



## **PRESIDENT'S COUNCIL MEETING MINUTES**

**April 24, 2024 – 9:00 a.m.**

**Miller Administration, Betty Hess Lampros Boardroom 319 and Zoom**

### **PRESENT:**

Brad Mortensen, President

Mark Halverson, Interim Vice President for Information Technology

Ravi Krovi, Provost & Senior Vice President for Academic Affairs

Betsy Mennell, Vice President for University Advancement

Jessica Oyler, Vice President for Student Access & Success

Norm Tarbox, Senior Vice President for Administrative Services

Stephanie Hollist, General Counsel

Sherri Cox, Executive Assistant, Office of the President

Andrea Baltazar, Associate Professor, Communication, Director Film Studies/Carnegie Mellon Presidential Leadership Fellow

Kacy Peckenpaugh, Associate Professor, Foreign Languages/Carnegie Mellon Presidential Leadership Fellow

### **ZOOM ATTENDEES:**

Jason Francis, Associate Professor/Health Sciences Librarian - Faculty Senate Chair

Laís Martinez, Interim Vice President for Equity, Diversity and Inclusion

### **Excused:**

Steven Richardson, Director of Strategic Initiatives

Ray Ruiz, IT Support Specialist–Staff Advisory Council Vice Chair

### **Call to Order:**

Brad Mortensen, President, called the meeting to order at 9:02 a.m. and welcomed all in attendance.

### **Meeting Minutes Approval (April 3, 2024):**

Meeting minutes from April 3, 2024, were reviewed. It was noted that the 2025-26 Homecoming dates were the only dates that needed approval of those listed.

**Approval:** Meeting minutes from April 3, 2024, were approved, noting that the 2025-26 Homecoming date revisions were the only dates needing approval.

#### **Town Hall Follow Up:**

President Mortensen discussed the faculty and staff town hall from April 19, which included some tough conversations. The president is spending more time with EDI staff over the pending changes from HB 261 and he appreciates their support and patience. Jessica Oyler, Vice President, discussed space concerns and is collecting survey results as they come in. She is meeting with students next week. An Associate Vice President position will be posted soon. The uncertainty for all involved is difficult. It was noted that President Mortensen thanked Laís Martinez for all she has done in this role. Laís expressed that serving at Weber State for the last five months has been an honor. She will transition to her position at the Utah Board of Higher Education on May 1.

#### **Early Retirement Requests:**

Norm Tarbox, Sr. Vice President, discussed two early retirement requests for Donita Ruth and Tamara Robinette.

**Approval:** The Early Retirement Requests for Donita Ruth and Tamara Robinette were approved to move to the Board of Trustees.

#### **Policy Changes:**

Senior Vice President Tarbox discussed the following two policy changes:

**1. PPM 5-46, Campus Walkway Safety**

This PPM outlines walkway rules including scooters, bicycles, skateboards, etc.

**2. PPM 5-47, Bicycle Use on Campus**

This PPM outlines bicycle safety and rules on campus

**Approval:** PPM 5-46, Campus Walkway Safety, and PPM 5-47, Bicycle Use on Campus were approved to move to the Board of Trustees.

Ravi Krovi, Provost, discussed the following policy changes:

**3. PPM 8-7, Duration of Faculty Appointments:**

Changes to PPM 8-13, Maintenance of Professional File, align us with other institutions. The length of service needs to be 15 years before a five-year contract.

**4. PPM Revisions Related to Faculty Due Process**

Provost Krovi discussed the changes to PPMs related to Faculty Due Process which were primarily the cleanup of language, and streamlining processes resulting in easier disciplinary action if needed.

**i. PPM 9-9, Due Process/General Statement:**

**ii. PPM 9-10, Due Process/Definitions**

- iii. **PPM 9-11, Informal Procedures and Informal Conciliatory Meeting**
- iv. **PPM 9-12, Formal Hearing**
- v. **PPM 9-13, Respondent's and Accuser's Rights in Formal Hearing**
- vi. **PPM 9-14, Disciplinary Actions**
- vii. **PPM 9-15, Reports and Records**
- viii. **PPM 9-17, Termination of Non-Tenured Faculty and Appeal of Tenure Denial Decisions**

**Approval:** The PPM revisions related to faculty due process, PPMs 9-9, 9-10, 9-11, 9-12, 9-13, 9-14, 9-15 and 9-17 were approved to move to the Board of Trustees

**5. PPM Revisions Related to HB 438:**

Provost Krovi discussed PPM revisions related to HB 438 which included:

- i. **PPM 8-10, Termination of Faculty Appointment:**  
Annual evaluations and posting reviews have been added, specifically addressing committees and people involved. Post-tenure reviews will include student evaluations, teaching evaluations, and a written explanation to the Utah Board of Higher Education justifying retaining underperforming faculty.
- ii. **PPM 8-11, Evaluation of Faculty Members:**  
Changes related to language and ethics were added as a requirement for promotion.
- iii. **PPM 8-12, Dated Guidelines:**  
Changes were related to language.
- iv. **PPM 8-20, Action by Provost:**  
Changes were related to language and included added language from the bill.
- v. **PPM 9-16, Termination for Other Cause of Change in Status:**  
Language was added concerning termination.

**Approval:** The PPM Revisions Related to HB 438: PPMs 8-10, 8-11, 8-12, 8-20, and 9-16 were approved to move to the Board of Trustees.

**6. PPM Deletions Related to HB 438:**

Provost Krovi discussed the deletions of the following three PPMs related to HB 438 due to being redundant.

- i. **PPM 3-10a, Termination of Faculty Appointment**
- ii. **PPM 8-21, Academic Tenure**
- iii. **PPM 8-25, Reasons for Dismissal of Tenured Faculty**

**Approval:** The PPM Deletions Related to HB 438: PPMs 3-10a, 8-21, and 8-25 were approved to move to the Board of Trustees.

**7. PPM Revision Related to SB 192:**

i. **PPM 1-5, Responsibilities of President**

Provost Krovi discussed the PPM revision related to SB 192: PPM 1-5, Responsibilities of the President. This PPM clarifies the duties and responsibilities of presidents. This policy shows how governance is being performed at the university. Work is still ongoing with this policy change by the Senate and a university task force is being formed. Consideration was given that Faculty Senate did not vote in support of this PPM. However, President's Council was supportive of the PPM.

**Approval:** PPM 1-5, Responsibilities of President was approved to move to the Board of Trustees.

8. **Appendix/Clean Copies of PPMs**

An appendix with clean copies of all PPMs will be available for the Board of Trustees to reference at the Board of Trustees meeting on May 22, 2024.

**Promotion and Tenure Memo:**

Provost Krovi requested the approval of promotion and tenure for Cathy Harmston, who was inadvertently left off from the initial list submitted in April.

**Approval:** The Promotion and Tenure for Cathy Harmston was approved to move to the Board of Trustees.

**Curricular Change: Program Discontinuance:**

i. **Post-Acute Nursing Administration Certificate:**

Provost Krovi discussed the program discontinuance of the Post-Acute Nursing Administration Certificate which is no longer recognized in the nursing field as the skills in this program require a higher level.

**Approval:** The Program Discontinuance: Post-Acute Nursing Administration Certificate was approved to move to the Board of Trustees.

**Board of Trustees Meeting Agenda (draft) 2024-04-18:**

President Mortensen discussed the Board of Trustees meeting agenda (draft) for May 22. The meeting will be held at the Davis campus. A poll has been sent to the Trustees to set up next year's meetings. Senior Vice President Tarbox requested to ensure the parameters meet the university's guidelines.

Karla Bergeson, Trustee Chair, will appoint Nikki Thon as an Audit Committee member after she meets with her. Bryan Olson will be appointed as an Investment Committee member by President Mortensen. This information will be included in the President's Report. Due to the large agenda, the Board of Trustees end time will be 11:45 a.m. with the Audit Committee Meeting following at noon.

**Other:**

President Mortensen thanked the Carnegie Mellon Presidential Leadership Fellows for joining the President's Council this year as this is their last meeting. They were given time to share their thoughts.

**Upcoming Events:**

Upcoming events were reviewed. It was noted that the Crompton Golf Tournament date is being held on May 20 rather than May 29.

Weber State University is hosting the Big Sky Conference meetings in May. The F35 team from HAFB will be coming to talk about managing high-stress situations at the luncheon. All are invited to attend.

**Adjourn:**

With no further business to discuss, the meeting adjourned at 10:15 a.m.