

**Lake Superior State University  
Board of Trustees  
Minutes of Meeting  
R. W. Considine Hall – LaJoie Board Room - Zoom Video Conference  
Sault Ste. Marie, Michigan  
May 8, 2020**

The Board of Trustees of Lake Superior State University met in regular session via Zoom Video beginning at 8:30 a.m. on Friday, May 7, 2020, hosted in the LaJoie Board Room of R.W. Considine Hall, Lake Superior State University, Sault Ste. Marie, Michigan. The meeting was pursuant to Section 1.01. of the Bylaws of said Board with notice to the Board pursuant to Section 1.04., and public notice pursuant to Section 1.05. of the Bylaws. In following Governor Whitmer’s Executive Order 2020-48/75 (COVID-19), allowing public board meetings to be held electronically.

The section numbers and headings of these minutes correspond to the agenda. A copy of the proposed agenda was distributed to each Trustee at the public session of May 8, 2020. The proposed agenda had been sent pursuant to Section 1.04. of the Bylaws. Copies of all such material are contained as appendices to these minutes.

At the call to order, there were several members in the audience.

**I. Roll Call**

Mr. Thomas Bailey, Chair, called the meeting to order at 8:30 a.m. He asked Ms. Lauren Pierce, Secretary, to call roll. The following members responded, “present”:

Mr. Thomas C. Bailey  
Mr. Richard Barch  
Ms. Patricia Caruso  
Mr. Timothy Lukenda  
Dr. Mark W. Mercer  
Mr. Randy Pingatore  
Ms. Sandi Frost Steensma  
Dr. Rodney S. Hanley, President and ex-officio

Seven Trustees were recorded as present. All seven Trustees were connected via Zoom conference. Trustee Richard Barch was verified via Zoom to have joined Zoom Audio but had technical difficulties with the microphone. Mr. Barch confirmed Yes and Aye votes per agenda item. Present for the University were Mr. Steve Atkinson - Zoom, President of the Education Support Personnel; Ms. Wendy Beach - Zoom, Director of Human Resources, Safety and Risk; Dr. Michael Beazley - Zoom, Dean of Student Affairs; Mr. Thomas Coates - Zoom, Foundation Director; Dr. Lynn Gillette, Provost and Vice President for Academic

Affairs; Dr. David Paitson - Zoom, Director of Athletics; Mr. Fred Pierce, Dean of Admissions and Marketing; Dr. Jason Garvon - Zoom, Faculty Association President; and Mr. Maurice Walworth - Zoom, Vice President for Finance and Operations.

**II. Approval of the Agenda for May 8, 2020**

Mr. Lukenda moved for Board approval of the agenda for May 8, 2020 as presented; supported by Mr. Pingatore. The motion carried with unanimous voice vote.

**III. Approval of the Minutes for March 13, 2020**

Ms. Frost Steensma moved for Board approval of the minutes for March 13, 2020 as presented; supported by Mr. Pingatore. The motion carried with unanimous voice vote.

**IV. Approval of the Minutes for April 24, 2020**

Ms. Frost Steensma moved for Board approval of the minutes for April 24, 2020 as presented; supported by Mr. Pingatore. The motion carried with unanimous voice vote.

**V. Addresses to the Board**

There were no addresses to the Board.

**VI. Chair's Remarks**

Mr. Bailey expressed gratitude towards the students, faculty, and staff, for adapting to online learning/teaching in a moment's notice, brought on by the Coronavirus. Mr. Bailey shared regrets with recent employee layoffs due to the Coronavirus. Mr. Bailey stated that LSSU would get through and leave stronger than when the virus began.

**VII. President's Remarks**

Dr. Hanley welcomed Zoom participants. Dr. Hanley stated that the last two months had been the most disruptive and impactful in the history of the University, due to the Coronavirus. In response to the pandemic, the University moved overnight to complete the semester via online classes. The University remained open with hundreds of students remaining on campus for the rest of the semester. A wide variety of policies were implemented to keep faculty, staff and students as safe as possible. To date, only two cases have been reported in

Chippewa County, none of which were at LSSU. LSSU partnered with Bay Mills Community College, to produce face shields for medical providers. LSSU students and staff also stepped up to donate PPE (personal protection equipment) that has been in extremely short supply; along with the LSSU Nursing program, providing classroom hospital beds to War Memorial Hospital.

All through the pandemic, LSSU put the finishing touches on a new 5-year Strategic Plan, which the Board of Trustees approved at the last special Board meeting. Dr. Hanley thanked all faculty, staff and students for their role in the development of the Strategic Plan and setting the stage for the next 50 years for the University. A glossy and digital format of the Strategic Plan will be distributed in the near future.

Dr. Hanley thanked all faculty, staff, administrators, Trustees, and students for everything they have done, and continue to do to help the University through this time of crisis. Dr. Hanley read a letter of support from an LSSU student, in appreciation for the University Administration during the pandemic.

#### **VIII. University Response to COVID-19 and the Global Pandemic**

Dr. Hanley highlighted some of the University responses to COVID-19 and the Global Pandemic, including moving from face-to-face classes to online/virtual classes over one weekend and offering students the option to take one or more of their courses as Pass/Fail.

Going forward, Dr. Hanley stated that LSSU will be open for fall classes and will be following the Michigan Economic Recovery Council Guidelines. Social distancing will be practiced with the shift of the fall 2020 semester to start two weeks early in August and completed before the Thanksgiving holiday. The purpose would be to avoid back and forth travel between holidays. A quarantine facility will also be established on campus for students who display symptoms of COVID-19. The campus will be outfitted with multiple hand sanitizer stations. Masks have been, and will continue to be, made available to faculty, staff and students. Dr. Hanley thanked the LSSU Coronavirus task force for all their efforts in providing a safe environment for the campus community.

#### **IX. Finance Report**

Mr. Walworth provided to the Board, a review of the FY20 finance dashboard, and review of the FY20 financials. General Fund (GF) revenue currently sits at \$33M, 88% of the budget. This is a little lower than what is preferred at this time. A number of revenue streams were cut short due to COVID-19 restrictions. Based upon the impact of COVID-19 activities, LSSU can expect that the GF revenues will be short of budget by approximately \$800K. However, expenditures were decreased due to the virus, providing an increase in savings.

Expenditures of \$32M are at 83% of the budget. LSSU put a spending and hiring freeze in place, as well as reduced staffing through layoffs. Due to these initiatives, the GF is projected to see savings to offset the loss of revenue and end the fiscal year near its projected overall budget.

The state is looking at mid-year budget adjustments and expects to make those announcements in May/June. Those announcements may impact the current and next fiscal year.

Auxiliary Funds (AF) show Housing to have collected 98% in revenue, which is comparable to previous years. Expenditures of 79% are far lower compared to this time in years past and should end FY 20 below the budgeted amount. Cisler Operations have been impacted with operations closed or modified due to COVID-19 restrictions. About 93% of the revenue has been collected, lower than previous years. No additional revenue is expected; therefore, revenue will be short about \$300K. Expenditures are where they are expected to be compared to previous years.

Athletics collected 92% of revenue, which is much better when compared to previous years. Some of the collected funds will be used for special projects. Expenditures are at 85% of budget, which is lower than expected for this time of year. COVID-19 restrictions did cause for some sports seasons to end early, leading to the reductions of expenses.

The cash balance declined by \$1M over the last month. This is consistent for the time of year and will continue to decline at a regular rate until the next revenue period in August.

Other financial events include the LSSU and Foundation Endowments showing an initial drop of about 25% after impacts of the Coronavirus began to hit the world economies. The Endowments have rebounded and are currently down about 12% from their value before the virus. Other financial impacts of COVID-19 include \$40K in additional expenditures for cleaning, supplies and legal costs. A loss of \$130K in revenue has been recorded due to limited operation in the Norris, Cisler and Arts Centers along with other areas. Future losses will be recorded in summer camps, catering, legal, interest income, and continued costs to maintain a COVID-19 free environment.

Mr. Walworth provided the Board with an update on the development of the GF budget for FY21. Two early revenue estimates were provided to the Senior Management Team (SMT), along with an estimate of program and course fees. Department information and models are used to project enrollment revenues. Tuition is the largest revenue stream at 56%, state appropriations at 37%, and fees at 4%. About 98% of the revenue comes from tuition, fees and state allocations. The biggest variable concern at this time is the state allocation. The state

budget office, will be meeting late May, early June. LSSU models may be adjusted based on the outcome of the state budget meeting. Admissions and retention numbers are good across the board, with 88% enrolled for the fall 2020 semester. SMT continues to work on the FY21 budget and is waiting to hear more from the state.

Mr. Walworth presented an action item, for Board approval to write off uncollectable accounts totaling \$57,869.49 for FY20. University policy and procedure for the Business Operations' action on aged accounts receivable, calls for a continued effort for collection. When it appears that reasonable efforts have been exhausted, the University will act on reducing the account on the books of record. Some categories of uncollectable include, GF \$51K, Parking, \$1,400 and Cisler Center \$5,800. LSSU typically writes off \$50K-\$60K per year.

Mr. Lukenda moved for Board approval to write off \$57,869.49 as uncollectable for FY20; supported by Ms. Caruso. The motion carried with unanimous voice vote.

Mr. Walworth provided an update on activities related to the CFRE Capital Outlay Project. In late March, DTMB issued a cease and desist on all construction of the project due to the Governor's Executive Order to Stay at Home, however design work did continue. Several page-turn events have taken place, where each page of the design drawings have been reviewed in detail. All current bid packages and designs have been provided to DTMB for review and approval. The new \$14.2M project budget has been submitted and approved since the last Board meeting. Earlier this week, the Governor lifted restrictions to allow the residential and commercial construction industry to restart. DTMB approved LSSU to restart construction on May 7. A new timeline will be developed and presented to the Board at the next regular meeting.

Mr. Walworth provided Business Operations' contributions to the Strategic Plan, including:

- Increasing budget transparency – delivering training and tools to budget managers.
- Reduce overall energy consumption on campus – JCI performance contract work is nearly complete. LSSU is beginning to monitor and determine the energy savings realized through the project.
- Facilities is developing a Grounds Master Plan – establishing a community garden, increase the number of trees planted throughout campus property, and establish a campus apiary and are considering a partnership with beekeeping organizations.

Mr. Barch asked if there was any penalty for stopping the construction on the P3 Housing project. Mr. Walworth stated that he and advisors have been working with Corvias, to provide receipts and supporting materials for work that had been

done for LSSU. LSSU and Corvias have agreed on a \$1.068M settlement, with recommendation to proceed with terminating the relationship and for LSSU to pay for services rendered by Corvias.

**X. Academic Affairs Report**

Dr. Gillette presented to the Board several action items recommending the approval of two new minors and an Associate degree.

Ms. Sandi Frost Steensma moved for Board approval of an Associate of Applied Science in Aquaponics Entrepreneurship degree; supported by Mr. Lukenda. The motion carried with unanimous voice vote.

Ms. Frost Steensma moved for Board approval of a minor in Sustainability; supported by Mr. Lukenda. The motion carried with unanimous voice vote.

Ms. Frost Steensma moved for Board approval of a minor in Natural Resources; supported by Ms. Caruso. The motion carried with unanimous voice vote.

Dr. Gillette presented to the Board action items to suspend one certificate program and one minor due to low enrollment, financial feasibility, support from Deans and Faculty, and aligning with the University Strategic Plan.

Ms. Frost Steensma moved for Board approval for suspension of the Manufacturing Certificate Program; supported by Ms. Caruso. The motion carried with unanimous voice vote.

Ms. Frost Steensma moved for Board approval for suspension of the Web Development Concentration for the BS in Computer Networking, the Web Development Concentration for the Associate in Internet/Network Specialist, and the Web Development Minor; supported by Ms. Caruso. The motion carried with unanimous voice vote.

Dr. Gillette presented an action item to the Board recommending the approval to award emeritus faculty status to Dr. Barbara Keller and Ms. Mary Jo Meehan. Consistent with University policy, a committee of five tenured, full professors received nominations and recommended to the Provost these faculty members for emeritus faculty status.

Ms. Frost Steensma moved for Board approval to award emeritus faculty status to Dr. Barbara Keller and Ms. Mary Jo Meehan; supported by Mr. Lukenda. The motion carried with unanimous voice vote.

Dr. Gillette read the resolution for Dr. Keller and asked that a copy of the resolution appear in the minutes of this meeting (Appendix A).

Dr. Keller provided thanks for the honor as recipient of emeritus status.

Dr. Gillette read the resolution for Ms. Mary Jo Meehan and asked that a copy of the resolution appear in the minutes of this meeting (Appendix B).

Ms. Meehan shared thanks for the honor as recipient of emeritus status.

Dr. Gillette presented an action item to the Board to approve a resolution to the faculty of LSSU.

Ms. Frost Steensma moved for the Board to approve a resolution to recognize faculty contributions during the global pandemic; supported by Ms. Caruso. The motion carried with unanimous voice vote.

Dr. Gillette read and presented the resolution to Dr. Jason Garvon – Zoom participant. Dr. Gillette asked that a copy of the resolution appear in the minutes of this meeting (Appendix C).

Dr. Gillette provided Academic Affairs contributions to the Strategic Plan, including:

- Add new academic programs and delivery methods for certificates, associates, and baccalaureate degrees.
- Enhance a culture of cyclical and systematic assessment to drive continuous improvement and innovation in curricular, co-curricular, and extracurricular programs and services.
- Provide professional development to faculty and staff.
- Maintain good standing with the Higher Learning Commission and appropriate accreditation bodies.

Dr. Gillette provided additional Academic Affairs updates, including:

- In mid-March, an evaluation team from the Commission on Collegiate Nursing Education (CCNE) visited campus for two days. The exit report from the visitors was extremely positive. All CCNE accreditation standards were met.
- On May 31, Dr. Ron Hutchins will step down as Dean of the College of Health and Behavior and as Interim Dean of the College of Criminal Justice and Emergency Responders. Dr. Gillette shared thanks for Dr. Hutchins' commitment to LSSU.

- Effective June 1, Dr. Kathy Berchem will serve as the Interim Dean of the College of Health and Behavior. Kathy is currently the Chair of the School of Nursing.
- Effective June 1, Dr. Barb Light will serve as the Interim Dean of the College of Criminal Justice and Emergency Responders. Dr. Light will also continue her role as Dean of the College of Education and Liberal Arts.

Dr. Gillette shared the Academic Affairs award winners from the recent 2020 Student Government Virtual Awards event.

- Event of the Year – Tibetan Monks
- Department of the Year – School of Engineering
- Advisor of the Year – Melissa Schaffer-O’Connell
- Professor of the Year – Benjamin Southwell
- Administrator of the Year – Steven Johnson

Dr. Gillette provided an update regarding the final numbers surrounding the option for student to take a pass/fail in some or all courses for spring of 2020. 450 students chose the pass/fail option for some courses, 88 students chose the pass/fail option for all courses. Academic Affairs has made a push for students to enroll in online summer classes. Currently, 406 students have enrolled, higher than this time last year (358 students).

Dr. Gillette shared academic related updates from the CFRE program, including:

- In early March, fifteen LSSU students presented their senior thesis research at the MI American Fisheries Society meeting in Mount Pleasant, along with NMU, CMU, MTU and GVSU. One Laker student was awarded Best Student Poster and another Laker student was awarded runner-up for Best Student Poster.
- Five students were awarded prestigious MI Sea Grant internships, working with CFRE faculty and staff in summer 2020. The students will receive \$5K to support their summer research and outreach projects.

Dr. Gillette commended the LSSU Faculty Association for their leadership and commitment to LSSU.

Dr. Garvon echoed the positive remarks towards LSSU faculty for adjusting to a new course delivery format quickly. Some faculty thrives in the new teaching environment. The Faculty Association (FA) offered and signed a Letter of Agreement (LOA) with the LSSU Administration to temporarily waive the online creation compensation due to the emergency of COVID-19 and financial burden to the University. The FA and LSSU Administration signed an LOA moving



faculty evaluation deadlines to accommodate the adjusted academic calendar. An additional LOA is in the works to address courses taught in the summer. The faculty is looking forward to working face-to-face with students again. Dr. Garvon congratulated and thanked Dr. Keller, Ms. Meehan, and Dr. Ron Hutchins. The FA will continue to work with the Provost to see that things are taken care of for the upcoming adjusted academic calendar.

Mr. Chris Oshelski, Charter School Executive Director, provided informational items on Charter Schools, stating between 30 and 40 Charter School teachers are taking summer courses at LSSU. This is the largest number of Charter School teachers taking classes at LSSU.

Every K-12 District in Michigan was required to submit a Continuity of Learning and COVID-19 Response Plan to their Intermediate School or Authorizer. The LSSU Charter School approved all 20 Charter School Response Plans (the Cyber School did not require a COVID plan). The Charter School office will continue to work with each school and monitor the plans.

Mr. Oshelski presented to the Board an action item to appoint three new Board members and reappoint twenty-six Board members. All Board members are required to complete background checks, along with interviews for new appointments.

Mr. Lukenda moved for Board approval of the recommendation to appoint or reappoint the following individuals to their respective Board of Directors for the terms listed:

**Advanced Technology Academy:**

David Esper nominated for a reappointment with a term expiring on June 30, 2023.

**American International Academy:**

Natalie Evans nominated for a reappointment with a term expiring on June 30, 2023.

**Bay City Academy:**

Tricia Coonan nominated for a reappointment with a term expiring on June 30, 2023.

Ryan Moore nominated for a reappointment with a term expiring on June 30, 2023.

**Charlton Heston Academy:**

Veronica Bridson nominated for a reappointment with a term expiring on June 30, 2023.

**Concord Academy of Petoskey:**

Timothy Wilson nominated for a reappointment with a term expiring on June 30, 2023.

**Detroit Services Learning Academy:**

Airlene Gross nominated for a reappointment with a term expiring on June 30, 2023.

Idowu Jegede nominated for a reappointment with a term expiring on June 30, 2023.

Allen Richardson nominated for a reappointment with a term expiring on June 30, 2023.

**Grand Traverse Academy:**

Samer Bourdkani nominated for a reappointment with a term expiring on June 30, 2023.

Michael Drilling nominated for a reappointment with a term expiring on June 30, 2021.

Matthew Mulholland nominated for a reappointment with a term expiring on June 30, 2022.

**iCademy:**

Rebekah deVries nominated for a reappointment with a term expiring on June 30, 2023.

Deborah Veenstra nominated for an appointment with a term expiring on June 30, 2023.

**Innocademy:**

Nick deVries nominated for a reappointment with a term expiring on June 30, 2023.

**Innocademy Allegan Campus Academy:**

Teresa Kline nominated for a reappointment with a term expiring on June 30, 2023.

**Macomb Montessori Academy:**

Jennifer Johnson nominated for a reappointment with a term expiring on June 30, 2023.

Shana Giles nominated for a reappointment with a term expiring on June 30, 2023.

John Marks nominated for a reappointment with a term expiring on June 30, 2023.

**Momentum Academy:**

Jeremiah Wolfrom nominated for a reappointment with a term expiring on June 30, 2023.

Andrew Whitsitt nominated for a reappointment with a term expiring on June 30, 2023.

**Regent Park Scholars Academy:**

Jillian Stelma nominated for a reappointment with a term expiring on June 30, 2023.

**Ridge Park Charter Academy:**

Lateefah Gofoe nominated for a reappointment with a term expiring on June 30, 2023.

Sara Webb nominated for a reappointment with a term expiring on June 30, 2021.

Sandra Severn nominated for an appointment with a term expiring on June 30, 2023.

**Tipton Academy:**

Scott Winiger nominated for an appointment with a term expiring on June 30, 2023.

**WAY Detroit Academy:**

Sheila Flanagan nominated for a reappointment with a term expiring on June 30, 2023.

**WAY Flint Academy:**

Melissa Cabine nominated for a reappointment with a term expiring on June 30, 2023.

**Webber Media Arts Academy:**

Michelle Murphy nominated for a reappointment with a term expiring on June 30, 2023.

Ms. Frost Steensma supported the motion. The motion carried with unanimous voice vote.

**XI. Enrollment Management Report**

Mr. Pierce provided an update on the progress associated with enrollment services. Due to COVID-19, staff has made enhancements to the admissions process and communication protocols to ensure access to Lake Superior State University remains viable. Since March, LSSU has:

- waived enrollment and housing deposits for all students,
- admitted students utilizing self-reported high school GPA's,
- created financial aid packages utilizing self-reported high school GPA's,
- launched a Conditional Admissions Policy,
- started a LSSU Cares campaign, and
- implemented virtual recruiting.

Application numbers have remained consistent with 2019, however admits are substantially higher by 24% and cancelations have decreased by 35%. The Common Application remains on schedule to launch in early August.

In Financial Aid, First Time Freshman new FAFSA applications continue to increase compare to 2019 by 24%. Continuing students FAFSA applications have lagged by 18%, a national trend due to distractions from COVID-19. Foundation Scholarships are live and open to student applications. In response to the CARES Act, the Financial Aid office developed an application for students to access \$801K in aid relief, directly targeted eligible students (FAFSA on file) for disruptions due to the Coronavirus. LSSU has 1289 students eligible to apply for awarding, 359 applications have been received with 279 students to date, awarded an average of \$780. The Financial Aid team is working to assist the 310 students that did not qualify for the CARES Act, in finding additional funding for emergency aid.

Marketing and communication have focused on a reassuring message that LSSU is taking the necessary steps to be operational in a safe and secure manner, while celebrating accomplishments of students, faculty and staff. Social media continues to increase as a form of outreach. A Hero Campaign on social media was created to highlight the nursing, criminal justice, emergency responders, and fire science programs and to recognize alumni from LSSU who are working in those fields. LSSU continues to utilize billboards below the bridge to highlight student success and various majors.

Enrollment Services contributions to the Strategic Plan focus on enhancement of Admissions operations, expanding the enrollment goal by 2025.

## **XII. Student Affairs Report**

Dr. Beazley provided an overview of work that Student Affairs has accomplished since the last Board meeting. Due to COVID-19, Student Affairs has switched to virtual programming for students to stay active, promote mental health, and offer virtual activities.

Housing as remained in full operation throughout the modified academic semester. Dr. Beazley acknowledged Sharmay Wood, Derric Knight, Kalia Lippencott, Joe Stusynski and Andrew Treu for their commitment and presence as live-on staff. Approximately 200 students remained in housing throughout the semester. Summer housing occupancy is anticipated to be around 30 students. As of late April, 700 housing applications have been received for the fall semester.

Dr. Beazley acknowledged Danny Carson, General Manager of Sodexo, and Chef Doug Harley for a strong response in transitioning an uninterrupted dining service for students and staff who remained on campus. Grab-and-go options were enacted immediately, and safety measures were put into place to protect students and staff.

The LSSU Health Care Center and Counseling Services switched to care through Telehealth and continue to deliver services to faculty, staff and students.

The Norris Center has been closed indefinitely for recreational purposes since mid-March in response to COVID-19. However, eSports has been a recent addition to competition collegiate level and has picked up in popularity.

The search for Director of Club Sports resulted in the hire of Ms. Ruthann Cantile. Ms. Cantile has been working towards establishing Men and Women's Ice Hockey teams. The Club Sports is an initiative in the new Strategic Plan.

Student Affairs contributions to the Strategic Plan, include:

- Resources from the Center for First Generation Student Success. LSSU was selected for the 2020-2021 First Gen Forward Cohort from NASPA.
- Seamore's Food Pantry has remained available through the period of modified services.
- Dr. Beazley has a standing appointment with the Provost and Dean's Council to ensure collaboration across functional areas and improve retention efforts.

Dr. Paitson provided Athletic Department informational items, sharing appreciation to the SMT and coaching staff for their efforts in COVID-19 adjustments and moving forward to the next semester. Dr. Paitson stated that preliminary data shows student athletes to end the academic year with an average GPA of 3.3, better than years prior.

Athletics contributions to the Strategic Plan include a new self-assessment instrument as an end of year evaluation tool to measure student-athletes based on the criteria of responsibility, integrity, and resilience.

Active teams that were affected by the COVID-19 cancellation of the spring season included men's tennis, women's and men's golf, and track and field.

LSSU joined seven other teams in the new Central Collegiate Hockey Association (CCHA) beginning with the 2021-22 season. A commissioner search is underway, with Head Coach Damon Whitten representing LSSU on the recommendation committee.

The Athletic Department is conducting its Institutional Self Study NCAA Audit, which occurs every five years.

There continues to be monitoring of the athletic schedule and sports seasons with various conferences.

Ms. Caruso asked if student athletes have been able to go home. Dr. Paitson stated that to his knowledge, all student athletes have been able to go home or find housing off campus.

### **XIII. Human Resources Report**

Ms. Beach opened with thanks to faculty and staff for their adjustments to the changes brought on by COVID-19. ESP Union President, Steve Atkinson was given special thanks for his communication during this time.

Ms. Beach provided Title IX updates for FY20 compared to previous years. To date, fourteen cases compare to 36 last year with one case remaining open. New Title IX regulations came out earlier in the week. The Title IX office will be

working through the 2000 page report and will be making adjustments to policies and procedures for implementation by the August 14 deadline.

Human Resources contributions to the Strategic Plan include:

- The development of the Leadership Program - members include, Wendy Beach, Yvonne Brown, Marc Boucher, and Cathy White. The 9-month program will be offered to faculty and staff starting fall 2020.
- In collaboration with Provost, Dr. Lynn Gillette, the Employee Service Awards Dinner was updated to include faculty awards along with the current AP/ESP awards.
- The Wellness Committee is working to revitalize the University Wellness Program to be relaunched in fall 2020.
- A final Infectious Diseases Response Plan is anticipated to be complete by May 2020. A COVID-19 Health and Safety Plan was implemented and will be updated to address the safety needs of the University during the pandemic.

Mr. Atkinson provided an update from the ESP Union, first by acknowledging the faculty and IT Department for spur of the moment adjustments in response to campus changes brought on by COVID-19. Several support staff members are working from home, have adjusted schedules or have been laid-off. Originally, there were concerns for personal protection equipment; however, those issues have been resolved, as supplies have become available. There are current concerns surrounding the campus hiring freeze and confusion with possible new hires filling positions. Mr. Atkinson suggested that an email be sent out explaining the purpose of filling a position. There are concerns that LSSU will use this time as an opportunity to eliminate positions.

Mr. Bailey shared appreciation for the work that the ESP contributes to LSSU and that LSSU stays adequately staffed.

#### **XIV. Development Report**

Mr. Coates started by congratulated both Dr. Keller and Ms. Meehan for their awarded emeritus status. Mr. Coates provided an update on development activities, with review of the major gifts dashboard (\$10K and higher), tracking at \$1.8M in total gifts for FY20. The CFRE campaign remains to be a priority in fundraising efforts, with \$3.9M raised in support of the project to date. Mr. Coates acknowledge the Foundation Board for embracing the CFRE campaign.

Communication has been the Foundation theme during the pandemic, reaching out to Alumni and donors to reassure that the University is adapting and moving forward.

Foundation contributions to the Strategic Plan include an increase in the number of annual and endowed scholarships targeting students from disadvantaged backgrounds and increasing a funding source for student emergencies. The Club

Sports initiative is an opportunity for alumni and friends to assist in advancing student enrollment and the club sports program.

Ms. Caruso thanked Mr. Coates on behalf of the Foundation Board for his dedication to Alumni and the Foundation.

**XV. Other Business**

Mr. Bailey shared thanks for all those that have adapted during this time.

Dr. Hanley stated that the University is moving forward and tackling each challenge as they come along.

**XVI. Adjournment**

Mr. Pingatore moved for adjournment at 10:26 a.m.; supported by Ms. Frost Steensma. The motion carried with unanimous voice vote.

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Thomas C. Bailey  
Chair

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Rodney S. Hanley  
President

Minutes prepared by Ms. Lauren Pierce Secretary.  
A draft of these minutes was completed on May 13, 2020.



**RESOLUTION**  
*from the*  
**Lake Superior State University**  
**Board of Trustees**

**Whereas**, *Dr. Barbara Keller faithfully served Lake Superior State University from her initial appointment at the rank of Assistant Professor to the College of Natural and Health Sciences in the Fall of 1999 until her retirement in May 2020; and*

**Whereas**, *coming to LSSU from the field of research, Dr. Keller quickly established herself as an effective and impactful educator. Her recognition as Distinguished Teacher of the Year for the 2001-2002 academic year attests to the high quality of her teaching. The students' appreciation for Dr. Keller's contributions speak well of her dedication and commitment to impactful student learning; and*

**Whereas**, *Dr. Keller authored or co-authored nine grants totaling \$1 million, in addition to a \$1.9 million Title III Department of Education grant.; and*

**Whereas**, *Dr. Keller authored the self-study that led to the LSSU Chemistry programs' accreditation by the American Chemical Society in 2010, and served on the committee which spearheaded LSSU's HLC re-accreditation in 2010-2011; and*

**Whereas**, *Dr. Keller devoted a significant amount of her time and energy to leadership activities at the University, serving on at least twenty-two University committees, teams, and workgroups, many of which she chaired; and*

**Whereas**, *Dr. Keller spent more than one-third of her years at LSSU as a school chair and more than one-quarter of them as a College Dean; now, therefore be it*

**Resolved**, *that the Board of Trustees of Lake Superior State University formally extends to Barbara Keller its sincere appreciation for her loyalty, varied contributions, dedication to her profession, distinguished teaching and service to this University by bestowing upon her the rank of Professor Emerita with all the honors, rights, and privileges appertaining thereunto; be it further*

**Resolved**, *that a copy of this resolution of recognition appear in the minutes of this meeting of the Board of Trustees, so that this sincere tribute of respect and gratitude will be included in the permanent records of this University.*

*Adopted by unanimous vote of the Board of Trustees and given by our hands this 8<sup>th</sup> day of May 2020.*

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*Thomas Bailey, Chair  
Chair of the Board of Trustees*

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*Rodney S. Hanley, Ph.D.  
President of the University*

**RESOLUTION**  
*from the*  
**Lake Superior State University**  
**Board of Trustees**

**Whereas**, Ms. Mary Jo Meehan faithfully served Lake Superior State University from her initial appointment at the rank of Instructor/ Counselor to the Counseling Center in the Fall of 1982 until her retirement in January, 2019; and

**Whereas**, Ms. Meehan was an active member of the University community for nearly 37 years, serving on numerous committees; and

**Whereas**, Ms. Meehan demonstrated the highest level of professional and personal character and had a very positive rapport with students, who respected her and sought her out specifically for counseling and academic direction; and

**Whereas**, Ms. Meehan served as an authentic servant leader for LSSU students and faculty. She was supportive and encouraging of the growth and development of others, and did everything she could do to obtain and provide resources for the success of others; and

**Whereas**, Ms. Meehan demonstrated her abilities to extend education beyond the classroom and focused her education opportunities on topics such as Career Planning and Decision Making, Personal Growth seminars, Group interaction, How to Survive and Succeed in College and much more; and

**Whereas**, Ms. Meehan served tirelessly as a mentor for both students and faculty. She gave because she deeply cared for those she served and was proud to represent the University in a positive light; now, therefore be it

**Resolved**, that the Board of Trustees of Lake Superior State University formally extends to Mary Jo Meehan its sincere appreciation for her loyalty, varied contributions, dedication to her profession, distinguished teaching and service to this University by bestowing upon her the rank of Assistant Professor Emerita with all the honors, rights, and privileges appertaining thereunto; be it further

**Resolved**, that a copy of this resolution of recognition appear in the minutes of this meeting of the Board of Trustees, so that this sincere tribute of respect and gratitude will be included in the permanent records of this University.

Adopted by unanimous vote of the Board of Trustees and given by our hands this 8<sup>th</sup> day of May, 2020.

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Thomas Bailey, Chair  
Chair of the Board of Trustees

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Rodney S. Hanley, Ph.D.  
President of the University

**Resolution**  
*from the*

**Lake Superior State University**  
**Board of Trustees**

**Whereas**, *Lake Superior State University Faculty faced the challenge to convert all Spring 2020 traditional brick and mortar classes to virtual synchronous/asynchronous classes over the course of a weekend with no interruption in the semester due to the Coronavirus pandemic of 2020; and*

**Whereas**, *Lake Superior State University Faculty collaborated with peers, colleagues, and all areas of the University to meet the learning needs of each student in their classes, and support their students through a stressful transition to online learning and social isolation by providing advising, mentoring and a listening ear; and*

**Whereas**, *Lake Superior State University Faculty resourcefully and creatively transitioned their classrooms & embracing innovative virtual learning opportunities, allowing LSSU students and faculty to continuously engage in the transformational learning relationships for which LSSU is known; and*

**Whereas**, *the spring semester of 2020 will forever stand as a testament to the extraordinary faculty at Lake Superior State University in creating a learning environment during a national emergency that best exemplifies the motto ‘Superior Education, Superior Experience, Superior You’; be it*

**Resolved**, *That the Board of Trustees of Lake Superior State University formally extends to the faculty of Lake Superior State university its sincere appreciation for their loyalty, dedication to student learning, dedication to their profession, and dedication to their students by bestowing upon them this honor; be it further*

**Resolved**, *That a copy of this resolution of recognition appear in the minutes of this meeting of the Board of Trustees, so that this sincere tribute of respect and gratitude will be included in the permanent records of this University.*

*Adopted by vote of the Board of Trustees and given by our hands this 8<sup>th</sup> day of May 2020.*

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*Thomas Bailey, Chair*  
*Chair of the Board of Trustees*

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*Rodney S. Hanley, Ph.D.*  
*President of the University*