

**Lake Superior State University
Board of Trustees
Minutes of Meeting
Walker Cisler Student and Conference Center
Sault Ste. Marie, Michigan
November 18, 2022**

The Board of Trustees of Lake Superior State University met in regular session beginning at 8:30 a.m. on Friday, November 18, 2022, 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 November 18, 2022. 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. Timothy Lukenda, 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 Bailey
Mr. Richard Barch
Ms. Patricia Caruso
Ms. Sheri Davie
Mr. Jon P. DeRoo
Mr. Timothy L. Lukenda
Mr. Randy Pingatore
Ms. Cynthia Williams
Dr. Rodney S. Hanley, President and ex-officio

Eight Trustees were recorded as present. Trustee Pingatore joined via Zoom audio. Present for the University were Dr. Nafez Alyan, Vice President for Finance and Operations; Ms. Wendy Beach, Director of Human Resources, Safety and Risk; Dr. Michael Beazley, Dean of Student Affairs; Dr. David Diles, Director of Athletics; Dr. Lynn Gillette, Provost and Vice President for Academic Affairs; Mr. Fred Pierce, Dean of Admissions and Marketing; and Mr. Scott Smith, Vice President of Advancement.

II. Approval of the Agenda for November 18, 2022

Mr. Bailey moved for Board approval of the agenda for November 18, 2022; supported by Ms. Caruso. The motion carried with unanimous voice vote.

III. Approval of the Minutes for September 23, 2022

Ms. Davie moved for Board approval of the minutes for September 23, 2022, as presented; supported by Ms. Williams. The motion carried with unanimous voice vote.

IV. Addresses to the Board

Faculty Association (FA) President, Dr. Joseph Moening acknowledged Provost, Dr. Lynn Gillette for efforts in revitalizing the Native American Center, shared appreciation for the CFRE Open House and the community involvement and shared thoughts on transparency and campus diversity.

LSSU student, Madelin Harrod shared thoughts on pursuing a grant for the Fire Science program and the grant writing process at LSSU.

V. Chair's Remarks

Mr. Lukenda shared his appreciation for the hard work and effort of students, faculty, staff, and administration at LSSU. Mr. Lukenda acknowledged the challenging times in higher education that LSSU is not immune to and the continued effort and working together during this time.

VI. President's Remarks

Dr. Hanley highlighted some updates and accomplishments at LSSU since the last Board meeting, including:

- Great Lake State Weekend – several activities took place, including a Career Fair, a women's volleyball game against Purdue Northwest, an Alumni Awards Reception and Ceremony, a large pre-game event, two hockey games against the University of Michigan, post-game fireworks, a 5k fun run, an open house for prospective students, two camps for kids, a celebration of the 75th anniversary of Chemistry at LSSU, and a game of Oozball (volleyball in the mud).
- In LSSU's continued commitment to strengthening relationships with the Native American communities, LSSU recognized the legacy of Indigenous Peoples' residential school experience by having a campus-wide orange shirt day on September 30. Also on that day, Bay Mills Community Ojibwa member, Dr. Veronica Pasfield gave a presentation on the history of residential schools and their impacts on native communities.
- LSSU also honored Indigenous Peoples Day on October 11 with the first reading of Lake Superior State University's Land Acknowledgement, followed by a featured speaker, Whitney Gravelle, President of the Executive Council of the Bay Mills Community. A land acknowledgment is a traditional custom that dates back centuries in many Native nations and communities. Ms. Gravelle gave a presentation on the history of treaties between native nations and the United States government.
- US News & World Report ranked LSSU #1 in the "Top public colleges in the Midwest" category. Criteria for this ranking included graduation and retention rates, academic reputation, peer assessment, average federal

loan debt of graduates, social mobility, faculty resources, class size, and financial resources per student, among others. The *Washington Monthly* ranked LSSU #1 in the state of Michigan for “Best Bang for the Buck,” and 13th overall in the nation for bachelor’s colleges. In that ranking, the best bang for the buck means that LSSU is #1 at providing both marketable and affordable degrees, and LSSU drives the social mobility of its students. Over 60% of LSSU students are first generation and over 50% come from financially disadvantaged backgrounds, it is important to LSSU that its graduates leave with degrees that lead to good jobs and meaningful careers.

- Dr. Hanley acknowledged the success of the LSSU’s new shooting team. The team has achieved success at numerous competitions, including 2nd place in trap shooting at the Michigan Collegiate Shotgun Conference, 2nd place in trap shooting at the Michigan Collegiate Shotgun Championships; and 3rd place overall, and Classic all-around champions at the ACUI/SCTP Upper Midwest – Conference Championships. Members on the team have also achieved individual awards, including Madison Moran, who placed 2nd in female trap shooting at the Michigan Collegiate Shotgun Championships. She was also the all-around ladies' champion at the ACUI/SCTP Upper Midwest – Conference Championships. Duncan McMillan placed 2nd all-around at the same conference championships.
- Dr. Hanley acknowledged and thanked Wendy Beach, Director of Human Resources for her six years of service to the University. Wendy submitted her resignation, effective December 30th, 2022. A national search for the next Director of HR has already started, and interviews will get underway in the coming week.

Dr. Hanley closed in reminding everyone that LSSU is busy collecting submissions for the annual Banished Word List with a deadline of November 30, which will be revealed on December 31. Dr. Hanley wished everyone a safe and happy holiday season.

VII. Finance Report

Dr. Alyan presented to the Board, a review of the FY23 General (GF) and Auxiliary Funds (AF). The Board approved a GF budget that will improve the fund balance with a surplus of \$13K. GF revenues are at 37% of the budget and expenditures are at 32% of the budget, normally 42% for this time of year. The shortfall in revenue has been attributed to lower-than-expected fall enrollment. Actions have taken place to mitigate the shortfall. Given expenditures continue to trend low and all units follow the budget shortfall plan, there are no concerns with the GF.

In AF, for FY23, the Board approved a Housing budget that will improve the fund balance with a \$56K surplus. Housing revenues are currently at 54%. Expenditures are at 27% of the budget. There are no concerns with the Housing budget. Cisler Operations revenues are currently 45% of the budget. Expenditures are at 40% of the budget. A surplus of \$350K is expected.

For FY23, the Board approved an Athletics budget with a deficit of \$122K. Athletics revenues are currently 15% of the budget and expenditures are at 35% of the budget. Both are comparable to past trends. There are currently no concerns with the Athletics budget.

The LSSU cash balance has decreased about \$3M since the last Board meeting, leaving a \$16M balance, normal for this time of year.

Dr. Alyan provided the Board with an update on activities related to campus-wide facilities. Several items have been accomplished or are underway since the last Board meeting, including:

- Made significant investments in the Norris swimming pool and rink arena.
- A full review of the deferred maintenance list has been done – focusing on urgent list items.
- IT continues to work in all areas of campus to complete multiple automation projects, including the HR job board. Banner 9 has had a complete renovation.
- Fully updated all JCI campus-wide camera and access control servers, as well as cameras.
- Blocked more than 1.8 billion connection attempts from Russian IP addresses since March 2022.

Mr. Lukenda asked if there has been better control or cost since the JCI revisions.

Dr. Alyan stated that both control and cost have improved with an approximate savings of \$75K.

Mr. Lukenda asked if budget adjustments have been made without negatively affecting the Strategic Plan.

Dr. Alyan stated, yes, with consideration of a balanced budget, a safe environment for employees, and identifying areas – an 85% reduction has been accomplished.

VIII. Academic Affairs Report

Dr. Gillette presented to the Board an action item to approve sabbatical leave for Dr. Jun Li and Dr. Barbara Evans for the 2023-2024 academic year. Dr. Gillette stated that the sabbatical approval process is prescribed in the contract between the faculty union and LSSU. The Sabbatical Leave Committee considers the applications and makes recommendations to the Provost. Dr. Gillette shared with the Board, the sabbatical abstracts for both faculty members.

Ms. Williams moved for Board approval of two semesters of sabbatical leave for Dr. Jun Li and one semester of sabbatical leave for Dr. Barbara Evans for the 2023-2024 academic year; supported by Mr. Bailey. The motion carried with unanimous voice vote.

Mr. Lukenda asked Dr. Gillette to pass along his congratulations and well wishes.

Dr. Gillette provided the Board an action item to approve the Revised Education Programs: Bachelor of Science in Mathematics Secondary Teaching with Grade Band 5-9, Bachelor of Science in Mathematics Secondary Teaching with Grade Band 7-12, and Bachelor of Arts in English Language Arts Teaching (Grades 5-12). The Michigan Department of Education changed the Michigan teacher certification structure and mandated that teacher education institutions redesign their education programs to address these changes. If approved, LSSU will teach out students in the current programs. One hundred percent of majors in the current programs have passed the Michigan Test for Teacher Certification since 2012. The new changes have strengthened programs that have historically produced well-prepared graduates. Two new courses have been created for the Mathematics programs and five new courses have been created for the English Language Arts programs. The changes will also bring a slight decrease in the teaching load.

Mr. Lukenda asked for one vote for all of the revised programs presented.

Ms. Caruso moved for Board approval of the Revised Education Programs: Bachelor of Science in Mathematics Secondary Teaching with Grade Band 5-9, Bachelor of Science in Mathematics Secondary Teaching with Grade Band 7-12, and Bachelor of Arts in English Language Arts Teaching (Grades 5-12); supported by Mr. Bailey. The motion carried with unanimous voice vote.

Dr. Gillette provided the Board with an update on progress in the area of Academic Affairs. Dr. Gillette shared appreciation for Dr. Moening's comments regarding the recent improvements in the Native American Center. Additional highlights include:

- The Electrical Engineering Technology and Manufacturing Engineering Technology programs had an ABET accreditation review in early October. The reviewers were highly complimentary of the programs. One area of possible concern related to the Advisory Board. Those concerns have been addressed.
- Dr. Steven Johnson and the College of Science and the Environment hosted a 75th Anniversary of Chemistry at LSSU. The event was marked by the unveiling of a new periodic table of elements. Donors can sponsor an element with funds going to support undergraduate research. To date, \$95K of the \$250K goal has been raised.
- The Arts Center hosted a set of well-attended talks by Irene Miller, a Holocaust survivor. One talk consisted of approximately 650 local high school students in attendance.
- The collection of adult Atlantic Salmon broodstock started in late October and ended in early November. This annual event provides unique experiences to dozens of LSSU undergrads.
- The CFRE Outreach and Education staff provided two unique programs at the Great Lakes Discovery Center for the JKL Bahweting 8th grade Career Readiness and Mancelona High 10th-12th grade Biology 1 & 2 classes.

Mr. Lukenda shared appreciation for the updates and acknowledged the ongoing use of the CFRE building for various events.

Mr. Lukenda welcomed Mr. Chris Oshelski back to LSSU and thanked Ms. Rebecca Clawson for her service as Interim Director of Charter Schools.

Mr. Chris Oshelski, Director of Charter Schools, presented to the Board, action items for Board approval of appointments or reappointments of Charter School Board of Directors.

Mr. Bailey moved for Board approval of the recommendation for the appointment or reappointment of the following individuals to their respective Board of Directors of public schools academies for the terms listed:

Concord Academy of Petoskey:

Rebecca Otto nominated for an appointment with a term expiring on June 30, 2024.

Grand Traverse Academy:

Brittan DeYoung nominated for an appointment with a term expiring on June 30, 2025.

Macomb Montessori Academy:

Susan Bland nominated for an appointment with a term expiring on June 30, 2024.

Regent Park Scholars Academy:

Lamar Phillips nominated for an appointment with a term expiring on June 30, 2025.

The motion was supported by Mr. DeRoo. The motion carried with unanimous voice vote.

IX. Admissions and Marketing Report

Mr. Pierce provided the Board with an update on the progress associated with enrollment services and an update on the Michigan Achievement Scholarship (MAS) Program. Since March 2020, 1.5M fewer students are enrolled in higher education. Michigan data reflects the lowest numbers in 20 years, with people choosing not to go to college. Michigan recently passed the MAS in an endeavor to lower the cost of post-secondary education for Michigan residents. The scholarship provides as much as \$5,500 a year for up to five years. The state estimates that 75% of all Michigan residents will likely be eligible. To be eligible:

- Students must be Michigan residents.
- Students must graduate from high school in Spring 23 or later.
- Students must enroll within 15 months of their graduation date.
- Students must file the Free Application for Federal Student Aid (FAFSA).
- Students must have an Estimated Family Contribution (EFC) of \$25K or less.

A preliminary analysis shows that most students that receive the MAS will attend LSSU for free, as it is currently understood. Additional guidance from the State will be forthcoming. The scholarship will be applied to the student's tuition and fees in two stages, \$2,500 as "first dollar" to tuition and fees and \$3,000 will be applied as "last dollar" tuition and fees. Disclaimer packages will be available for distribution by the end of November.

Mr. Pierce stated that the fall 23 recruitment cycle has launched with more normal recruitment activities, including person-to-person interactions, more in-person campus visits, and fairs. Since the last Board meeting, LSSU has participated in 66 college fairs throughout the state, visited 125 individual high schools, visited 15 community colleges, hosted eight group visits for 240 prospective students, and hosted an open house as part of Great Lake State Weekend (GLSW). The fall 23 recruitment cycle is trending modestly behind last year's applicant activity but 15% ahead in the admissions process. The data is also reflected in the First Time in Any College (FTIAC) activity as LSSU has the same number of applications as this time last year, and ahead of the 2021 cycle, and admits are trending 13.3% ahead of the 2020 cycle. In terms of pre-college work, LSSU currently has 184 students enrolled in concurrent and dual concurrent courses, 23- 10th grade, 87 – 11th grade, and 74 – 12th grade. Of those, 27 are enrolled in Early Middle College (EMC). Strategies are in place to enhance pre-college enrollment to include onsite application and registration activities at several area high schools. Additionally, LSSU will be hosting a fall Pre-college Invitational in late November, inviting all 9th-11th grades in the EUPISD.

As part of GLSW and Open House activities, LSSU created two camps, Camp Seamore and Laker Leaders Camp. These camps provided activities for LSSU Alumni while they were visiting campus. In partnership with the EUPISD and the MiStem network, LSSU hosted Manufacturing Day in late October. Approximately 312 9th-grade students were bussed from 14 regional high schools for exposure to manufacturing careers and lunch on campus. LSSU will be hosting the EUPISD Fall Science Fair in early December.

Mr. Pierce provided the Board with an update on the progress in the area of Financial Aid. To date, the Financial Aid and Admissions teams have hosted seven Financial Aid overviews at several local area high schools. FAFSA downloads are 23% ahead of this time last year. In addition to the Michigan Achievement Scholarship, the state also approved two new state programs for future teachers. The Michigan Educator Fellowship can provide up to \$10K per year for students. Eleven LSSU students have been identified as eligible for the scholarship. The Michigan Future Educator Stipend can provide up to \$9,600 per semester of student teaching. Thirty LSSU students have been identified as eligible for the stipend.

Mr. Pierce provided the Board with an update on the progress in the area of Marketing and Communications (MarComm). Since the last Board meeting, six press releases have gone out. Approximately 1300 entries have been submitted for the 2023 Banished Words List, higher than the last three years. The final list will be released on New Year's Eve. MarComm continues to be engaged in

documenting various activities and events around campus and finalized campus holiday material.

Mr. Lukenda asked what would be the best metric for early indication of a new student.

Mr. Pierce stated, by response activity. Response activity has increased compared to last year. Scholarships have also increased, so students will likely have to borrow less money, giving students a better opportunity to choose to attend college.

Ms. Williams asked if the availability of new funds will then free up other funds that may now be available for non-traditional students.

Mr. Pierce stated that community partnerships can be leveraged in different ways, depending on guidance, funds may be able to be redirected and targeted. LSSU is planning to partner with Re-Up to identify students in the last ten years, that have some credit but no credentials. Re-Up will reach out to those students on behalf of LSSU. The company is not paid a fee until the student completes a semester. Six Michigan schools have chosen to partner with this company.

X. Student Affairs Report

Dr. Beazley provided the Board with an update on Student Affairs operations and programs. Dr. Beazley highlighted the 1st to 2nd-year retention rate. Since last year, the retention rate increased by 7% from 66% to 73%.

Mr. Bailey moved for Board approval to apply for two retailer licenses for the Norris Center and the Center for Freshwater Research and Education, and single-use permits at the Arts Center pursuant to MCL 436.153, and to name Dr. Rodney Hanley as the Board's designated signatory for the applications; supported by Ms. Davie. The motion carried with unanimous voice vote.

Dr. Beazley presented to the Board, an analysis of key comparative metrics with comparator schools. Selected institutions were distributed among three types: peer, regional competitor, and aspirational. Among peer comparators, LSSU falls in the middle with student population but is the fourth least expensive on average annual cost. Among retention and graduation rates, LSSU is fourth from the highest. Median earnings after graduation and median amounts of debt have LSSU roughly the 50th percentile. Among competitor comparators, LSSU's student population is at the lowest point, with average annual cost as the second lowest, with only Ferris State offering a lower cost. LSSU's retention rate is the second lowest with its graduation rate at the second highest, behind only Michigan Tech. Among aspirational comparators, the LSSU student body is the smallest in size. The cost of LSSU by comparison to its aspirational schools is the lowest.

Dr. Beazley provided the Board with a general update on Student Affairs operations and programs. Laker Success continues to work with early alerts while also looking ahead to registrations for the spring semester. Counseling Services has stayed busy with more students utilizing services compared to years prior. The Norris Center has seen recent growth under the new leadership of

Steve Habusta. Mr. Habusta has increased the membership base and increased community involvement. Dr. Beazley welcomed two new staff members, Ana Robbins as the Laker Success Coordinator and Kerrie Jones as the Health Care Center Receptionist.

XI. Athletics Report

Dr. Diles provided the Board with an update on the Taffy Abel Arena potential loft construction. The potential construction of three additional lofts would help to meet the existing demand for lofts and introduce new revenue streams to the department. The projected cost of the improvements is between \$60K-\$80K and could be recovered in three years. The department will continue to review the project over the year and bring it to the Board for consideration.

Dr. Diles presented to the Board, the annual NCAA Academic Progress Rate required of all Division I intercollegiate programs. The required minimum rate is 930, and LSSU hockey has a multiyear rate above 980. LSSU's APR rate was 1000 for 2021-22. Dr. Diles acknowledged the coaches and faculty members for their contribution to helping student athletes.

Dr. Diles provided the Board with an update on the Club Shooting Sports program operations, recruiting, and team events. Dr. Diles expressed appreciation to Dr. Beazley for the seamless transition of Club Sports to the Athletics portfolio. The current Club Shooting Sports program has four freshmen and four sophomores, with the opportunity to build a robust roster with a full year to recruit.

Mr. Bailey commended Drs. Diles and Beazley for their efforts and collaboration with the integration of Club Sports and Athletics.

Dr. Diles provided the Board with an overview of the broadcast schedule and media exposure opportunities for Laker hockey. Additional broadcasting opportunities became available through FloSports, allowing a further reach for Laker hockey.

Dr. Diles provided the Board with general Athletics updates:

- The Taffy Abel video board was installed in September 2022 and has improved the game experience. Training continues and enhanced graphics content grows, resulting in greater opportunities for ticket sales.
- The Club Pep Band has increased membership and performed at a higher level and increased student numbers in 2022-23.

XII. Fundraising Report

Mr. Smith presented to the Board with an updated dashboard, comparing year-to-date fundraising to the previous five years by quarter. To date, Q1 and Q2 of FY23 are at \$626K.

Mr. Smith provided the Board with an update on Great Lake State Weekend activities that took place on October 21-22. Mr. Smith thanked Drs. Gillette and Beazley, Ryan Sigman, the LSSU Alumni Board, staff, and volunteers for all of their work towards a successful weekend. Highlights included the recognition of three accomplished alumni: Sophie Chandauka (Shouldice Award), Chris Conklin (Outstanding Alum), and Jamie Momber (Ripley Youn Alum), the 75th Anniversary of the Chemistry Department, recognition and celebration of the 72' and 92' Laker Hockey National Championship Teams, ooze ball tournament, a pre-game tailgate party with over 300 people and many more events and activities.

Mr. Smith provided an update on recent major gift activities in support of the University's current key initiatives:

- Viridis Laboratories - \$50K commitment to name the new LSSU Periodic Table in Crawford Hall.
- James Seals, grandfather of the late Wesley DeJong, made a \$10K gift to the Wesley DeJong Memorial Fund to support Laker Hockey needs and also D2 sports.

XIII. Human Resources Report

Ms. Beach provided the Board with an update on cases reported to the Title IX Office from September 1, 2022 – October 31, 2022. Since the last board report, the Title IX Office has received fifteen reports of alleged prohibited conduct. Of the reports received, eight closed with no formal complaint entered, and the Title IX Office informed reporting parties of on and off-campus resources. Six cases were referred to another department as a conduct concern and one case remains open. Two of the reports indicated an LSSU employee as the respondent. The two cases have been assessed by the Title IX Office and referred to Academics as conduct issues. The reports involving a complaint by a student with an LSSU employee as the respondent will be shared with the Board of Trustees Title IX representative as required by the State of Michigan regulations.

Ms. Beach provided the Board with an update on 2022-2023 1st quarter Title IX information. The Title IX Office received twelve reports. The complainants of the twelve reports did not move forward with formal complaints. The Title IX Office provided resources to all complainants.

Ms. Beach shared with the Board, updates from the Offices of Human Resources, Safety and Risk, Public Safety, and Title IX. LSSU submitted the Annual Gender Discrimination and Prohibited Conduct Report for compliance with the State of Michigan. This report documents cases from July 1, 2021, through June 30, 2022. LSSU is required by both state and federal regulations to provide mandatory Title IX training for employees of the University. The University is at a 100% completion rate for this training.

Trustees Lukenda and Bailey thanked Ms. Beach for her service and gave well wishes for future endeavors.

XIV. Other Business

Mr. Lukenda announced Trustees Bailey, Williams, and DeRoo as members of the Nominating Committee, and to report board officer nominations at the next regular Board meeting in February 2023.

XV. Adjournment

Mr. Bailey moved for adjournment at 10:15 a.m.; supported by Ms. Williams. The motion carried with unanimous voice vote.

Timothy L. Lukenda
Chair

Rodney S. Hanley
President

Minutes prepared by Ms. Lauren Pierce, Secretary.
A draft of these minutes was completed on December 2, 2022.