

**Lake Superior State University
Board of Trustees
Minutes of Meeting
Walker Cisler Student and Conference Center
Sault Ste. Marie, Michigan
September 18, 2020**

The Board of Trustees of Lake Superior State University met in regular session beginning at 8:30 a.m. on Friday, September 18, 2020, in the Superior Room, of the Walker Cisler Student and Conference Center, 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.

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 September 18, 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
Ms. Sandi Frost Steensma
Ms. Cynthia Williams
Dr. Rodney S. Hanley, President and ex-officio

Seven Trustees were recorded as present with Trustees Bailey, Mercer, Frost Steensma, and Williams connected via Zoom conference. Mr. Pingatore was confirmed to be connected via Zoom conference five minutes after roll was taken. Present for the University were Ms. Wendy Beach, Director of Human Resources, Safety and Risk; Dr. Michael Beazley, Dean of Student Affairs; Mr. Thomas Coates, Foundation Director; Dr. Jason Garvon – Zoom Conference, Faculty Association President; Dr. Lynn Gillette, Provost and Vice President for Academic Affairs; Mr. Keegan Hoose, Student Government President; Ms. Laura Moening, Vice President of the Education Support Personnel; Dr. David Paitson, Director of Athletics; Mr. Fred Pierce, Dean of Admissions and Marketing; and Mr. Maurice Walworth, Vice President for Finance and Operations.

II. Approval of the Agenda for September 18, 2020

Ms. Frost Steensma moved for Board approval of the agenda for September 18, 2020, as presented; supported by Dr. Mercer. The motion carried with unanimous voice vote.

III. Approval of the Minutes for July 17, 2020

Ms. Caruso moved for Board approval of the minutes for July 17, 2020, as presented; supported by Ms. Frost Steensma. The motion carried with unanimous voice vote.

IV. Addresses to the Board

There were no addresses to the Board.

V. Chair's Remarks

Mr. Bailey expressed gratitude to students, faculty and staff for their tremendous work and efforts in handling Covid-19.

Mr. Bailey announced that LSSU would be presenting a balanced budget for approval for the first time in many years and commended those that worked towards achieving this goal.

VI. President's Remarks

Dr. Hanley described preparations for the fall 2020 semester, stating that considerable efforts were made to get the campus ready and safe for the return of students, faculty, and staff. Dr. Hanley gave special thanks to the cleaning and trades staff, for all of their work in preparing classrooms, offices, and housing.

COVID testing for all faculty staff, and students took place upon their arrival for the fall semester. Dr. Hanley gave special thanks to War Memorial Hospital, Bay Mills Health Center, and the LSSU Students Affairs office for organizing the testing on campus. There were no positive cases at the open of the fall semester.

Dr. Hanley highlighted a 13.5% increase in new student enrollment for the fall semester. Data indicates some students deferred fall enrollment to the spring, showing re-admits up 28% compared to this time last year. Dr. Hanley gave a special recognition to Fred Pierce, the Dean of Admissions & Marketing, and the entire Admissions staff for their hard work.

COVID has also been a budgetary disruption in the State, with an imposed FY20 11.5% cut to state appropriations for higher education – \$1.5M for LSSU. The

University received notice that the State would back-fill those dollars with Federal COVID funds, dollar for dollar, but with significant restrictions. LSSU has prepared for a significant reduction of State funding for FY21. Dr. Hanley commended administrators, staff, and Deans for a fantastic job in making painful, yet necessary cuts for a balanced budget. The University is waiting for the State to provide final budgetary decisions. The administration will come back to the Board with any changes to the budget if necessary.

Dr. Hanley stated, like many Universities, LSSU experienced a cluster of cases a few weeks back, however, staff was able to detect, contain, and isolate those cases quickly and suppress the outbreak. To date, there are not active COVID cases on campus. Dr. Hanley commended the Division of Student Affairs, and Mike Beazley, Dean of Student Affairs for their extraordinary effort in both planning and response to COVID related events.

Dr. Hanley encouraged the campus community to stay vigilant and to follow the four pillars – wear a mask, social distance, exercise appropriate hygiene, and encourage others to follow the guidelines as well.

Lastly, Dr. Hanley shared optimism for the future of LSSU, coming out of the pandemic stronger and more impactful than before.

VII. Finance Report

Mr. Walworth provided the Board with a review of FY20 year-end financials and referenced several dashboards, including the General and Auxiliary funds, cash balances, and other financial events. An \$840K deficit was approved for the General Fund (GF) for FY20. LSSU reported and expected year-end deficit of only \$400K at the May Board meeting. In July, the State announced an 11% (\$1.5M) cut to LSSU's fiscal year allocation. This resulted in a reduction of revenue for FY20. Only 95% of the expected revenue was realized. When LSSU began to see the impact of COVID, hiring and spending freezes were initiated. As a result, expenditures are about \$3M below budget.

Overall, the Housing budget saw a profit for FY20 with an increased fund balance from \$412K to \$560K, just shy of the \$630K approved budget. Cisler Operations performed slightly better than budgeted, with an improved deficit of \$2.03M to a deficit of \$1.97M for FY20. The Auxiliary Funds (AF) ended the FY with a deficit improvement of about \$100K.

Transfers were also impacted by COVID. The unbudgeted exit from the housing contract and the final payment for Johnson Controls resulted in transfers exceeding the budget by about \$1.2M. The current cash balance reflects an

overpayment (July allocations and entire COVID federal grant funds in August) to LSSU of about \$200K, which must be returned to the State in October. LSSU has received three allocations under the CARES Act dollars totaling \$1.6M. LSSU will be reimbursed for COVID related expenditures and student financial aid, as outlined in the CARES Act.

The General Fund began the year with a deficit of \$1.5M and ended the year with a deficit of \$3.4M. \$1.5M of that deficit will be captured in FY21. Overall, the GF ended FY20 better than budgeted - if the \$1.5M deferral in the State Allocation is not included. The \$1.5M has been received by LSSU, is recorded in a grant fund, and is not scheduled for expenditure.

Mr. Walworth presented to the Board for approval, the FY21 General Fund budget proposal. LSSU has taken the steps necessary to present a balanced budget to the Board for approval. Many assumptions have been incorporated into the budget; the largest unknown is the allocation from the State. If the cut from the State is not 10%, LSSU will evaluate the current financial situation, and request and updated budget be approved at a future meeting. The proposed budget included projected revenue, transfers, and adjustments to expenditures based on:

- the 10% reduction in allocation from the State for FY21,
- non-student driven revenue similar or less than to FY20 actual revenue,
- stable enrollment from FY20 to FY21,
- additional growth in St. Helen location,
- summer revenue similar to summer 2020,
- retention rates similar to previous years,
- an increase in the 2012 debt service payment (transfer)
- an increase in debt service for brownfield loan (transfer),
- an increase to the club sports auxiliary unit (new transfer),
- an increase for Line of Credit debt service (new transfer),
- a reduction in the transfer to the Foundation and Athletics.

Given the reduction in revenue and the increase in transfers out of the GF, adjustments to expenditures were necessary. The estimated \$36.2M in revenue, minus the \$4.1M in transfers leaves \$32.1M for expenditures. This is a reduction of about \$1M from FY20. Many of the GF expenditures are fixed (insurance, MPSERS, fin-aid waivers, approved raises, etc.) leaving only \$28.6M for true allocation to budget managers. Budget managers expended just over \$30M in FY20, therefore a 6.2% cut was determined as necessary for FY21 planning in order to achieve a balanced budget, which was successfully achieved.

Mr. Walworth stated that the 6.2% cuts were no simple task on top of the prior 8% cuts that took place in FY20 from FY19.

Ms. Frost Steensma moved for Board approval for the Fiscal Year 2021 General Fund budget as presented; supported by Mr. Lukenda. The Chair requested a roll call vote. The results of the roll call vote were:

Mr. Thomas C. Bailey	“Yes”
Mr. Richard Barch	“Yes”
Ms. Patricia Caruso	“Yes”
Mr. Timothy Lukenda	“Yes”
Dr. Mark W. Mercer	“Yes”
Mr. Randy Pingatore	Abstain
Ms. Sandi Frost Steensma	“Yes”
Ms. Cynthia Williams	“Yes”

The motion carried with seven affirmative votes.

Ms. Frost Steensma and Dr. Mercer praised the administration for reaching a balanced budget.

Mr. Walworth presented to the Board for approval, for a new tuition rate for the winter term. The “Come Here, Stay Here” plan implemented by LSSU resulted in an early start date for the fall semester and an extended time period between the fall and spring semesters. It was decided that there was sufficient time between the fall and spring semesters to offer classes in a new “Winter Term”. The Winter Term would be structured, financially, like recent summer terms, and all classes would be offered online. The proposed tuition would be \$333/credit-hour. The plateau and all fees would be applicable. The Structure of Rates was previously approved by the Board, but needs to be updated to reflect the Winter Term. Dr. Gillette’s report will provide more detail on the course offerings.

Mr. Lukenda moved for Board approval of the Winter Term tuition rate of \$333/credit-hour and the Structure of Rates as presented (Appendix A); supported by Mr. Barch. The Chair requested a roll call vote. The results of the roll call vote were:

Mr. Thomas C. Bailey	“Yes”
Mr. Richard Barch	“Yes”
Ms. Patricia Caruso	“Yes”
Mr. Timothy Lukenda	“Yes”
Dr. Mark W. Mercer	“Yes”
Mr. Randy Pingatore	“Yes”
Ms. Sandi Frost Steensma	“Yes”
Ms. Cynthia Williams	“Yes”

The motion carried with eight affirmative votes.

Mr. Walworth provide to the Board, an update on activities related to the CFRE Capital Outlay Project stating that structural steel and crane equipment was delivered to the site on Monday of this week. Delivery of related materials have been delayed due to COVID, and additional State projects that are backlogged. Steel work is schedule to take approximately 6-8 weeks for the framing, with a goal to enclose the building by November to allow the floor slabs to be poured. The LSSU construction camera shows active framework with daily progression. The Brownfield site work and grant funds have been fully expended, with final site and survey work near completion. \$3.2M has been expended on the project at this time and will increase as the steel work progresses.

Mr. Walworth shared with the Board, contributions to the Strategic Plan, including:

- Completed tasks for the Barnes & Noble contract requirements in order to release a signing bonus (GF revenue increase),
- All units will annually reports on plans/costs to automate processes – streamline & automate the 3rd party contracts & exemptions into Banner, completed automated report for consolidated reporting for Athletic budgets, assisted Payroll with training for automation of payroll, started the process to automate the compilation & production of annual financial reports for each of the Charter Schools,
- Lastly, begun work to automate grant effort reporting.

VIII. Academic Affairs Report

Mr. Pingatore moved for Board approval to confer the appropriate degrees upon the list of candidates for Summer Semester 2020 as certified by the Registrar as having completed their graduation requirements; supported by Mr. Lukenda. The motion carried with unanimous voice vote.

Dr. Gillette commended the faculty and staff for their work and dedication towards handling the challenges surrounding COVID.

Dr. Gillette highlighted updates from multiple academic areas, and contributions to the Strategic Plan, including:

- Offering a new winter term – nine Gen-Ed classes will be offered online. This is an opportunity for students to catch up and/or get ahead. Potentially offer a winter term in the future.
- Currently revising the HLC accreditation Assurance Agreement drafts and preparing for the March 2021 visit. A faculty led leadership group wrote the first draft for each of the five HLC criteria. The areas of most concern were assessment, enrollment and budget, however great progress has been made in each of these areas over the last two years. Currently, the Vice

Provost for Accreditation and Assessment and the Provost are revising the assurance argument for each criteria. They are working with the Academic Deans and the Senior Management Team members.

- Focus on four institutional learning outcomes and assessment that reach across campus through various departments.
- Increase participation in Scholarship of Teaching and Learning activities and Faculty Learning Communities with the UPTLC Virtual Workshop Professional Development Series – Marc Boucher and his team have developed a virtual conference to last throughout the semester.
- Library and Academic Services staff are working with the Dean of Students, to create a new Row House program, designed to center around students who have Laker passion, combined with first generation student focus. Laker Spirit is the theme and supporting campus and community involvement is the goal.
- Supporting the creation of additional multicultural events. With assistance from Erica Newland, Marc Boucher and Thomas Meacham, LSSU secured external grant funding from National Endowment for the Humanities that will support the development of new curricular and co-curricular programs that will integrate Native American studies with social and natural science courses. This grant will also support a series of LSSU Big Read events centered around Louise Erdrich’s novel, The Round House.
- Support and market the use of High-Impact Educational Practices in all academic activities. Dr. Kirk Mauldin served as the research advisor for senior thesis’, Kinesiology students were able to locate and complete high quality internships at sites that are national recognized, and Dr. Kristina Olson-Pupek had all six of the psychology senior research students under her supervisions present their work at the Mid-America Undergraduate Psychology Research Virtual Conference.
- Dr. Melissa Shaffer-O’Connell, Political Science Faculty, contributed to an article in the NY Times.
- To expand and diversify university revenue streams with the award \$134K funding from the We Energies MEF fund to study freshwater mussel dynamics during reservoir drawdowns in an effort to develop conservations strategies.

Dr. Gillette provided the Board with CFRE related updates, stating that CFRE has provided research opportunities for students, related to undergraduate research. Over the past 1.5 months, CFRE supported four classes with 20 total days of equipment, including boats and vehicles purchased using research funds. In addition, CFRE supported 54 days of equipment use for student research projects. CFRE is employing 13 students this fall. The CFRE Fish Hatchery is providing unique learning experiences for six student employees, a student apprentice, a database manager, and a student volunteer. In addition, six students are employed

on research projects. Dr. Moerke and Dr. Jon Doubek, along with two other investigators at MDNR and Northern Michigan University, were awarded \$150,000 to study diets of Lake Superior fishes. Dr. Moerke and Dr. Kapuscinski received an additional \$76,000 in funding from the US Geological Survey to continue larval fisheries research in the St. Marys River. Dr. Moerke is a collaborator on a small grant funded to Dr. Jody Rebek (former LSSU faculty – Algoma University, Ontario) to design a participatory research project to build a freshwater collaboration between the twin Saults.

Dr. Garvon, Faculty Association President, provided an update from the FA. Dr. Garvon echoed Dr. Gillette's comments and thanked his colleagues for their extra efforts. LSSU faculty are constantly reassessing the COVID situation, planning, preparing and working with the COVID response team.

Mr. Oshelski provided the Board with informational items, including the 2019-2020 Charter School Annual Report. Highlighting the year, LSSU authorized 21 academies, with an overall enrollment of approximately 9,300 students across the state. Mr. Oshelski presented the various academy locations, management group, budget and demographics. The Charter School office participated in several LSSU activities including, community outreach, educational programs, Arts Center events, visits to campus, camps, and staff teachings. Currently, schools are working on an extended COVID plan, with most schools operating a face to face or hybrid learning environment. The anticipated budget is not expected to have much, if any cuts per pupil.

IX. Student Affairs Report

Dr. Beazley provided the Board with Student Affairs and COVID related updates in Campus Life and Student Activities. With the Get Here, Stay Here initiative, Student Activities staffers developed a schedule with in-person, virtual, and hybrid programming. The LSSU app has allowed students to register for, and check in at events. Each program had a designated maximum capacity to allow for social distancing.

The fall 2020 housing move-in process was staged as a one-stop set up in the Norris Center parking lot, allowing students to receive their housing information, while also able to opt-in to test for COVID. Move in week consisted of 13 clinics and 902 tests, all coming back with negative results. Housing enrollment started the semester at 737 students in housing, a 1% increase from 2019. Six Canadian students opted to take the short-term rental solution, allowing commuter students in Canada to remain Stateside during the semester instead of remaining in continuous quarantine when returning to Ontario. LSSU currently houses six Early Middle College students. To date, there are 728 students in University housing, on par with this time last year. Residential Life staff are more active in identifying current residents intentions for the Spring semester, with plans to

resolve potential issues before they become reasons for departing housing and/or campus. Brown Hall has been converted to a University Housing isolation unit for the 2020-21 academic year. To date five students have been served by this facility and have been released from isolation. Brown Hall has been professionally cleaned and reset for any future positive cases on campus. Dr. Beazley thanked the faculty and staff for accommodating the students that were in isolation/quarantine.

In Dining Services, Michael Valletta recently joined Sodexo as a Retail Manager. Dr. Beazley stated that Dining Services has done a great job in following the State guidelines along with minimal staffing. The new Simply to Go (grab and go) pilot service located in the library has shown success. Considerations are being made to provide a similar service to be located in the Norris Center. Dr. Beazley thanked Sodexo and the Residential Life staff for serving students with meals and taking care of the needs of those that were in quarantine.

The Health Care Center (HCC) staff had a big impact on the COVID response at LSSU by addressing phone inquiries, daily monitoring of employee and student symptom tracker responses, and supporting or performing ongoing COVID tests. The HCC continues its support of ongoing testing with LSSU Athletics and is open to University or public individuals. Counseling Services has seen an increase in demand for mental health support by 1/3 compared to fall 2019.

The Native American Center will play a supporting role in a forthcoming grant application through the National Endowment for the Humanities that will help develop Native American curriculum at LSSU.

The Norris Center saw a slight dip in activity due to restrictions placed by State guidelines. With modified use of the facilities, sanitization, and Executive Order requirements, activity has started to rise since early July. The Intramurals leagues through University Recreations will proceed to provide ongoing programmatic offerings to keep students engaged, healthy, and around campus during the fall semester. Volleyball and broomball have been a popular Intramural sport. Plans are in place to include weekend tournaments as part of the get here, stay here approach towards campus and community safety. Club Sports men and women's ACHA hockey total 47 members.

Dr. Beazley provided additional COVID updates, stating that Bay Mills Community Health Services and Michigan National Guard have offered clinics to the University and local community since July. The LSSU Health Care Center and War Memorial Hospital continue to provide ongoing COVID testing. LSSU continues to work along with the Chippewa County Health Department in following both local and State guidelines.

Dr. Paitson provided the Board with an overview of the Athletic Department's update, including review of the student-athlete academic performance dashboards. LSSU student-athlete GPA and graduation rates show ahead GLIAC and NCAA standards. The athletics revenue has been strong in recent years; however, the past year has shown an anticipated decline in revenue due to COVID. Dr. Paitson informed the Board of various decisions taken by the NCAA, CLIAC, and WCHA, that impact LSSU Athletics return to play plan. In athletic news, the CCHA welcomes the University of St. Thomas as the league's eighth program beginning with the 2021-22 hockey season. Athletic Department contributions to the Strategic Plan includes the potential addition of adding Women and Men's Soccer.

Dr. Hanley introduced newly elected Student Government President, Keegan Hoose. Due to COVID, the Student Government elections were delayed and recently concluded.

Mr. Hoose provided a brief introduction and acknowledged the late start to Student Government operations due to COVID. Mr. Hoose thanked the Board, administration, faculty, and staff for their work in establishing a COVID plan and looking out for the best interest of the students. Mr. Hoose stated that Career Services would be expanding Seamore's Closet to include additional clothing resources, with a focus on men's professional attire and cold weather gear. In addition, Seamore's pantry would also be expanding the options available in the food pantry. Plans are in the works to update the artwork around campus with student pieces, starting in the Cisler Center and residence halls. In the upcoming year, the Student Government would like to establish a student task force for diversity and inclusion, which would include multiple campus group leaders. Another goal for the year includes, rewriting the Student Constitution so that it meets the current needs of students. LSSU was set to host two Student Government conferences; decisions are underway on delivery of those conferences due to COVID. Mr. Hoose plans to gage student interest on the upcoming Winter Term, and will work with the administration to propose a continuation of the term based on student feedback. Mr. Hoose plans to work with Dr. Gillette on interdepartmental collaboration around campus.

Mr. Lukenda welcomed Mr. Hoose and stated he looked forward to hearing more from the Student Government Board.

X. Admissions & Marketing Report

Mr. Pierce provided the Board with an update on the progress associated with enrollment services. Total new student enrollment has increased by 13.5% (581 students) since fall 2019. Application activity for new students have been ahead

by 25% compared to last year. First Time in College (FTIC) students have increased by 5.6% as well as transfer students, by an increase of almost 30%. The total enrollment numbers will be available after the Oct. 1 census date. COVID restrictions have led to higher deferrals and constrained recruiting efforts. The admission team is in the process of recrafting responsibilities to capitalize on more effective recruitment and communication strategies, especially as it relates to COVID restrictions. The Common Application tool has been leveraged to increase exposure outside the immediate recruitment region and has gained 40 new applications to date since initial launch in August.

The Financial Aid team awarded and packaged over 1700 students for the 2020-21 Academic Year. Students were offered \$6.9M in institutional aid, of which \$5.1M of those dollars were accepted, resulting in a 75% yield rate. Foundation scholarships had a 27% acceptance rate, the highest since the 2016-17 academic year. The team awarded nearly \$700K in emergency financial assistance (federal CARES Act dollars and Bud Mansfield funds) to 839 students impacted by COVID. New First Time FAFSAs for spring 2021 represents a 33% increase over spring 2020. Scholarship criteria for 2021-22 academic year were updated, with the most significant change by removing test scores from descriptions to reinforce LSSU's test optional strategy.

The Marketing and Communication (MarComm) leadership has been reevaluating department/campus operations and have started moving forward to putting new practices into place. MarComm has generated 30 email press releases since January. Most media queries have been related to COVID, with fall move in coverage by the *Detroit Free Press* and republished by *USA Today*. The *New York Times* featured Political Science professor, Melissa Shaffer-O'Connell. LSSU social media pages received high exposure from a picture of Michigan Governor Gretchen Whitmer wearing an LSSU COVID mask. MarComm installed a new billboard along I-75, highlighting the new St. Helen location opening.

Mr. Pierce shared with the Board, contributions to the Strategic Plan as it relates to Admissions and Marketing, including:

- Expand overall university enrollment goals,
- Collaboration with Charter Schools,
- Develop and strategize international recruiting
- Launch of St. Helen additional location has increased activity.

XI. Human Resources Report

Ms. Beach presented to the Board informational items as it related to Human Resources, Safety and Risk, and Title IX. Title IX data from July 1, 2020 – August 31, 2020 had four complaints with two currently under investigation. One

party withdrew their report and the other was determined for no investigation needed after initial assessment concluded. Starting April 2020, the University laid off employees from positions in which work was not available during the

State mandated “Stay Home” Executive Order. The total number of lay-offs totaled seventy (70) with seven (7) additional positions receiving a reduction of hours. To date twelve (12) employees remain on lay-off. The University has decided to extend employee insurance benefits through December for those that are laid-off.

The ESP Union Executive Board recently made changes to the President and Vice President positions. Don Jones, Facilities Attendant, was voted in as the ESP President position and Laura Moening, Academic Assistant for Engineering and Technology, was voted in as the ESP Vice President position. The current ESP contract is set to expire on September 30, 2020. LSSU administration and ESP teams are set to meet for the initial negotiations meeting on September 24, 2020.

The LSSU administration negotiations team consists of:

Dr. Lynn Gillette (Lead Negotiator), Provost and VP of Academic Affairs
Morrie Walworth, VP of Finance and Operations
Wendy Beach, Director of Human Resources, Safety and Risk
Jim Becesy, Director of Facilities

The ESP negotiations team consists of:

Kurt Murray, MEA Representative for the ESP
Don Jones, ESP Union President
Dan Kozal, ESP Union Chief Steward

In August 2020, Kate Bergel was hired as the new Deputy Title IX Coordinator. Due to COVID, Title IX training has taken place online. As early September, 1,319 students and 263 faculty and staff have completed the online training module. The Title IX office is currently working with Public Safety to organize Clery report data for 2019. Ms. Bergel is working to create a new educational program for students and staff to meet VAWA programming requirements. The program, “Let’s Taco ‘Bout Sex” will be on October 6, 2020, and will feature multiple departments and community resources as well as a performance by No Zebras. This program will utilize the MSP Grant funds. The MSP funds will also be used to install security cameras on the Osborn Hall and the Row Houses. The Title IX office plans to create a campus climate survey to further guide future programming efforts.

Ms. Beach shared with the Board, contributions to the Strategic Plan as it relates to Human Resources, Safety and Risk, and Title IX, including:

- Implement a comprehensive onboarding process – improve informational packets, new employee needs, benefits review.
- Diversity and inclusion training that will be released to faculty and staff in October 2020. Students have already completed this training.

ESP Vice President, Ms. Moening provided the Board with an introduction and thanked Dr. Hanley for recognizing the staff in preparing for COVID. Ms. Moening stated that some staff members had been transferred to different buildings and shifts due to the employee lay-offs or additional demands caused by COVID. Ms. Moening confirmed that she would be representing the ESP Union and presenting updates at future Board meetings as ESP President Jones works evenings. Former ESP President, Steve Atkinson was thanked and acknowledged for his time served, and Ms. Moening stated that she looked forward to working with the new ESP President, Don Jones. Ms. Moening stated that each unit would be represented on the negotiation team, and she looks forward to the future at LSSU, the Strategic Plan, and cultivating relationships.

XII. Fundraising Report

Mr. Coates presented to the Board, a dashboard of major gifts generated by the LSSU Foundation from July 1, 2020 to September 9, 2020, along with a dashboard on the CFRE campaign. The Foundation has been working with Deans and faculty on prospective corporate donor relations for academic programs. The CFRE campaign remains the top capital campaign.

Individual major gift updates include an endowment funding that supports two renewable scholarships for students from a community in a specific region, along with an anticipated first-time major gift from a Laker Hockey Alumnus to support hockey projects.

A \$25K gift from a corporate foundation in support of the CFRE campaign was received. To date, \$2.8M has been raised over the course of the CFRE campaign. A purchase agreement has been executed for property gifted to the Foundation and will be presented to the Board with the potential closing. Net proceeds from the sale will be earmarked to the CFRE campaign.

Annual fundraising activities recently included the Bud Mansfield Student Emergency fund, which brought in 281 gifts, 108 first-time donors, and totaling \$35K. Thirty-nine (39) students were able to receive financial assistance with the support of this fund, and more successful than years prior. The 906 Day Fundraising initiative has become a tradition to celebrate all things “Yooper”. The goal was attained with 84 gifts and 31 first-time donors. The annual Giving

Tuesday fundraiser will be coming up, the Tuesday after Thanksgiving, and will be in support of the Student Emergency Fund. All reported updates from the Foundation tie directly to the Strategic Plan.

XIII. Other Business

Mr. Bailey and Dr. Hanley shared appreciation for faculty, staff, and students on their efforts in adapting to the current COVID environment.

XIV. Adjournment

Mr. Pingatore moved for adjournment at 10:50 a.m.; supported by Mr. Barch. The motion carried with unanimous voice vote.

Thomas C. Bailey
Chair

Rodney S. Hanley
President

Minutes prepared by Ms. Lauren Pierce Secretary.
A draft of these minutes was completed on September 30, 2020.

Appendix A
Proposed Structure of Rates

Worldwide One-Rate Tuition: FY21 (fall, spring & summer semester)	\$ 519.00 per credit up to 12 credits \$ 6,228.00 flat rate for 12-16 credits Over 16 credits = \$ 6,228.00 + \$ 519.00 for each credit over 16
Worldwide One-Rate Tuition: Winter FY21	\$ 333.00 per credit up to 12 credits \$ 3,996.00 flat rate for 12-16 credits Over 16 credits = \$ 3,996 + \$ 333.00 for each credit over 16
Military Tuition ¹	\$ 250.00 per credit for all enrolled credits (or current Tuition Assistance (TA) rate, whichever is greater)
Graduate Tuition ²	\$ 630.00 per credit hour for all graduate courses
VESi & Continuing Education ³	\$ 275.00 per credit hour
Audit Tuition Rates	The standard rate is \$ 260.00 per credit hour, however, Senior Citizens (age 60 or older) are free

The above rate structure represents only tuition charges unless otherwise noted. All current approved course fees, program fees, distance education fees, and activity fees would still apply. For a current description of these fees, visit <http://www.lssu.edu/costs/>.

¹The Military Rate is per the current agreements with the U.S. Coast Guard and Army National Guard. This rate is coded by the Registrar after each student is verified by the Business Office. This rate would not be valid for students electing to use Chapter 33 education benefits. Students must self-certify each semester to maintain eligibility for this rate. This rate is set the same as the TA Assistant rate as set by the military, currently \$250.00 per credit and may be increased during the academic year.

²Graduate tuition will be charged for all courses designated as graduate level. Graduate courses do not count as credits for any of the plateau levels, and are charged separately from undergraduate credits.

³Graduate or continuing education courses provided through the VESi program are listed as EDUC920.