

**UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA**  
**MINUTES OF THE BOARD OF REGENTS REGULAR MEETING**  
**Thursday, December 11, 2025**  
**1727 W. Alabama Avenue, Chickasha, OK 73018**

1. **Call to Order:** Chair Diane Ming called the meeting to order at 1:00 p.m.
2. **Announcement of the Filing of Meeting Notice and Posting of Agenda in Accordance with the Open Meeting Act:** President Hale announced the filing of the meeting notice and posting of agenda was done in accordance with the Open Meeting Act.
3. **Roll Call** was taken. Regents in attendance were Amanda Conley, Diane Ming, Suzanne Reynolds, Chet Hitt, JJ Francais and Kelly Wilkerson. Regent Cale Walker was absent.
4. **The Pledge of Allegiance** was recited by those in attendance.
5. **Introductions:** President Hale introduced and welcomed Kyle Shifflett, deputy general Counsel for the Oklahoma Office of the Attorney General, and Mr. John McKee, Vice-Chief Information Officer at Run Business Solutions.
6. **Communications to the Board On Upcoming Events and Special Programs:** President Hale presented a list of upcoming men's and women's basketball games as well as the Davis-Waldorf Performing Art Series coming in February 2026.
7. **Reports from Association Representatives:** Reports were submitted in advance from the Faculty Association and Alumni Association.
8. **Discussion and vote to approve/disapprove the minutes of the September 11, 2025 Regular Meeting:** The September 11, 2025 minutes were approved previously at the November 13, 2025 meeting with a correction. Upon advise of counsel, the minutes are being voted upon again since the Sept. 11th meeting was listed as a "special meeting", when in fact, it was a regular meeting. With that correction on file, Regent Conley made a motion to accept the minutes of the Sept. 11, 2025 meeting, Regent Reynolds seconded the motion and the motion carried.
9. **Discussion and vote to approve/disapprove the minutes of the November 13, 2025 Meeting:** The minutes of the November 13, 2025 minute were presented. Having no corrections or additions, Regent Wilkerson made a motion to accept the minutes as printed, with Regent Walker seconding the motion. The votes were as follows: Regent Ming: yes; Regent Reynolds: yes; Regent Walker: yes; Regent Wilkerson: yes; Regent Conley: abstained. The motion carried.
10. **Presentation of Monthly Financial Statements:** Controller David Smith presented the financial statements to the Regents. No action was necessary. Appendix A, pp. 6-8
11. **Discussion and vote to approve/disapprove the proposed Personnel Actions:** Personnel actions were presented to include new appointments, changes in status, resignations, retirements and adjuncts for the second trimester. Regent Wilkerson made a motion to accept the personnel actions as listed. Regent Francais seconded the motion and the motion passed with a unanimous vote.

- a. Appointments:  
None
- b. Change in Status:  
Kendall Walker, effective December 1, 2025; Program Director - SSS Trio Grant
- c. Resignations:  
David Evans, effective November 21, 2025; VP of Academic Affairs  
Marissa Moore, effective December 5, 2025; Adjunct  
Nicole McMonagle, effective December 5, 2025; Director of Nash Library
- d. Retirees:  
None
- e. Spring 2026 Adjuncts

**School of Arts & Humanities**

Andy Myers	Art
Adam Heilman	Art
Jared Duesterhaus	Art
Emily Maddox	Art
Gui Lopes	Music
Audrey Oden	Music
Ron Blankenship	Music
Trey Switzer	Music
Corey Hubbard	Music
Emily Hector Godwin (Special Adjunct)	Theatre
Jerry Weens	IDS
Tamara Powell	IDS
Elizabeth Throop	IDS
Kelli Monroe	IDS

**School of Education & Speech-Language Pathology**

Kim Chester	Education
Amy Herchock	Education
Krystal Hutchinson	Education
Jo Perryman	Education
Emily Sharp	SLP
Connor Sullivan	SLP

**School of Science & Kinesiology**

Ryan Chester	Biology
Andrea Freymiller	Kinesiology
Meredith McCormick	Kinesiology
Joe Ellison	Kinesiology
Reece Reading	Kinesiology
Nial Crick	Kinesiology
Amy Herchock	Kinesiology
Sherry Read	Mathematics

**School of Social Sciences & Business**

Abigail Caselli
Elsie Schafer
Elizabeth Peters

Amanda Coldiron  
Chris Garneau  
George Burnett  
Kellee Jernigan  
Mark Jernigan  
Zach Widener  
Brian Steele

- 12. Discussion and vote to approve/disapprove Sabbatical Requests:** Requests for Spring 2027 sabbaticals for (a) Dean Jordan Vinyard and (b) Dr. Brenda Brenda were submitted and reviewed in advance by the Regents' committee on Academic and Administrative Affairs. On recommendation of the committee, Regent Conley made the motion to approve the sabbatical requests. Regent Wilkerson seconded the motion and the motion carried by unanimous vote.
- 13. Discussion and acknowledgement of Academic Program Reviews:** The Committee on Academic and Administrative Affairs met prior to the Regents meeting to discuss the program reviews for (a) History, (b) Psychology and (c) Deaf Education. The Regents acknowledge receipt of these program reviews. No action was necessary.
- 14. Discussion and vote to approve/disapprove the proposed Academic Calendar for 2026-27:** The academic calendar for Fall 2026, Spring 2027 and Summer 2027 were reviewed prior to the meeting in the Academic and Administrative Affairs Committee. Upon recommendation of the committee, Regent Conley made a motion to accept the calendar as presented. Regent Francois seconded the motion and the motion passed by unanimous vote.
- 15. President's Report:** President Hale's report covered the following topics:

**Strategic Plan Update**

- **Ten identified goals under four strategic pillars:**
  - 1) Education
  - 2) People
  - 3) Growth
  - 4) Stewardship

**PILLAR 1: EDUCATION**

- **Improved Student Success**
  - *Focuses on increasing student persistence, retention, and graduation rates for better academic outcomes*
- **Innovative Learning Approaches**
  - *Encourages a culture of innovation through micro-credentials and continuous academic improvement*
- **AI-Enhanced Academic Support**
  - *Leverages AI to strengthen academic advising and improve operational efficiency*

## **PILLAR 2: PEOPLE**

- **Supporting Faculty and Staff**
- *Focus on enhancing compensation, benefits, and increasing full-time faculty and staff to strengthen community*
- **Fostering Campus Culture**
- *Promote a collaborative and inclusive campus culture that supports academic and professional growth*
- **Advancing Drover Athletics**
- *Develop student-athlete recruitment and maximize athletics' economic and community impact*

## **PILLAR 3: GROWTH**

- **Enrollment Expansion**
- *Focus on increasing transfer and concurrent enrollment to broaden educational access*
- **Strategic Partnerships**
- *Collaborate with local businesses and government to enhance community impact and educational pathways*
- **Brand Development**
- *Develop marketing campaigns and consistent communication to build a distinctive university brand*

## **PILLAR 4: STEWARDSHIP**

- *Financial Resource Growth*
- *Focus on growing financial resources through private funding and grants to sustain university operations*
- *High-Quality Physical Environment*
- *Providing a campus environment that supports academic excellence and enhances student engagement*
- *Campus Safety and Compliance*
- *Enhancing campus safety measures and prioritizing institutional compliance for operational excellence*
- *Infrastructure Investment*
- *Investing responsibly in infrastructure like expanding student housing to support long-term success*

## Enrollment and Retention

- *Senior Day welcomed 400 prospective students/800 guests*
- *Spring 2026 enrollment totals remain strong*
  - *Headcount: 732 (+2.1% v Spring 2025)*
  - *FTE: 677 (+6.9% v Spring 2025)*

*First Time Persistence currently 68%*

## 2026 First Year Student Recruitment Cycle\*

- *Started Applications: 877 (+5)*
- *Submitted Applications: 583 (+25)*
- *Admitted Students: 346 (+5)*

*\*Numbers reflect today v. last year on the same date.*

## Fundraising

- *Total cash in the door as of 12/08: \$2,836,270*
  - *270 donors/510 gifts*
  - *220% ahead compared to FY24*
  - *Growth not counting the \$2M gift = 19.6% ahead*
  - *Friends of the Green and Gold = \$7,700 from 6 donors*
- **OSRHE AI grant application for \$500K AWARDED**
- *Bridging Pathways is an AI-powered initiative that transforms how students discover, navigate, and complete competency-based educational pathways aligned with Oklahoma's workforce needs. USAO only one of seven schools to receive funding.*
- **Annual Gramm-Leach-Bliley Act (GLBA) Report**  
Presenter: John McKee, vCIO – Run Business Solutions  
Reporting period: January 1 – December 31, 2025
- **Other Items of Note**
  - *Niche ranking of the USAO art program – 127<sup>th</sup> in the US*
  - *Taste the World event*
  - *Friendsgiving*

**16. Time and Place of Next Meeting:** The next regular meeting of the USAO Board of Regents is scheduled for Thursday, February 12, 2026, 1:00 p.m., USAO, Student Center, Regents Room, 1727 W. Alabama Ave., Chickasha, Oklahoma 73018.

**17. Discussion and vote to adjourn:** Having concluded all business, Regent Reynolds made a motion to adjourn the meeting. Regent Wilkerson seconded the motion. The motion was approved by Regents Francais, Hitt, Reynolds, Ming and Wilkerson. The meeting was adjourned at 1:53 p.m.