaw	1,500.00
Karen Karner	1,500.00	Zach Simpson	1,500.00

#### **Adjunct Faculty Summer 2017**

Scott Charlson	1,700.00
Bill Robinson	500.00
Caitlyn Wesnidge	4,440.00

On a motion by Regent Ming, seconded by Regent Mosley, the Board voted unanimously (5-0) to approve the personnel actions.

**2. Financial Statements –** Vice President for Business and Finance Mike Coponiti covered the monthly and quarterly financials with the group.

No action was necessary.

3. Request for Approval of USAO's Proposal for Holistic Admission Option Pilot Chair Anderson called on Regent Mosley to report on the following request. Regent Mosley proposes the Board accept the request.

#### PROPOSED PILOT FOR A HOLISTIC ADMISSIONS OPTION

#### April 12, 2017

The following request is to pilot a fourth holistic option for admission to the University of Science and Arts of Oklahoma.

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OVERVIEW OF THE INSTITUTION

The University of Science and Arts of Oklahoma (USAO) operates under a mandate issued by the Oklahoma legislature in 1965 to offer a high quality, undergraduate, liberal arts education that ordinary families can afford. We have the specific charge to provide bright and talented students access to a rigorous academic experience they would otherwise find too expensive and unattainable. Today, we continue to occupy a singular place in Oklahoma higher education – offering a special type of high quality baccalaureate education at an everyday price.

Mission, Control and Programs

#### **Mission Statement**

The University of Science and Arts of Oklahoma is the state's public liberal arts college. Its mission is to provide the public with a distinctive and accessible liberal arts and sciences education. In combining an interdisciplinary core curriculum with superior instruction in major fields of study, USAO aims to provide a thorough education that prepares students as useful and creative participants both for the workplace and the commonwealth.

#### Statement of Core Belief

We believe the best path to a meaningful and purposeful life is an education that integrates knowledge from many disciplines and equips individuals for the 21<sup>st</sup> century.

#### OVERVIEW OF CURRENT STANDARDS

In 2005, USAO's Board of Regents, with the approval of the Oklahoma State Regents for

Higher Education (OSRHE), implemented a plan to raise admissions standards to higher levels as part of a broader Mission Enhancement Plan (MEP). As a result, regular admission to the University is now reflected in the three options noted in the following table.

	Option 1	Option 2	Option 3
	Minimum ACT/SAT	Minimum GPA	Minimum GPA in the
		and Class Rank	15-Unit Core
University of Science	24/1090	3.0 GPA	3.0 GPA core
and Arts of Oklahoma	AND	AND	AND
	3.0 GPS or top 50%	Top 25%	ACT 22 or SAT 1020

Each year, we admit up to 50 students under alternative admissions standards in accordance with Oklahoma's mandated Right-To-Try opportunities. As part of evaluating alternative admission candidates, we developed an alternative admissions review committee. This committee evaluates the file of any student who does not meet the admissions standards for Options 1, 2 or 3. The committee accepts resumes, recommendation letters, and conducts interviews as needed to evaluate a candidate. In doing this we have found that there are some talented and extremely bright students who are interested in the kind of education we offer who for one reason or another do not meet traditional standards but would be successful. We therefore are requesting the opportunity to implement a pilot fourth admission option that would be holistic in nature over the next three years to gather data and report on the success of this initiative. To be clear, this is not a reduction in our admission standards but provides another avenue in exploring the types of students that would benefit most from the type of education that we provide.

#### OVERVIEW OF PROPOSED PILOT PROGRAM STANDARDS

The pilot will include the three admission options already in place and an additional fourth holistic option for admission to USAO. For the purpose of this pilot we will provide the holistic option for first-time-entering freshmen in the fall terms of 2017, 2018 and 2019. The Holistic Admissions Review Committee (HARC) will evaluate those applicants that do not meet the first three admission options.

Criteria: Students, both in-state and out-of-state are selected based on a review by the HARC committee. In addition to the Cognitive Criteria (20 ACT And either a 2.7 Cumulative GPA; 2.7 Core GPA; Upper 50% Class Rank) students must complete at least two of the following: Interview with HARC, Letters of Recommendation from high school instructors, counselors, etc, aWriting Sample, resume, or other acceptable evidence of likelihood to persist. Please see appendix A for examples of instruments used in assessment of these factors.

Committee: The committee membership includes staff from Admissions and Student Support Departments and invites representative faculty to the process. The committee will review each application file and determine if a student should be admitted based on the file or come in for an interview.

Institutional Support: Students selected as part of this process will take a College Achievement & Life Management Course (CALM) in the fall term to provide additional support for their success. Please see appendix B for the CALM syllabus. They will also be required to attend a new student orientation and will be assigned to meet at least once per term with a staff member within the Student Success Center.

The measures we will assess as part of the pilot include persistence rates from semester to semester, retention rates, grade point average (GPA), and earned hours. Graduation rates will not be possible during the length of the pilot but continued monitoring of the students will occur in respect to graduation. We would like to begin with students recruited for fall 2017. If we do not get at least 30 students enrolled through the holistic admission process this year we ask for a fourth year of the pilot or an additional fall 2020 holistic admission option to ensure a sample size that could demonstrate a statistical significance. Upon approval, the option of the holistic

admission pilot will be advertised on the USAO webpage and through admissions marketing materials sent/presented to prospective students.

# USAO Holistic Interview Questions

#### Self-Description/Support System:

Tell us a little about yourself and your family.

What 3 words would you use to describe yourself to someone who did not know you?

#### Motivation:

What appeals to you most about this college?

#### Life Experience/Maturity:

What extracurricular activities or work experience have you been most involved in?

What do you do for fun in your free time?

#### Self-Assessment/Determination:

What is your biggest strength?

What is your biggest weakness?

#### Academic Readiness:

How do you think college will be different from high school?

#### **Stress Management:**

How do you schedule your time/set priorities?

What kinds of things cause you stress?

#### **Outside Factors/Circumstances:**

Are there any factors or circumstances that may have affected your performance in high school?

#### Motivation/Maturity:

What do you expect to be doing 10 years from now?

Student Name Interview Date					
<b>Categories for Consideration</b> Ve	ery Weak	Mod	lerate	Very	Strong
Support System	1	2	3	4	5
Motivation	1	2	3	4	5
Life Experience	1	2	3	4	5
Maturity	1	2	3	4	5
Self-Assessment/Determination	1	2	3	4	5
Academic Readiness	1	2	3	4	5
Stress Management	1	2	3	4	5
Outside Factors/Circumstances	1	2	3	4	5
Willingness to seek/Utilize resources	1 5	2	3	4	5
Coping Ability/Perseverance	1	2	3	4	5
Academic Profile Points Senior Year Performance	2 D/F Avg.	4 Mostly C's	6 A-C Mix	8 A/B Mix	10 Mostly A's
GPA	0-1.4	1.5-1.9	2.0-2.5	2.6-2.9	3.0+
АСТ	13-14	15-16	17-18	19-20	21+

# USAO Holistic Interview Rubric

## **Overall Interview Impression**

Inspirational/Leaves a strong positive	
impression	= 20 points
Clear evidence of interpersonal qualities that could lead to success	= 15 points
Neutral impression of candidate	=10 points
Some concerns for negative personal qualities that could impede success	=5 points

Major concern for negative personal qualities that could impede success

Accepted

100-70 points

First Name \_\_\_\_

Information\*

= 0 points

Grand Total: \_\_\_\_\_ Points Accepted w/ Provisions Waitlisted/More Info Needed Not Admissible 69-50 points 49-40 points Below 40 points Interviewing Committee Members University of Science and Arts of Oklahoma Admissions Candidate Reference Form **Student Information** \_\_\_\_\_ Last Name \_\_\_\_\_ Reference \*To be completed by the individual providing the reference. The student listed above has recently applied for admission to the University of Science and Arts of Oklahoma and we have processed their application. We believe this student may be a great contribution to USAO and we would like to hear more about his or her academic experience and accomplishments to assist us in making a decision. Please complete the following form with as much detail as you can provide. Reference Name \_\_\_\_\_ Title

Why do you believe that this student could be successful at USAO?

Please rate the student on the following: (1-minimal through 5-maximal)						
Perseverance/Determination	1	2	3	4	5	
Maturity	1	2	3	4	5	
Academic Readiness	1	2	3	4	5	
Support System	1	2	3	4	5	
Willingness to seek or utilize resources	1	2	3	4	5	
Specific examples of the student's strengths						

Specific examples of the student's weaknesse	Sp	pecific	examples	of the	student's	s weal	knesses
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Are you aware of any outside factors or circumstances that may have affected this student's performance in high school?

Additional comments or concerns \_\_\_\_\_

Reference Signature

Date

Appendix B

## College Achievement and Learning Management (CALM): IDS University of Science and Arts of Oklahoma

Instructor: Email: Phone: Office Hours: Office Location:



**Course Description:** CALM introduces students to some of the best practices for success in college and life. General topics include the following: Making Connections; Time Management; Major/Career Exploration; Learning Styles; Setting Educational, Financial, and Personal Goals; Study Skills; Critical Thinking; College Ethics; and Health and Wellness Strategies.

Required Textbooks: Separate Notebook for Journal, Weekly Academic Planner/Calendar

### Course Objectives: Upon successful completion of this course, the student will 🛛

Identify and use available college resources, technologies, practices, and procedures.

- Evaluate educational, financial, and personal goals incorporating a major and career plan.
- Assess and develop study skills, critical thinking skills, and strategies for academic success.
- Demonstrate an understanding of diversity and global connections.
- Demonstrate appropriate ethical behavior for academic success.
- Locate and evaluate resources to meet an information need.
- Develop strategies for balancing school, work, family, spiritual, social, and physical well-being through time and stress management techniques.

**Participation and Attendance Policy:** The University of Science and Arts of Oklahoma expects regular and punctual attendance in all courses. Since much of this course is activity and participation based, it is critical that you attend *all* class meetings. If you must miss a class, it is your responsibility to turn in your work early and notify the instructor through email about your absence. If you miss, be aware that the due dates for assignments still apply, and you are still accountable for all missed work (activities, worksheets, assignments, etc.) and handouts. Most assignments and points require in class participation and are *not able to be made-up*. Best advice for successful completion:

- 1. Attend every class.
- 2. Come to class on time.
- 3. Keep assignments up to date.
- 4. Pay attention and participate in all activities.

- 5. Contribute to class discussions.
- 6. Contact the instructor if there is a problem.
- 7. Come to class even if not prepared.

University of Science and Arts of Oklahoma

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Appendix B

**Assignments and Grading:** Grades are calculated on a point basis. Types of graded assignments will be activities, worksheets, inventories, and others.

Your final grade on the total number of points you earn.

- A = 100 90% of the total possible points for the course
- B = 89 80% of the total possible points for the course
- C = 79 70% of the total possible points for the course
- D = 69 60% of the total possible points for the course
- F = Below 60% of the total possible points for the course

**Academic Integrity Policy:** Students are expected to maintain high standards of academic integrity. Any student who engages in any form of academic dishonesty will be assigned a failing grade and reported to the Vice President for Academic Affairs. Academic dishonesty includes but it not limited to plagiarism, fabrication, cheating, and forgery or alteration of documents.

**Accommodation Statement:** Any student needing academic accommodations for a physical, mental, or learning disability should notify Student Services and the course instructor within the first two weeks of the semester so that appropriate accommodations can be arranged. The Director of Disability Services can be contacted at 574-1326.

Chair Anderson moved to accept Regent Mosley's recommendation to approve the Holistic Admission Option Pilot. The Board voted unanimously (5-0) to approve.

#### 4. Request for Approval of Curriculum Changes

Chair Anderson called on Regent Mosley to report on the following request. Regent Mosley proposes the Board accept the request.

The following requests for additions, deletions, and modifications in programs and courses have originated with the respective departments, and have won approval from the appropriate faculty committees and officers, including the President.

All courses are identified by a four-digit number. The first digit (1, 2, 3, or 4) represents respective levels of freshman, sophomore, junior, and senior. The last digit represents the number of credit hours awarded for completion of the course. The middle two digits are unique to identify the specific course and will be determined by the registrar in consultation with the proposing faculty.

- 1. Curriculum change to the Research Endorsement: Changing the structure and title of the Research Endorsement Program to Mentored Research: Instead of four courses and ten required hours, the program would consist of two courses, both offered each fall and spring to allow students to start and end based on their individual graduation plan and available faculty mentor. Students will be able to complete the sequence in as little as four hours while others whose research requires more time may take the second course as many as three times (six hours) with approval of the project mentor. This graduate thesis model provides flexibility for projects that require extra time with data collection and field research.
  - a. **Deletion of IDS 3415 and IDS 3421:** These courses for the Research Endorsement offered in the Independent Study and summer terms only is financially prohibitive for many students, including those on academic scholarship that does not cover summer classes (some of our best students).
  - b. Change in existing course IDS 4462: IDS 4462 will become the first course in the sequence and will have a new course description and change in title from Research Project III to Research Project I: (Design) 2 hours
  - c. **Change in existing course IDS 4552:** New course description to fit with the new structure of the sequence. IDS 4552 Research project II: (Implementation) 2 hour

#### 2. Curriculum changes to Communication program:

- a. New courses COMM 2502 and COMM 2512: These two elective courses, Introduction to Video Production and Advanced Video production were taught as workshops and now being assigned their won course numbers.
- **b.** Deletion of COMM 2100: The material covered in this course is embedded in three other required courses COMM 4313, COMM 4523 and COMM 4533.

- **c.** Change in program: Require COMM 3333 (Practicum in Print media) instead of presently required upper-level mass media elective.
- **d.** Change in Program: Change requirement of PHOT 1023 (Black & White photography) to PHOT 2133 (Digital Photography I).
- 3. **Curriculum approval process:** The Academic Policies and Procedures committee has been reviewing the process for curriculum changes for the past academic year. Through discussion and revision, they have added two steps to the approval of curriculum changes. The first being the notification to the division chair, registrar and chair of teacher education that a curriculum change is being proposed. The second is to include a five-day open hearing to allow faculty and staff to discuss any concerns or suggestions they have for amendments to the proposal. An example of the updated curriculum change form is attached which includes the documented procedure for curriculum changes and an updated signature page. This updated procedure was approved at the March faculty Association meeting and has the endorsement of the VPAA.

Chair Anderson moved to accept Regent Mosley's recommendation to approve the Curriculum Changes. The Board voted unanimously (5-0) to approve.

#### 5.Request for Approval Selection of External Auditor for 2016-2017

Chair Anderson called on Regent Ming to report on the following request. Regent Ming proposes the Board accept the request.

The firm of Becky Fleming, CPA, Inc. has completed their five year contract with the University and according to Oklahoma statutes we are prohibited from retaining there services. It was therefore necessary to solicit proposals for external auditing services.

A Request for Proposal notice was filed and eighteen Request for Proposals were sent to accounting firms in Oklahoma. The closing date was Wednesday, March 22, 2017 at 4:00 p.m. one firm submitted a proposal to the Office of Business and Finance.

The Regents' Finance Committee will consider the following proposal:

Finley & Cook, PLLC Shawnee, OK

Fiscal Year	2016-17	2017-18	2018-19	2019-20	2020-21
Contract	\$ 31,000	\$ 32,000	\$ 33,000	\$ 34,000	\$ 35,000
Amount					

Chair Anderson moved to accept Regent Ming's recommendation to approve the Selection of External Auditor for 2016-2017. The Board voted unanimously (5-0) to approve.

#### 6. President's Report-

President Feaver addressed the Board on the following items:

- a. Vice President Hudson reported on Advancement activity.
- b. Vice President Maxson reported on the relationship USAO is building with OCCC.

#### 7. Remarks from Representatives to the Board:

- i. Faculty Association Dr. J.C. Casey, President for the Faculty Association provided a handout detailing faculty activities since the last Board meeting.
- ii. Student Association No report
- iii. Alumni Association Ron Carr, President of Alumni Association reported on the orientation of new Board members. The Association is also working on plans for Homecoming in November.
- iv. Staff Association Laura Wijkowski, President for Staff Association reported on the many activities of the staff.

# 8. Time and Place of Next Meeting – The next meeting will be held Wednesday, June 14, 2017, at 1:30 p.m. on the USAO campus.

# 9. Consideration of "any matter not known about which could not have been reasonably foreseen prior to the time of posting of the agenda" – None.

**10. Executive Session –** Chair Anderson asked for a motion to move the meeting into executive session. On a motion by Regent Mosley seconded by Regent McLaughlin, the Board voted unanimously to move into Executive Session. Chair Anderson declared the Board in Executive Session at 2:34 p.m. in order to address the remaining agenda items.

- a. Consideration of Reappointment of Professional and General Staff for FY2017-2018
- b. Consideration of Tenure Decisions for 2017-2018
- c. Consideration of Appointment of Faculty and Division Chairs for 2017-2018
- d. Consideration of Promotion Decisions for 2017-2018

**11.** Return to Open Session – Chair Anderson asked for a motion to move the meeting into open session. On a motion by Regent Mosley, seconded by Regent Ming, the Board voted unanimously to return to Open Session at 2:50 p.m.

- a. Action on Consideration of Reappointment of Professional and General Staff for FY2017-2018
- b. Action on Consideration of Tenure Decisions for 2017-2018
- c. Action on Consideration of Appointment of Faculty and Division Chairs for 2017-2018
- d. Action on Consideration of Promotion Decisions for 2017-2018

On a motion by Regent Mosley, second by Regent McLaughlin, the Board voted unanimously to approve all (a-d) requests for Board action.

**12.** Adjournment – On a motion by Regent McLaughlin, seconded by Regent Mosley, the Board voted unanimously to adjourn. Chair Anderson declared the Board meeting adjourned at 2:55 p.m.

Advance public notice of this meeting was properly filed and displayed in compliance with Title 25, O.S. 1981, Section 311.