

EXECUTIVE SESSION  
UTAH STATE UNIVERSITY BOARD OF TRUSTEES  
MARCH 2, 2007

Minutes of the Executive Session of the Utah State University Board of Trustees was held in the Alma Sonne Board Room of the University Inn at 10:00 a.m.

MEMBERS PRESENT

Richard L. Shipley	Chairman
R. Brent Nyman	Vice Chairman
David P. Cook	
Robert L. Foley	
Douglas S. Foxley	
David Johnson III	
Richard L. Nelson	
Suzanne Pierce-Moore	
Noah A. Riley	
Kellie S. Wood	

UNIVERSITY REPRESENTATIVES PRESENT

Stan L. Albrecht	President
Raymond T. Coward	Executive Vice President and Provost
Brent C. Miller	Vice President for Research (USURF issue only)
Craig J. Simper	General Counsel
Sydney M. Peterson	Chief of Staff
Lee H. Burke	Assistant to the President and Board of Trustees Secretary

Items discussed: Personnel and Real Estate

Executive Session adjourned at 10:35 a.m.

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Richard L. Shipley, Chairman

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Lee H. Burke, Secretary

REGULAR MEETING  
UTAH STATE UNIVERSITY BOARD OF TRUSTEES  
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MEMBERS PRESENT

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UNIVERSITY REPRESENTATIVES PRESENT

Stan L. Albrecht	President
Raymond T. Coward	Executive Vice President and Provost
Gary A. Chambers	Interim Vice President for Student Services
Noelle E. Cockett	Vice President and Dean for Extension and Agriculture
W. Glenn Ford	Vice President for Business and Finance
Brent C. Miller	Vice President for Research
Ned M. Weinshenker	Vice President for Strategic Ventures and Economic Development
Steven H. Hanks	Vice Provost for International Affairs
David T. Cowley	Associate Vice President for Financial Services/Controller
Dwight E. Davis	Associate Vice President for Auxiliary Services
Joan Scheffke	Associate Vice President for University Advancement
Craig J. Simper	General Counsel
Sydney M. Peterson	Chief of Staff
Kent Clark	Assistant to the President for Development
John DeVilbiss	Executive Director of Public Relations and Marketing
Jodi Bailey	Chief Audit Executive
Steven C. Jenson	Director of Housing and Dining Services
H. Craig Petersen	Director of Analysis, Assessment and Accreditation
Douglas D. Anderson	Dean of the College of Business

Ronald B. Gillam	Professor in Communicative Disorders and Deaf Education
Timothy Slocum	Associate Professor in the Department of Special Education and Rehabilitation
John M. Kras	President of Faculty Senate
Betsy H. Newman	President of the Professional Employees Association
Jill J. Ballard	President of the Classified Employees Association
Lee H. Burke	Assistant to the President and Board of Trustees Secretary
Mira G. Thatcher	Secretary

#### OTHERS PRESENT

F. Ross Peterson	President of Deep Springs College and newly appointed USU Vice President for Advancement
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#### MEMBERS OF THE MEDIA PRESENT

Kim Burgess	<i>The Herald Journal</i>
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Chairman Shipley conducted the meeting and welcomed those present, including former Trustee and new Dean of the College of Business, Douglas D. Anderson.

#### I. Chairman's Report

##### A. New Vice President for University Advancement, F. Ross Peterson

President Albrecht introduced F. Ross Peterson who has accepted an offer to become the Vice President for University Advancement, effective July 1, 2007, upon approval by the Trustees. He is currently serving as President of Deep Springs College in Big Pine, California.

President Albrecht expressed appreciation to Kent Clark, David Driggs, Patty Halaufia, and Joan Scheffke for their outstanding leadership in University Advancement leading up to the announcement of the public phase of the comprehensive campaign.

##### B. Date of the Next Board of Trustees Meetings

The next Board of Trustees meeting will be held on Friday, April 13, 2007, on the USU campus.

C. AGB National Conference on Trusteeship

Chairman Shipley stated that Trustee Pierce-Moore will attend the AGB National Conference on Trusteeship in Phoenix, Arizona. She will give a report to the Trustees at a future meeting.

D. Report on Audit Committee Meetings

1. Board of Regents Audit Committee Meeting, January 12, 2007

Audit Committee Chairman Cook reported that members of the Audit Committee met with the Board of Regents' Audit Committee on January 12, 2007, and presented the annual report, which was well received. He said USU's Internal Audit team is highly esteemed, and he congratulated Chief Audit Executive Bailey and her staff.

2. Audit Committee Meeting, March 2, 2007

Audit Committee Chairman Cook reported that the Audit Committee met March 2, 2007, and received the report for Internal Audit plans for the year. The focus was on the areas of risk which need to be addressed.

E. Student Affairs Committee Meeting Report

Student Affairs Committee Chairman Riley reported that the Student Affairs Committee met on March 2, 2007. Items discussed included:

- the new Student Advisory Council organized by Interim Vice President Chambers;
- Tier II tuition student initiatives which will be submitted to President Albrecht;
- student fee increases for the library and campus recreation; and
- ASUSU elections (primary elections this week and final elections next week).

F. Enrollment Committee Meeting Report

Enrollment Committee Chairman Pierce-Moore reported that the Enrollment Committee met on January 12, 2007. She pointed out that a report on enrollment was included in the agenda (Appendix AA). She said the enrollment team is doing a great job. Final enrollment numbers will not be certain until the third week of Fall semester.

## II. President's Report

### A. Enrollment Update

Interim Vice President Chambers reported that enrollment numbers continue to improve. Admitted students are at 4,314, which is an increase of 40 percent over this time last year. The number of nonresident-admitted students increased by 52 percent as of February 23. Interim Vice President Chambers said the enrollment team is doing a tremendous job.

President Albrecht complimented Interim Vice President Chambers and the enrollment team for their successes.

### B. USTAR Report

Vice President Weinshenker reported that the recommendation to use an existing building at the Innovation Campus as an in-kind match of \$10 million was approved by the Executive Appropriations Committee of the State Legislature. The building has been appraised at \$9.4 million. They will negotiate with the USTAR Governing Board concerning matching the entire \$10 million required.

Vice President Weinshenker said the acceptance of this building as the in-kind match will save a great deal of time. When USU meets the \$10 million match, it will receive \$60 million for construction of a new building. It is hoped that the groundbreaking for the new building will take place in approximately a year.

Vice President Miller said renovations are currently being made in the existing building. Two of the USTAR research teams will move into that building in the next two months.

President Albrecht said that this puts us two or three years ahead of schedule. The approval of the existing building was a critically important step.

### C. Comprehensive Campaign Update

The chart of Campaign Progress by Purpose from July 1, 2003 to March 1, 2007 was distributed (Appendix A).

Kent Clark reported that information would be provided to the Trustees throughout the campaign. The announcement of the public phase of the comprehensive campaign will be made during the Founder's Day celebration that evening.

Mr. Clark said they continue to work to advance planning for major fund-raising. They want to expand the long-term future of fund-raising at USU as well as engage several new people in the process. University Advancement is formulating a campus-wide stewardship program to take care of donations.

Mr. Clark indicated that President Albrecht and University Advancement staff, in the next few months, will tour various cities around the country with a large population of USU alumni. President Albrecht will make a formal announcement of the comprehensive campaign at these events and ask for support from the alumni.

President Albrecht said the goal of the comprehensive campaign is to raise \$200 million. The silent phase has brought in 51.35 percent of the goal. President Albrecht stated that in this second, or public phase of the campaign, there will be significant growth in the endowment.

Mrs. Scheffke said the Trustees will continue to receive reports listing funds received. She said that the reports will not only list donations received, but will also include pledges and future support such as planned gifts. Director DeVilbiss pointed out that there will be a University web site which will track the progress of the campaign.

President Albrecht said the date to complete the \$200 million goal is December 31, 2010. He feels certain that the goal will be met before that time.

D. New Dean of the College of Science, Mary S. Hubbard

Provost Coward announced that Mary S. Hubbard will become the new Dean of the College of Science effective July 1, 2007. She is currently Head of the Department of Geology at Kansas State University. He said she has outstanding credentials as a scientist and academic leader. Provost Coward said that her appointment received support from faculty members, administration, deans, and President Albrecht.

President Albrecht added that Dr. Hubbard has a great interest in and support for the regional campuses.

E. May 2007 Commencement

Chief of Staff Peterson reported that the USU Campus Commencement will be held on May 4-5, 2007. Trustees will receive packets with information concerning the campus Commencement as well as dates of graduation exercises at USU's regional campuses.

F. 2007 Legislative Session Report

1. 2007 Legislative Results

President Albrecht thanked Dr. Burke for the work he did at the Legislature. He also thanked Trustees who helped. He said the 2007 Legislative Session was the best in recent history, maybe the best ever for higher education.

President Albrecht reported that USU received all that it requested, including:

- acceptance of an existing building at the Innovation campus for the USTAR \$10 million match;
- over \$100 million in new funds for higher education;
- \$90.4 million in ongoing funds;
- \$12.8 million one-time funds; and a
- \$32.6 million compensation package for all of higher education. The compensation package includes a 3.5 percent COLA salary increase, a 1.5 percent increase for merit and retention, and a 9.8 percent increase in funding for health benefits.

Dr. Burke distributed a copy of 2007 Legislative Summary Results for USU (Appendix B). He pointed out that the State of Utah had over \$1.5 billion in new money this year, which helped to bring positive results for USU's requests.

Dr. Burke briefly reviewed some of the results that affect USU (see Appendix B). He credited President Albrecht's foresight in emphasizing the request for regional campuses and partnerships, because this year there was a lot of support for that request at the Legislature. He stated that former Trustee Claudette Eastman was helpful in getting the funding for the USU Botanical Gardens, Senator Lyle Hillyard was responsible for getting planning monies for the new Agriculture building, and new Representative Jack Draxler sponsored the bill to change the time for residency requirements from three years to one year. He expressed appreciation to the students who were very involved at the Legislature this year. Dr. Burke stated that Aggie Advocates and USU alumni throughout the state were helpful in contacting their legislators in support of USU.

Trustee Foxley commended Dr. Burke for his fine work at the Legislature in behalf of USU. He said President Albrecht has a great amount of credibility. He said that working together, President Albrecht and Dr. Burke did phenomenal things for USU.

## 2. Tier II Tuition

President Albrecht stated that hearings with the students have been scheduled to discuss Tier II tuition, but will not be completed before the next Board of Regents meeting on March 9. A range of the percent USU will request of 3 to 4 percent for Tier II tuition will be submitted to the Board of Regents at that meeting for consideration. When the final number is determined, that will go to the Regents for final approval. He said all institutions are working to keep Tier II tuition low because of the favorable funding received from the Legislature.

President Albrecht said that the Tier II tuition will be used for the following:

- to reduce the deficit;
- to fund student initiatives;
- to fund Enrollment Services initiatives;
- help to increase department operating budgets by 50 percent in five years; and
- to fund a globalization initiative (which will position USU and its students for a more significant presence in the global scene).

The amount needed from Tier II tuition to meet the needs President Albrecht outlined is \$2.2 million, which would require a 4.5 percent Tier II tuition increase. President Albrecht said that USU will request 3 percent to 4 percent, and he is hopeful that the increase will be 3 percent. He said if overall enrollment increases by 1 percent, there will be money to meet the deficit and fund the other needs.

Trustee Riley said students appreciate being included in hearings and presenting student initiatives. Students are hopeful that the percent of Tier II tuition can be kept down. Trustee Nyman added that keeping Tier II tuition low would send a positive message to the Legislature that the funding they provided for higher education helped.

President Albrecht explained that the legislation passed providing a 75/25 percent salary split between state funds and tuition requires the state to pay 75 percent and the institutions to pay 25 percent from Tier I tuition. Tier I tuition will increase by 4 percent this year. The amount varies between institutions, but USU's tuition portion is approximately 30 percent instead of 25 percent. This action by the Legislature, which provides a 75/25 split, will mean a savings of more than \$500,000 to USU. President Albrecht said this will help reduce our Tier II request.

Action: Trustee Johnson moved approval of a recommendation of Tier II tuition for USU of 3 percent or 4 percent as determined. Trustee Foley seconded the motion, and it passed unanimously.



3. Regional Campuses and Partnerships

President Albrecht said that administrators from the College of Eastern Utah, Snow College, the Uintah Basin, Tooele, and Brigham City will meet at an Education Summit to determine how best to move forward and use the funding received from the Legislature. President Albrecht said USU is committed to this and will move forward aggressively. The Education Summit will provide an opportunity to develop strategy and determine what courses and faculty are needed.

G. Change in Tuition Rates for Courses Taken at Two USU Locations

Provost Coward said that, in the past, students who took courses at two different USU campus locations were charged a different tuition rate at each of the campuses. Students asked the administration to consider changing this practice. Provost Coward reported that this policy was reviewed, and the procedure has been changed so that students taking credit hours at two locations will now pay the same schedule of tuition costs effective on July 1.

H. Students from Other Countries

President Albrecht reported that an additional fifty top-quality students from the Dominican Republic are scheduled to attend USU. Also, a program funded by John Huntsman will bring fifteen students, selected through national competition, to USU from Armenia. Associate Provost Steven Hanks added that twenty-four students from Saudi Arabia will attend USU on full scholarships.

I. *The President's Report, 3/2/07*

*The President's Report* for January 12 to February 28, 2007 was distributed (Appendix C).

J. Washington, D.C. Trip

President Albrecht said he met with Utah's federal legislative delegation in Washington, D.C., on January 29-30 to discuss the agriculture building and the building at the Uintah Basin.

K. Regents Review of President

The Regents review of President Albrecht was completed on January 3. Copies will be sent to the Trustees.

L. David G. Sant Engineering Innovation Building Groundbreaking

Groundbreaking for the David G. Sant Engineering Innovation Building will be held at 2:00 p.m., March 2.

M. Founder's Day/Comprehensive Campaign Announcement

USU's Founder's Day celebration will be held on the evening of March 2. The comprehensive campaign will be announced at the Founder's Day celebration.

N. Sunrise Sessions, Salt Lake City

The next Sunrise Session will be held in Salt Lake City on March 30. Roberta Herzberg, Head and Associate Professor in the Department of Political Science, will speak about uninsured persons' health care in the State of Utah.

III. Consent Agenda

Trustees were given the following consent agenda material for their consideration:

- Minutes of the Executive Session Held January 12, 2007;
- Minutes of the Regular Meeting Held on January 12, 2007;
- Minutes of the Special Meeting Held on February 8, 2007;
- Resolution 07-3-1 Faculty and Staff Adjustments (Appendix D);
- Resolution 07-3-2 Certificate of the Treasurer for the Period 1 July 2006 to 30 November 2006 (Appendix E);
- Resolution 07-3-3 Certificate of the Treasurer for the Period 1 July 2006 to 31 December 2006 (Appendix F);
- Resolution 07-3-4 Report of Investments for November 2006 (Appendix G);
- Resolution 07-3-5 Report of Investments for December 2006 (Appendix H);
- Resolution 07-3-6 Review and Recommendation for 2007-2008 Housing Services Rates and Dining Meal Plan Rates (Appendix I);
- Resolution 07-3-7 Proposal to Revise Policy 349 of the University Policy Manual (Early Retirement Incentive Program (Appendix J);
- Resolution 07-3-8 Contract/Grant Proposals and Awards for December 2006 (Appendix K);
- Resolution 07-3-9 Contract/Grant Proposals and Awards for January 2007 (Appendix L);
- Resolution 07-3-10 Increase in Student Fees as Recommended by the Utah State University Student Fee Board (Appendix M);
- Resolution 07-3-11 Commencement Speaker for 2008 and Honorary Degrees for 2007 (Appendix N);

Acceptance of the following written reports:

- Academic/Provost (Appendix O);
    - Faculty and Staff Activities and Achievements (Appendix P);
  - Business and Finance (Appendix Q);
    - Business and Finance Performance Dashboard, March 2007 (Appendix R);
  - Extension/Continuing Education (Appendix S);
  - Information Technology (Appendix T);
  - Research (Appendix U) ;
    - Research Performance Dashboard, FY 2006 (Appendix V);
    - Undergraduate Research Report (Appendix W);
  - Strategic Ventures and Economic Development (Appendix X);
    - Proposal for In-Kind Contribution: Building 620 for USTAR Matching Funds (Appendix Y);
  - Student Services (Appendix Z);
    - Enrollment Summary Information (Appendix AA);
  - University Advancement (Appendix BB);
    - Significant Gifts Received, March 2007 (Appendix CC);
  - Alumni Association (Appendix DD);
  - ASUSU (Appendix EE);
  - Athletics (Appendix FF);
  - Public Relations and Marketing (Appendix GG);
    - Public Relations and Marketing Performance Dashboard, January 2007 (Appendix HH);
  - Faculty Senate (Appendix II);
  - Professional Staff (Appendix JJ);
  - Classified Staff (Appendix KK);
- Executive Session, to be held on April 12, 2007, to discuss those items which are permitted by law to be discussed in Executive Session.

Action: Trustee Foxley moved approval of the Consent Agenda items, and Trustee Nyman seconded the motion. The voting was unanimous in the affirmative.

IV. Utah State University and Utah State University Research Foundation Cooperative Agreement, Dated December 8, 2006

Trustees were given the Utah State University and Utah State University Research Foundation Cooperative Agreement, dated December 8, 2007 (Appendix LL) for their consideration.

This item was tabled at the January 12, 2007, meeting pending further discussion. Trustee Cook said his concerns had been addressed.

Action: Trustee Cook moved approval of Resolution 07-3-12 Utah State University and Utah State University Research Foundation Cooperative Agreement, Dated December 8, 2006 (Appendix LL). Trustee Wood seconded the motion, and it passed unanimously.

V. Proposal from Utah State University to Create Differential Tuition for Students Majoring in the College of Business

Trustees were given the Proposal to Create Differential Tuition for Students Majoring in the College of Business (Appendix MM) for their consideration.

Dean Anderson said that the College of Business is in the midst of transformation, and substantial progress has been made. The college has outstanding faculty. Dean Anderson said some of his challenges are to retain faculty, improve facilities, extend programs, and be involved in regional and international programs. President Albrecht has supported a priority to renovate the first three floors of the College of Business. He said development efforts are underway to get new funding.

Dean Anderson said higher education is badly underfunded. Notwithstanding the great success with the Legislature this year, we will remain underfunded. He said this year the College of Business is extending offers to six new faculty. Five of those will receive offers at competitive rates in order to attract them to USU. Those offers are higher than the salary of all but two of the current faculty in the College of Business. The offers are 10 percent to 20 percent higher than the full professor department heads in each of the departments in which they are being hired. There is a serious supply and demand imbalance in the College of Business. There are at least 1,000 job openings for PhDs and not enough PhD faculty available. That number will increase to 2,000 to 2,500 in the next five years.

The proposal for differential tuition will follow the exact procedure used by the U of U (see Appendix NN). Dean Anderson said that the Board of Regents approved a tuition

differential for the U of U last year. The numbers we are recommending are the numbers implemented by the U of U. The differential tuition, beginning academic year 2007-2008, will be charged only for upper division undergraduate and graduate business courses.

Dean Anderson said he has met with students, and they understand that their education in the College of Business represents an investment. They have weighed the cost and benefit and concluded it is worthwhile. Research shows that graduates of colleges of business earn \$500,000 to \$1 million more over a lifetime than students from some other colleges. Dean Anderson distributed a letter signed by students supporting the differential tuition increase (Appendix OO).

Trustee Johnson, a graduate of USU's College of Business, commended Dean Anderson on the proposal. He asked what the salary is of incoming professors. Dean Anderson said that the three new professors in Management Resources were offered approximately \$110,000 on a nine month base. Typically they come with funding for research. Two and a half of those three full-time faculty equivalents will be in the Entrepreneurship program. The full professor chairman of that department has a base salary of \$97,000 on a nine month base. A \$110,000 offer has been extended to a new assistant professor in the Accounting Department. The chairman of the School of Accountancy earns approximately \$97,000. Dean Anderson said that if a new chairman of the School of Accountancy were hired, we would have to pay \$150,000 on a nine month base, and that is below market cost.

Trustee Pierce-Moore stated that this proposal received full support from the College of Business National Advisory Board.

Trustee Foxley said the first entities to use differential tuition were the Law and Medical schools at the U of U. Their tuition was significantly lower than at peer institutions. He said he supports the differential tuition. Because USU is the land-grant institution and public university we need to be as egalitarian as possible. This will set a precedence, and other colleges could ask for differential tuition.

Trustee Foxley said that the University of Phoenix recently opened a campus in St. George. He wondered how the University of Phoenix model compares with other public and private universities. He said what they are doing seems to work, and we should possibly emulate some of their successful elements. (Information about the University of Phoenix was mailed to the Trustees following the meeting, Appendix PP.)

Trustee Cook asked what percent of faculty in the College of Business will retire in the next three to five years. Dean Anderson said approximately 15 percent to 20 percent of faculty plan to retire in the next five years. More than 50 percent of faculty are older than

50, and will probably retire in the next ten years. Many are choosing to take early retirement. He said that because of the salary inversion, the College of Business will not be able to hire assistant professors for what they are now paying full professors.

Trustee Nyman asked how the disparity of salaries will be addressed with faculty already in the department. Dean Anderson said this proposal, as well as funds raised through development, will help in part to supply money for retention. He said the College of Business needs two endowed professorships in the amount of \$1.25 million to \$1.5 million in each of the five departments to address the retention problems.

Trustee Foxley asked what other Utah schools are doing, and if USU would lose students because of the increased tuition. Dean Anderson stated that the U of U is ahead of us in development dollars and in endowed professorships. He said they do not feel they will lose students because the proposal is directed at the upper division business classes, and the students realize the value. The U of U had no substantial loss of students when the proposal was implemented last year.

Trustee Riley asked if need-based financial aid or scholarships have been considered. Dean Anderson said they are working hard on development in order to raise additional scholarship money.

Action: Trustee Foxley moved approval of Resolution 07-3-12 the Proposal from Utah State University to Create Differential Tuition for Students Majoring in the College of Business (Appendix LL). Trustee Johnson seconded the motion, and the voting was unanimous in the affirmative.

## VI. Utah State University's Mission, Vision, Core Values, and Goals and Objectives

Trustees were given information concerning Utah State University's Mission, Vision, Core Values, and Goals and Objectives (Appendix QQ) for their consideration.

Dr. H. Craig Petersen said USU needs a clear statement of its mission, vision, values, goals, and objectives as a guide. The Northwest Commission on Colleges and Universities (NWCCU) expects a plan in place which is accepted by the campus community. The previous plan was developed more than a decade ago. Dr. Petersen said for accreditation the most important part is the goals and objectives. These will be used to grade USU's performance.

Dr. Petersen stated that a committee was established with twenty-five individuals including vice presidents, deans, students, and staff. The committee met for almost a year and developed the basic document, which was completed in March 2006. It was

given to all of the deans and vice presidents for their comments. E-mail messages were then sent to faculty, staff, and students for their comments. Changes were implemented, and E-mail messages were sent again in the fall of 2006 asking for further comments. The document was sent to the Faculty Senate and received approval. The proposed document represents the entire campus community's input.

Trustee Wood commended the committee for its work. She asked if the term "space" university should be included with "land-grant" university. Dr. Petersen said "space" is not included because the land-grant mission is more focused on outreach in the state. The "space-grant" mission is national.

Chairman Shipley commended Dr. Petersen and his committee. He said it has been a huge effort.

Action: Trustee Nelson moved approval of Resolution 07-3-14 Utah State University's Mission, Vision, Core Values, and Goals and Objectives (Appendix QQ). Trustee Johnson seconded the motion, and the voting was unanimous in the affirmative.

VII. Proposal from the Utah State University Faculty Senate to Amend the Utah State University Policy Manual, Section 405.7.2, Procedures Specific to the Tenure Process, and Section 405.8.3, Procedures Specific to the Promotion Process

Trustees were given material concerning a Proposal from the Utah State University Faculty Senate to Amend the Utah State University Policy Manual, Section 405.7.2, Procedures Specific to the Tenure Process, and Section 405.8.3, Procedures Specific to the Promotion Process (Appendix RR) for their consideration.

Provost Coward said the proposal is a recommendation from the Faculty Senate and has been approved by President Albrecht and himself. He said this proposal will allow deans to create advisory committees for the tenure and promotion process and itemizes qualifications for those individuals.

Dr. Kras, President of Faculty Senate, said the Faculty Senate unanimously approved the proposal. It makes the process a little more transparent.

Trustee Foxley asked when a proposal would come forward to abolish tenure. Provost Coward said USU will not take the lead in that, and it will be some time. He said that tenure today does not have the same meaning as it did thirty years ago. Fewer faculty are on the tenure track than there were thirty years ago. It continues to emerge and change, but it will not be abolished for a long time. Trustee Foxley said that those who are critical of higher education are often negative about tenure. He felt it would be helpful

for Trustees to be more informed about what tenure is and is not and about tenure trends in order to appropriately respond to critics.

Trustee Johnson asked if USU has an employee merit system. President Albrecht said that there were two or three years with no salary increase so Tier II tuition was used last year for salary increases, most of which were for merit. There is not a policy, but recommendations are received from directors, department heads, and deans indicating exceptional performance. Trustee Johnson asked if there is a policy that if an employee does their job they cannot get fired. President Albrecht said USU does not have that system. Vice President Ford said that due process is followed if there are personnel issues. We work with employees who have issues, but if they do not improve they can be terminated.

Action: Trustee Foxley moved approval of Resolution 07-3-15 Proposal from the Utah State University Faculty Senate to Amend the Utah State University Policy Manual, Section 405.7.2, Procedures Specific to the Tenure Process, and Section 405.8.3, Procedures Specific to the Promotion Process. Trustee Pierce-Moore seconded the motion. The voting was unanimous in the affirmative.

VIII. Proposal from the Department of Special Education and Rehabilitation to Offer a Specialization in Speech-Language Pathology in the Ph.D. Program in Disability Disciplines

Trustees were given material concerning a Proposal from the Department of Special Education and Rehabilitation to Offer a Specialization in Speech-Language Pathology in the PhD Program in Disability Disciplines (Appendix SS) for their consideration.

Professor Slocum explained that the proposal is to add a new specialization within the existing Disability Disciplines doctoral program which was approved several years ago. The new specialization is in Speech-Language Pathology. He said this is a strategic move in the Department of Communication Disorders which has doctoral level faculty who have active research agendas. There is currently no mechanism for working with doctoral students. This proposal will create a mechanism for those faculty to add a doctoral program under the umbrella of an existing program.

Trustee Nyman asked if this would include deaf education, and Professor Slocum said it does not. That is a possibility as another specialization. He said at this point deaf education does not have a critical mass of doctoral students.



Action: Trustee Johnson moved approval of Resolution 07-3-16 Proposal from the Department of Special Education and Rehabilitation to Offer a Specialization in Speech-Language Pathology in the PhD Program in Disability Disciplines (Appendix SS). Trustee Foley seconded the motion, and the voting was unanimous in the affirmative.

IX. Update on Accreditation

Dr. Peterson distributed a booklet titled *Survey of Surveys* (in the files of the Board of Trustees Secretary). It includes information about current and former USU students. This booklet contains results of several surveys in a single document.

Dr. Peterson distributed the "Proposed Timeline" for the accreditation process (Appendix TT). Universities are required to be accredited by Northwest Commission on Colleges and Universities (NWCCU) every ten years, and USU will have an accreditation visit this fall. Dr. Petersen said that a critical component of accreditation is to demonstrate that we assess our academic programs. A self study is required. The self-study has nine standards. First drafts are due on March 15. He has received five of the nine and expects to have the others by the deadline. He reported that 85 percent of department self studies have been completed.

Departments have also been asked to develop a web site in a specified format that identifies assessment activities. Dr. Petersen said that the sites will be complete with all required information within two weeks.

President Albrecht said this is an enormous task, and Dr. Petersen is doing an absolutely wonderful job.

The Regular Meeting adjourned at 11:55 a.m.

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Richard L. Shipley, Chairman

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Lee H. Burke, Secretary  
(Minutes Taken by Mira G. Thatcher)

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Date Approved