

Please stand by for real-time captions. good morning everyone, it is such a great day to have all of our SFA family and friends here today and we have a big day planned. We are so excited and it is a historical day here at SFA and we are all excited you are here to join us. Before we get to have our fun we have to take care of a little bit of business. The meeting is now called to order. We have a couple of special introductions to make this morning. Our first one is our new [Indiscernible - low volume] region Kate Childress.

>> Locate is a lumberjack RA and she is from Lumberton, and she graduated there [Indiscernible - static] five years, six years somewhere in that range the entire time. She graduated from SFA this past year. So one of you, I don't know which one, perhaps was with her when she crosses the stage and she has a degree in psychology. She elected to stay here to go to graduate school. To build higher education and personal work and she hopes to complete her Masters degree and remain here at the University someday and a staff member for us and go on working on a PhD in time. Suffice it to say, she is involved in everything on campus. She is a true student leader. We are just located -- delighted that [Indiscernible - low volume] student Regent [Indiscernible - low volume] 13 student Regent. Extremely proud so congratulations.

>> Thank you.

>> [Applause]

>> We also have a couple of more special guests in the room with us today. We have Sergeant Winton with the ROTC group and we have second Lieutenant hurst and Stoltz Brady, Hurston is the daughter of Stephen and Mary and Stoltz at Mount Vernon Texas. She graduated from Mount Vernon high school and made 2014 and began attending SFA in the fall of 2015. She graduated [NULL] laude with a bachelor of science in health science and minors in human health and perspectives of military science in May 2018. Following her commencement she served as a recruiter further SFA military science department and she will attend the medical service basic officer leader course at Fort Sam Houston Texas in March 2019.

She will then serve as an officer in the Texas Army National Guard. And she is going to lead us in our pledge of allegiance.

>> I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.

>> Honoring the Texas flag.

I pledge allegiance to the, to Texas, one state under God, one indivisible.

>> Thank you. [Indiscernible - low volume] and one more. Widget now declare will offer our invocation.

>> [Prayer]

>> Thank you.

>> At this time we have some special recognitions that Dr. Coleman will give us.

>> We will start with [Indiscernible - low volume] I believe you had to and you can go ahead and take those.

>> I have one additional who could not be here this morning. [Indiscernible - low volume] or at the next meeting. Region body and some of you know him already. He joined us on June 4, associate Provost [Indiscernible - low volume] August 31. He is actually since we just finished our military [Indiscernible - papers rustling] we have shipped him off to the camp. [Laughter] and following that, [Indiscernible - low volume] Washington. Dr. Sanders

-- i'm sorry Dr. Guidry will be taken a leadership role in our [Indiscernible - low volume] critical part of that position and critical to all of us [Indiscernible - low volume] he is an expert on medieval British literature and including Canterbury trails -- tales [Indiscernible - low volume] [Laughter] shipment I would actually ask her to say a few words to do -- to you about herself. Joined us June 26, Executive Director of enrollment management and serve Texas [Indiscernible - low volume] University 14 years [Indiscernible - low volume] admissions and before that she was director of admissions at Lutheran and before that she was a student and finished her Masters [Indiscernible - low volume] Houston but I wanted her to say a few words about who she is and what she sees already at SFA in the short time she has been here already.

>> Good morning, everyone, great to be here. I had the opportunity to meet many of you yesterday so I look forward to continuing to know each of you and as was mentioned put my name is [Indiscernible - low volume] and moved to megadoses just a month ago, it is been a great moving great transition and I'm originally from a very small town in Texas, smaller than Nacogdoches, town called Moulton, very tiny little check in German community so if you ever want to shut a beer we are a miles down from the rear he. [Laughter] shipment we got that one right. Shipment my whole family still lives there.

>> So I have an incredible support system in regards to this new transition and real excited and my husband and my son and I are excited to be here. My son has just graduated high school and going off to college soon and so once we get him moved off, my husband will be joining so we are really looking forward to also getting [Indiscernible - low volume] Nacogdoches community and getting to know other folks. Just to share a little bit, I have been doing college admissions and enrollment for a little over 25 years. I started law school actually sell Texas College of Law in Houston. Had the opportunity to serve at my alma mater. Served as a director of admissions for improvement and retention for the college of pharmacy. I will share quite a lot working with Kenneth, -- chemist and chemist think they're different and it was

a great opportunity for me to work with a great group of folks and asked was mentioned I was at Texas Lutheran University and then Texas woman's and each of those particular positions had truly provided me some really great learning opportunities and wonderful measures and I am looking forward to bringing that expertise and some of those relationships and establish some great relationships and corporations here at SFA. I truly see there are some wonderful opportunities here so in my time in the few weeks I've been here, really assessing and taking a look and getting to know my staff and my team and my fellow colleagues across the campus and I think it would be really critical and really looking forward to collaborating with the academic departments. And the student affairs site as well to really take a look at what we can do and take SFA enrollment to that next level meeting our objectives and enrollment. Excited to be here and love the hospitality and very grateful about it.

>> [Applause] now in the area special recognition I would like to say a few words about Dr. Trim and Mars there is an action item and would you join me, there's an action item a little later in the agenda promoting the starter as Professor emeritus and you know her and she is True Blue Hola, SFA with bachelors and Masters degree from SFA and a doctor from Louisiana Tech. I told her medico she is not really retiring but just carrying the balance forward. And also jokingly said this but true Professor Merritt is a critical part and actually deserving truly, truly deserving for this leadership [Indiscernible - low volume] served either as director of interim director for total of 12 years at the school and served six years as [Indiscernible - low volume] repressor [Indiscernible - low volume] just recently for the second time she supported distinguished faculty member Ward by her colleagues in the college. And I came to just rely on her totally in the year that I served as interim Dean for the college because I knew she was a go to person, actual go to. She is a dynamo person if you know her. She gets the job done. Jokingly telling her, in Latin, emeritus actually means Professor emeritus we will work for free.

>> [Laughter] shipment thank you for all that you do and your support and having it promoted as Professor emeritus.

>> [Applause]

>> I believe Dr. Whispered the next two will be yours.

>> Hello, Ken if you will step up to the podium. I will stand behind my chair here. Can McMartin is our director of recreation here at SFA and I jokingly tell him that he is the only staff number I have that I look up to. And the only guy that is taller than me and I can say, there is Ken. Me tell you little bit about him and I will tell you why he is here today. Ken -- and we heard some of this in the focus group studies that richest Paul Burke brought before Saturday about the importance of the program and recreation towards perfective students and their families. Best my prospective students and the families when they look for University to call their own. [Indiscernible - low volume] I cannot pull them all out. A few stats about the area Ken works in. He works with 20 sports club and yes, one of them is the best fishing club. He

had his pass here work with 221 intramural teams. 184 student in sand volleyball leagues and we talk about sand volleyball. 586 students in softball leagues and 601 students and best colleagues but that is not the bulk of what goes on in that area. The book is the everyday use of the student recreation center. Over the past year, that center had 452,610 visits and that averages 37,718 visits a month and that includes all of the off time, includes when you factor in Christmas and spring break and the slowdown of summer, that still is almost 40,000 visits a month to that facility. That gives you an idea of how important and well used that particular program is on our campus. But that is not why he is here and I want to get some foundation and recognition for that. He is here today because his peers from across the country have elected him to serve as the president of the national and and recreational sports Association better known as nurse. It was found in 1950 and has more than 800 fifth the institutions that are members and more than 4500 individual members across the country. So the fact that Ken has been elected among that peer group to service our president is very impressive and we are very happy that he is recognized in that way and he is able to then bring the expertise and those relationships that he makes in those settings back to our program here. I want to recognize Ken for that achievement and if he will just a little bit about what he is involved in.

>> I will tell you a little bit more about nurse and the fact that [Indiscernible - low volume] higher education and inspired healthy people helping communities build live so we do that through sport recreation [Indiscernible - low volume] focus area and that. It has been a huge success for me to be part of that and I want to thank Dr. Westbrook and my staff were supporting me and [Indiscernible - low volume] and seven the capacity. It has been really nice to be at the forefront [Indiscernible - low volume] across the country. And be a part of that payment we recently between nurse and [Indiscernible - low volume] wrote a letter and a statement basically that we made about health and well-being and support [Indiscernible - low volume] by almost every other higher education education [Indiscernible - low volume] so was nice to be a part of that work [Indiscernible - low volume] so I would like to again thank the University for supporting personal development for all of our faculty and staff that work here and it is been a huge honor and a huge commitment but also a huge educational endeavor for me and [Indiscernible - low volume] so I have been doing this work for about 25 years now in higher education and running campus recreation programs and this has kinda been a nice culminating piece of that. Serve my peers now. Again, thank you for your support.

>> [Applause]

>> [Indiscernible - low volume] he came to us from Cal State Sacramento and they have a [Indiscernible - low volume] that was an interesting mix. So our next is a grant group that I want to recognize and as they are filing and let me tell you about this group and why they are here today. A little bit of background, in 1994, some of you may be aware that Congress passed and the president signed the [Indiscernible - low

volume] women act which came on in our binocular [Indiscernible - low volume]

and after that the Department of Justice created an office on violence against women which then began to administer grant programs that were authorized and then [Indiscernible - low volume] legislation and in 2015, we applied for discretionary grant program here that was designed for [Indiscernible - low volume] sexual assault to reduce domestic violence, [Indiscernible - low volume] stocking on campuses and we were denied. But the lumberjacks we persisted, and we applied again and learn from our mistakes and applied again and last year we received that grant, SFA is the only for your public institution in the state that receives that grant income \$300,000 grant over three years. It is designed in addition to the main issue and core issue addressed by that grant, one of the purposes is to enhance collaboration between the University and local law enforcement and victim advocacy groups. So we are pleased today to have some representation of that here and some I think [Indiscernible - low volume] at this point but Dorothy Jackson tubs is the SFA Office on Violence Against Women grant project coordinator. Recently onboard to begin that and I want to ask Dorothy to say a little bit about the grant and introduce our other folks here.

>> Good morning and thank you for having me today. Name Dorothy Jackson [Indiscernible - low volume] proud SFA alumni class of 2012. Happy to be here today working as a private coordinator for SFA first Department of Justice grant with the office against violence for women. The goals of our grant are to increase [Indiscernible - low volume]

education, prevention and response to situations of sexual and gender-based violence on campus. And surrounding community. Unfortunately we know that gender-based violence on campus is a serious issue that we are facing throughout the country. But here at SFA we are taking a stand and where say no more. We believe that we can and will create a campus of respect for sexual assault and intimate partner violence and stalking are things of the past. To achieve our goals we have made partners with community groups

as such as the county attorney's office on the family crisis Center of East Texas. Since we received the grant in October 2017, we orchestrated a coordinated community response team with close to 50 representatives from campus areas such as the University Police Department, faculty, Greek life, student engagement, multicultural affairs, human resources, grandson research, counseling, conduct, student [Indiscernible - low volume] organizations a multitude of other departments. Off-campus opponents include the addition [Indiscernible - low volume] and family crisis Center, representatives from local churches and faith-based groups and local counseling clinics and the Nacogdoches Police Department. However I know that as this grant continues to gain momentum, we will be able to incorporate even more department and feels on and off campus as a number of people pledged to work in this cause will continue to grow. There is amazing here is my people here atand the surrounding community. I know that we can cultivate a culture of respect, carrying, responsibility and community and integrity because that is just the SFA way. At this time I would like to recognize

some of the core members of our coordinated community response group who have been here since day one of the grant.

>> My name is Jon Fleming, prosecutor in that Nacogdoches County attorney's office and it is an honor to be partnering with the University and family crisis center. [Indiscernible - low volume] prosecutor inner office handles all of the domestic violence [Indiscernible - low volume] lead prosecutor for assault and violence cases and we are very thankful for the opportunity to be hosted by [Indiscernible - low volume] Board of Regents today and they could. [Indiscernible - low volume].

>> [Indiscernible - low volume] just a minute my name is Maria really [Indiscernible - low volume] victim services coordinator. Shipment my name is Rachel Gill campus advocate for the family crisis Center in East Texas. My office actually on campus. I am directly [Indiscernible - low volume].

>> My name is Jean ease development director for the family crisis center. Otherwise in a graduate from SFA my oldest daughter did in class of 2016 and she is currently in graduate school here at SFA. The agency has been a longtime partner with SFA and we really just jumped on the opportunity to expand that partnership and be a part of this grant. One of the pinnacle smart mission is to provide domestic [Indiscernible - low volume]

we will certainly increase the width and depth of that prevention and it will make a much bigger impact on the campus and thank you so much for having us be a part of this grant.

>> [Indiscernible - low volume] support services and I serve as a project director [Indiscernible - low volume] only responsibility is to have your [Indiscernible - low volume]. And also to paraphrase great Southern philosophy Jimmy Buffett, also person who came and warned you about. I have been one of the new board meetings since 2015 and

I think they told a story about me. Two people I would like to recognize but could not be here today, both of which are [Indiscernible - low volume] the first is Henry Carter executive director of the family crisis center. I had never met her before, when I took my role in this position about five years ago, your into it I said we need to do something more about our resources and support for folks reporting this in a confidential way. So we reached out to them and set up a meeting and we met for little bit and she was very pleasant and at the end she said so what do you really want? I said that think we really need is we don't have a budget for it and we have an advocate from your agency that can serve on campus. And she had this phrase is that we may be able to do that. [Indiscernible - low volume] told her what I needed and she said we could do there for 20 hours a week, see how it goes. Four years later now we have a staff full-time and [Indiscernible - low volume] to part-time employees that are here going prevention to accelerate that for us so he learned that that phrase, I may be able to do that, really translate to hurry up and get ready because it is about to start. The second person is somebody that is also a graduate and I had the privilege of serving on their thesis committee. Masters in psychology here. [Indiscernible - low volume] let him police department, after they left, they went out to get their license and professional counseling continue to work with the police department and they were

the driving force behind the development and Angelina Wise and her children which is an organization with which with different agencies and law enforcement and prosecutors and healthcare professionals and counselors and child protective services to facilitate the support and the prosecution of folks that are victimized children and

sexual abuse and physical abuse. If you are from around here [Indiscernible - low volume] late Lieutenant [Indiscernible - low volume] who was really inspirational to a lot of people. Certainly to me because the way he translated his passion, experience, into action, and change, I really felt like that provided the SFA way and shows that lumberjacks care. He was known to say and this is [Indiscernible - low volume] read this to make sure I get it right. Children are legacy and give to the future. Each time a child is abused the pain and the suffering scars the entire community. If our society is to survive each and every one of us has the obligation to do everything within our power to protect the innocence of our children. It is that philosophy that is exactly in line with our mission first grant which is our goal to change this community. A lot of the things I've been saying is asking people if someone were to walk in this room and they were on fire what will we tell them to do?

>> Stop and roll.

>> We know right off the bat and her goal with this grant is to make it just that easy. For folks when someone is a victim of any gender-based violence and it is that we have people that know what to do, have the skills to be able to do what they need to do, and the courage to do it without hesitation or any reservation. Certainly if you were here today I know he would be on this committee and he would be accountable and better than we think we could do and make sure we never failed intermission. I feel like without him, this would not be really part of it because he has built this community coalition from the ground up. Angelina [Indiscernible - low volume] now referred to as Harold's house in his honor and his family continues his legacy and his daughter in particular and she shows how easy it is to be an agent of change in the community with just one simple phrase and it is I think we can do that. Heather is his daughter and I did not know that when I met her and I learned that later and really impressive than anything that shows her passion and drive and I think it is these type of [Indiscernible - low volume] from the crisis huge success for us and that they have not benefited from this grant at all yet. Everything they're doing currently is just based on their partnership with us [Indiscernible - low volume] looking forward to this year and we will be watching the grant formally in October and have lots of events starting then moving throughout the course of this. Those will be publicized and and you are all welcome to attend [Indiscernible - low volume] if you have any questions let us know. Thank you again. We look forward to report back to [Indiscernible - low volume] and hopefully getting the subsequent grant and most antis are awarded a follow grant [Indiscernible - low volume] as well.

>> Like I said I would love to be able to introduce all of the members of our cordoning community response team. But the rest of them are

currently working together right now as we speak on the grant to carry out our action items to make sure we are ready for the fall and ready to start making an impact on a campus.

>> Is a metaphoric I think they are meeting in the -- as a matter fact I think they are meeting in the rec center raiment

>> Right.

>> [Laughter]

>> Thank you so much for all of your work because this is very important. And thank you.

>> [Applause]

>> Dr. Grant [Indiscernible - low volume] we had a lot of conversations in the past few years -- past few months, about planning and development and discussion of the development issues related to policies yesterday. So I am going to ask the director from environmental health [Indiscernible - low volume] and the director of HR and resources [Indiscernible - low volume] to present some information to you on training and development and recognize their efforts. [Indiscernible - low volume]

>> Good morning as was said [Indiscernible - low volume] talk about professional development. So I will talk about professional development within our division and how our development is in house and turn over to Loretto we will talk about what is going on in campus at HR.

>> In 2013 a few years back we had a retreat in our division and we had a look around the room and we saw that we would have a lot of retirements in the coming years, so [Indiscernible - low volume] as we develop succession plans for each of our areas. So we came up with everything we do in our areas in case something is retired [Indiscernible - low volume] step in there and do my job and hopefully not have that knowledge LEAD -- leave with me and [Indiscernible - low volume] within our division to step into our roles as we retired or as those directors moved on raiment so one of the things that was asked [Indiscernible - low volume] come up with this in house leadership program which we call the LEAD program stands for leadership in come education and development. So what we have done is we have -- if you have a degree or you are in a position that requires a degree, in our division, then you can apply to be a part of the LEAD program. There are three parts of the program. The first is that all of the people who are set to the program come and meet with the director so I will go and present everything that they [Indiscernible - low volume] does for about an hour and we talk with the court and they get to ask questions and they learn, dig a little bit deeper than what I do in the next month it was human resources and the next month [Indiscernible - low volume] they really get a one-on-one interaction with the representative themselves. The second part which I think is the meat of the program is we as the cohort members to go and submit sometime in at least three other departments in our division. One person may come to my department

and they set up a mentorship program. Or they shadow me in my job or project is really with the meat of his is where they come in and do a look at our policies [Indiscernible - low volume] training for us and of course in our department we do lots of inspections. They come and assist us with inspections but again it gives them that hands-on training and experience that they can learn more and really get out of there bubble and more about our division this whole. [Indiscernible - low volume] developed a program called ask me jacks so the beginning of each semester our division is ask me check shirts and we go on campus and just tell the students any questions that they have, we want them to their classes or whatever they may need we just tried to reach out to them and we asset the cohort members volunteer for that and moment and be a part of the community and we do like everything else [Indiscernible - low volume] so we have assessment and then at the very end after they go through this year-long process, we have graduation program. Dr. Grant comes in yes, Dodgers game comes in and [Indiscernible - low volume].

>> So far we have had for cohort since 2013. 26 participants and none of those participants, we have gotten one director, for system directors and many other managers. They have come out of that payment we feel like we are building the strength of our leadership in our division. And then we have people ready to go. [Indiscernible - low volume] hopefully not soon raiment. --, right? And as far as a future goes we want to continuously improve and I have heard that some of us who have gone through the program there is the sea BMI program called the college business management Institute and a partnership between [Indiscernible - low volume] and the University of Kentucky and so cohort members who have been through the LEAD program, they are available for being able to go to the C little boy in my [Indiscernible - low volume] as a whole, so it is sort of a progression and we expect we are building that midstream can with that said that is what is happening inside her division I'll turn it over to [Indiscernible - low volume] talk the campus [Indiscernible - low volume]. Sum good morning on Loretta Doty a human resources and excited to talk about a new training initiative that is been sponsored by the finance administration division as well as a human resources department. We are doing it because as was mentioned Mr. [Indiscernible - low volume] develop people. We feel it is important to develop our employees. And so it is our first initiative that allows us to move from compliance to the development. So we have developed some in-house training that is being facilitated by human resources staff as well as other staff members and faculty across the campus. We developed it in house because it has less of a budget impact rather than going externally so we will be able to use those dollars, training dollars, for external training to be specific to the job skills of that employee. The trainings are being rolled out beginning the next month and it has three different focuses. Management development training. Administrative training and then also personal development. The classes will be offered both online and in person and they will be offering continuously on the training calendar so employees will be able to take those classes as they fit within their schedule. They will not be required to take them every 30 days or every once a year or any of those things. First set is the management development training. And we develop that because often times employees

are promoted up through the ranks because of their expertise in their field so they are trained to be accountants or trained to be faculty, but when they get to the management level, whether that is a LEAD employee or full manager or a chair, then they are required to do with another school that they probably have not been trained on. I know how to do accounting but what do I do with his employee, right? So we decided we would develop this training so they would get a skills and to be able to manage their employee. The content was taken based on industry standards and then also based on the types of conversations that we have in HR with management about their concerns about handling or managing their employees. So there are principles of leadership and performance management and this interaction, conflict resolution and best practices in hiring and we offer classes in hiring but we talk about in the class very short class and it is about what you can do when you are hiring somebody. Does not tell you the best practices. They are expanded. Also managing the employee lead and there are two tracks and one is for staff and one is for faculty. Originally started out with just one class but as we [Indiscernible - low volume] has been having retreats with the different academic departments and it became obvious that we needed a second set of training just specifically for faculty because they have a different culture and different policies and procedures and the [Indiscernible - low volume] follow so there will be two tracks on the first class will be rolled out and be starting August, August 9 offering performance management as well as disciplinary action and also be to the staff and we will offer the faculty classes and getting that in the fall because we will have a lot of faculty returning again to campus a kind of get into the groove of fall semester and we will begin offering those classes in October. When they finish all classes they can take them in any order and [Indiscernible - low volume] fits in the schedule but when they have completed all classes they will receive a certificate in management development. The administrative development track is aimed at our administrative employees, front-line employees, some of them will probably say they are the ones a kind of run the department. [Indiscernible - low volume] our departments will not run smoothly without them. But what happens often is the least amount of money is allocated for their training. It was important to us to be able to offer our administrative employees some training that they could take. So it deals with the things that they have to manage on a day-to-day basis, time management, change management, to be assertive, without being belligerent, customer service, dealing with conflict, HR 101, which is all of those processes and tipper work that they have to do that they have to -- paperwork that they have to do to coordinate with HR and that is what we will give them up front and they can schedule that if they have administratively they will come to the class and learn about all the things they are responsible for and then utilize the technology for productivity and we will use this in the fall also and they will [Indiscernible - low volume] once I finish all the classes. Now the final focus we are offering is ongoing personal development. In this one we truly partner with the campus as a community and [Indiscernible - low volume] coordinating the scheduling of the classes in the classrooms and all of those things, but these classes are facilitated by people across campus who have expertise in those areas. And so discussion -- customer service and stress

management and time management and financial literacy, offered to all employees. They can schedule it when they want to and we have already offered them two sessions of the customer service training. It was facilitated by Shay Runnels which is assistant professor at human sizes and she also for [Indiscernible - low volume] so will continue to put that [Indiscernible - low volume] people across campus developing Cassis. That is it so we are very excited.

>> [Applause]

>> Who is wandering around?

>> [Laughter]

>> I will tell you about our new [Indiscernible - low volume] because you are used [Indiscernible - low volume] but I will tell you about 1982 less time [Indiscernible - low volume] outside. San Angelo. At the time the new football coach [Indiscernible - low volume] so he served from 72-79. Period of seven years. And then Steve McCarty was athletic director for those 15 years and then Robert [Indiscernible - low volume] 13 years. So approximately 35 years. Because it'd been so long, so many individuals wanting

to come to SFA as our athletic director, we decided we could use an outside firm so we went to the very best, national search firm, specializing in hiring a D. We met with them and told them what we were looking for. And for them to bring us the very best person. For our position. And so that is the background and so our new athletic director is Ryan [Indiscernible - low volume] and I will tell you a little bit about why and [Indiscernible - low volume] native of Mayville, Kentucky went to school at the University of Memphis and sought his bachelor's degree and a master's degree there and he was a punter on their football team there. Following that, he started in his athletic career and started in [Indiscernible - low volume] State University and their he was there for 10 years. He served both as assistant athletic director [Indiscernible - low volume] and then he left and went to Texas A&M in commerce and he was there for two years and very, very successful. And then he went for [Indiscernible - low volume] state University which is in Clarksville, Tennessee. And they are very successful for three years. And so search firm came back to us and said we could search the nation everyone is aware of this young AD, he is the best, young, rising AD in the nation. So we set, that is the person we are very interested in. We interviewed several other people of course [Indiscernible - low volume] and we have [Indiscernible - low volume] and we [Indiscernible - low volume] committee. Unanimous, no question about it. By [Indiscernible - low volume] was individual for us. So he joined us somewhere in the past maybe three weeks or so, very short period of time. That really located here yet, his family is not here yet. Tucson, -- his two young sons, they will be joining him in the next few weeks. So we are delighted to have him [Indiscernible - low volume] athletic director and expecting great, great things [Indiscernible - low volume] so at this time it is my privilege to present to you our new athletic director, Ryan Adams.

>> [Applause]

>> Thank you and thank you members of the board for the opportunity to come and visit with you and I've had the opportunity to talk with you and meet with several of you [Indiscernible - low volume] forward to working with you and moving for. As I said a couple of weeks ago, in the introductory press conference that I have, I understand the gravity of the situation and responsibility that I have in the fact of the matter is that I am the first athletic director that is been hired outside of SFA in 35 years. I understand the responsibility, certainly that that position carries and so I am excited about it and excited about the opportunity that we have. When I was here yesterday sort of a long day and you know better than I sitting in these chairs, but the one thing that I heard throughout the day was opportunity. I think you guys heard about that and you talked about that and the opportunity that we have here at SFA an opportunity we have here to make a difference in the lives of all people. And at the end of the day that is why what we do what we do we have that opportunity and we have within intercollegiate athletic standpoint and we get to do that throughout athletic sent to me there is nothing more special than being able to see young student athlete come, not knowing who their

best who they are when they get here and when they leave here, walk across a stage with a diploma that they have become a young man, young woman, someone that will be productive in society because of the lessons that they learned on the competition service and in the classroom. I am a firm believer that the competition service is the ultimate laboratory, ultimate classroom and it teaches you that skills

-- the skills necessary to be successful in life and teachers to perseverance and to just do determination and teaches you teamwork and teaches you hard work and work ethic and what those things really mean. It teaches you honesty. It teaches you transparency because at the end of the day is the best ballplayer is not at the gym getting his shots on his or her own it will be reflected on the competition service during the game and I tell our student athletes and coaches all the time, that the wins and losses that come along with playing don't define you. They are just the result of our actions that we do on a daily basis. If you prepare yourself on a daily basis to be successful, and you believe you are going to be successful, and you put in the work in the hours necessary to be successful, guess what, you will be successful. I think you've seen that from time to time again and I'm certainly looking forward to the opportunity to be here [Indiscernible - low volume] and this places a great place. There's been a lot of success, and my job is to nurture that success and continue with but really take it to another level and we talked about that before, beforehand, and mics Singletary and how many know who he is? So some of the older people in the room know who he is. [Laughter] greatest linebacker of all-time. And one of his quotes when he was coaching, with the 49ers, one of the reporters asked him, Mike, what was it that made you who you were as a player? What was it that made you take and what was it that made you go? And if you look at his answer, on the surface use think that make sense but if you look at a deeper, I think it applies to really the things that we are doing here. He said it was not the opportunity to make millions of dollars. It wasn't the fact that he got to play in front of or in the national football league in front of thousands of fans. He said it was the opportunity to play. If you think that for a moment -- the gravity

of that statement, just the opportunity to play. In the opportunity that we have in front of us and you talk about that yesterday, but the opportunity for us to engage with individuals, to engage with young people, to engage with each other, to engage with his community, to engage with East Texas and the state of Texas, and to be the leading university within the United States. The opportunity that we have there, that is tremendous. And we will get frustrated, we are going to get disappointed with one another and we will not always agree, I tell our athletics department and I have in the last couple places I have been, we will operate as a functional families and functional families to what? They cuss at each other and they fight with each other and they throw things at each other. But at the end of the day they love each other, right? In the care about one another and that is what we were vestment are going to do in my job as the athletic director is to make sure that we are painting this institution in the most positive way possible. Athletics is the front porch of that investment of this institution but there's a whole house behind that porch and now you understand the gravity of that situation and when you go to buy a house and if you don't like the curb appeal or the front porch or like what is on the insight you are less likely to go inside that house and see what it is about. Our job from the athletic standpoint is to make sure that we are encouraging people to come inside the house. I want to make sure and I want to faculty to understand the and her staff to understand the and students to understand that, we want to be a part of this institution and we want to make the athletics department gleaming [Indiscernible - low volume] and talk about some of those things that really from a press conference template, but really one of the quotes I mean is I wanted to be an integral part of the University mission of education. That is what we're doing because at the end of the day our student athletes are students, they are students. They should be getting an education. Reality of the situation is less than one percent of all college student athletes will play professional sports. Whatever split that may be. Or the 99 percent of college athletes will do something other than play professional athletics. It is our job to make sure they are going to be successfully play on that yard and those are the things that are going to need work payment I talked about it a little bit and we will be purposeful about winning. We will have transparency and guide our actions. Our goal is to build quality and functional state-of-the-art facilities which I think is important and you talk about that yesterday what the University -- the fact that this university has been \$313 million in the facility in the last 13 years or whatever it may be, that is phenomenal. Phenomenal. If you look at the things that we have been able to do as an institution, how we would have been vestment how we with vestment [Indiscernible - low volume] to move that forward and we will market and promote our department by increasing our exposure and awareness and we said you guys [Indiscernible - low volume] talked about it yesterday, saw that report and again athletics is something that can help catapult that movement forward.

A building for us to really use athletics, to grow our institution is really important. And we want to make sure we are increasing our revenue [Indiscernible - low volume] I have been in Jill's office probably more than she wants me to be there and been involved with the development department and gotten them moving forward. Doing that. I think the last part and I will call these two things, we are going to

have fun. This is fun , okay? I tell people all the time, I get to go -- my office is when I get to go to a football game or basketball game or to a soccer game or tennis match. Or golf tournament, whatever it may be. Folks, I am doing the ultimate job. This is so fun to me because I get to see the student athletes compete on a daily basis. What we get to do from in his edition 10 point or faculty standpoint, we get to being classrooms with young people and to me as a get older and think yes, they keep me young and the energy they have, ability they have to inspire you, the ability they have to really shape what we are doing is so special, so special. I am excited to really be able to do that so I want to do this last thing because I think this will summarize everything I have heard in the last couple of days been a part of this board, it has been really interesting to watch everything in the room and see how it all works. If you will Standifer meet real quick, we will do one thing and then I will be off. What I want you to do is take your hand and reach up high with your hand. Now I want you to reach up a little high. Why didn't you do that the first time? Because I asked you the first time to reach up as high as you can, right? What you did as you saw me do this and you imitated. At the end of the day this is where we are as an institution. And we have to get here. How do we get here? How do we do that ? We do that together, we do that by collaborating with one another and we do that by supporting one another, but we do that about being the best that we can do on a daily basis and I tell you I am excited to be here, this is a great opportunity for Stephen F. Austin and I know we will do great things together and thank you so much for to assume and certainly this is a great responsibility and I'm looking forward to working with you on this.

>> [Applause]

>> Great way to start your job.

>> [Laughter]

>> Great way to get a standing room.

>> We will move into our agenda items and the first thing on the list is approve the minutes of the April 22, 23rd and 24th 2018 Board of Regents meeting. Can have a motion to approve?

>> So moved.

>> Second.

>> All those in favor please say I.

>> I.

>> Those opposed.

>> Motion carries.

>> The next agenda item or items to-4, which are the election of the president, and the election of General Counsel, the election of chief audit executive and the election of coordinator of foreign affairs. After discussion yesterday and performance evaluations, we would like to recommend Dr. Vector -- [Indiscernible - low volume] as General Counsel, [Indiscernible - low volume] as chief audit executive and Judy Buckingham as coordinator of foreign affairs. Can I have a motion to approve?

>> Motion.

>> Second .

>> All those in favor please say I.

>> As opposed?

>> The motion carries.

>> The next item I will refer to Dr. [Indiscernible - low volume] .

>> We will cover [Indiscernible - low volume] 44 through 57 and we will start with [Indiscernible - low volume] Vice President will have different topics in that area. We will get it started first. 44-57.

>> Thank you. This President and Madame chair and members of the board, item 6-10, personal items, item 6, requesting approval of three faculty appointees and then item 74 staff appointments, [Indiscernible - low volume] [Indiscernible - papers rustling] and then item a, represents changes in the status recommendation, 43 of those. Agenda item number 9 his promotion with [Indiscernible - low volume] one promotion to professor emeritus [Indiscernible - low volume] and agenda item number 10, [Indiscernible - low volume] retirements showing a total of four people [Indiscernible - low volume] 82 years of service [Indiscernible - low volume] and I would really like to recognize one person in the area of changing status and one of the 40+, and your leadership role very significantly leadership role called [Indiscernible - low volume] and to do that I would like to as Dr. Joyce Johnson if she would stand. Dr. -- dr. Johnston the profession of France is now associate Dean [Indiscernible - low volume] named her to that role and also director a divisional multi-disciplinary programs and she comes from the Department of languages cultures and communication as a faculty member and SFA

of one reason I wanted her to come forward is also to recognize when you were leadership role and she has been and is an outstanding member the faculty at SFA and as Mr. Ivey said, the opportunity to make a difference in the lives of our students is where we come to work every day. We capture that at a tagline and challenging lights and changing lives one lumberjack at a time and some of you may recognize Dr. Johnston from one of the six faculty videos last year where I believe she actually said that in French. So actually today I asked if she would say that because it is music to our ears.

>> What I was actually saying is I wanted to change my students lives one lumberjack at a time because I agree with what was said this is about changing our students lives so. [Speaking French.] That is a word for lumberjack.

>> [Applause]

>> I will take your word for it.

>> We want T-shirts with that.

>> I invite my colleagues that there are others to recognize.

>> I don't have any specific group.

>> I would like to point out the motion for the division on the comptroller's office [Indiscernible - low volume] to assistant director of county operations and [Indiscernible - low volume] she was one of the individuals that Jeremy talked about and it was in our [Indiscernible - low volume] program and I moved to the [Indiscernible - low volume] accounts payable. [Indiscernible - low volume] .

>> With that, Madame chair the administration recommends approval item of number 6.

>> [Indiscernible - low volume]

>> I move.

>> [Indiscernible - low volume] .

>> All those in favor please say I.

>> Say Aye. Sum those opposed?

>> Motion carries.

>> [Indiscernible - low volume] we met yesterday [Indiscernible - low volume] [Indiscernible - low volume] 2018, 19, 2012, provision and the athletic policy and procedures manual, we have 13 frequent changes for [Indiscernible - low volume] fall semester. And then item 14, [Indiscernible - low volume] counsel and 15, approval of academic student affairs [Indiscernible - low volume] on behalf of the committee I asked that we approve those items, 1115.

>> Second.

>> Is there a second?

>> All those in favor please say Aye.

>> Say Aye.

>> Those opposed?

>> Motion carries.

>> Next [Indiscernible - low volume] grounds committee, [Indiscernible - low volume].

>> Building grounds committee met yesterday, [Indiscernible - low volume] so we considered items [Indiscernible - low volume] 16-20 and [Indiscernible - low volume] [Indiscernible - low volume] 2018 and 2019 and that is a plan [Indiscernible - low volume] greenhouse budget. Are [Indiscernible - low volume] assessment [Indiscernible - low volume] also known as [Indiscernible - low volume] house. Approval of building and grounds policy revisions, and remake that in the form of a motion.

>> Second.

>> All those in favor please say Aye.

>> I.

>> Any opposed?

>> Motion carries.

>> Let's moved to [Indiscernible - low volume] audit committee reports. [Indiscernible - low volume].

>> Thank you for sharing in my absence yesterday [Indiscernible - low volume] that is what you put me in charge.

>> The first item is 22 and 23 [Indiscernible - low volume] will audit committee report. We perceive that [Indiscernible - low volume] and we have a motion.

>> Second.

>> All those in favor please say Aye.

>> Aye.

>> Any opposed?

>> Motion carries.

>> [Indiscernible - low volume]

>> Second.

>> All those in favor please say Aye.

>> Any opposed?

>> -- aye.

>> Any post?

>> Motion approve.

>> [Indiscernible - low volume]

>> Institution operating budget 225 million [Indiscernible - low volume] 25 and 26. [Indiscernible - low volume].

>> All those in favor please say Aye.

>> A Mac Aye. -- aye.

>> Motion crap [Indiscernible - low volume].

>> -- motion approve.

>> [Indiscernible - low volume]

>> [Indiscernible - low volume]

>> Second?

>> All those in favor please say Aye.

>> Aye..

>> Any opposed?

>> Motion carries.

>> Waiting on two reports.

>> I will give you some dates to start with and these are related to operation events, that you might want to be aware of and make it where the first football game September 1, Mississippi State. [Indiscernible - low volume] and then I would mentioned to you September 11, 12, 13, this is not a football game but this is when we will have our normal [Indiscernible - low volume] host picnics at the house [Indiscernible - low volume] athletic teams, bands, all spare groups etc. and so if any of you are in town, 530, physical, be happy to drop by the house. September 22, I mentioned to you with your parents that might would be Penn State big day for here on campus we will be playing Abilene Christian and that will be a night game at 6 o'clock. And then I would mentioned to you next, battle of the planning woods, some Houston games, October 6, in Houston, NRG. I mentioned to you this year is going to be 1 o'clock. Want to play as early as possible because they have a game on Sunday and I believe it is the cowboys would complain on Sunday. That is why they have is playing at 1 o'clock on Saturday. I

would mentioned to you also in the past, you might remember, you have had a sort of what they call a banquet, or list where you roast each other. On the Thursday before the game, [Indiscernible - low volume] University and they are changing at this year in fact last year they dropped it. This year they're going to reinstate it but is it is going to be at the stadium, NRG stadium and we will let you know what area it is going to be. It is going to be at noon on Friday. So they moved it to Friday.

>> The sixth?

>> Yes. So those of you that have attended before and those moving to Houston [Indiscernible - low volume] on October [Indiscernible - low volume] attend that event with us, normally the split with some Houston, we both promised to do great things in common with each other, those kinds of things. And then finally on October 27, it will be a homecoming game and it will be at 3 o'clock and we will be playing Lamarr University. And then Bridget and I have a talk -- maybe I shouldn't say -- but recently [Indiscernible - low volume] starting on Sunday afternoon. And on Monday, that is what we have done before, Sunday and Monday. So you can count on the board meeting, October 8 and nine.

>> We will give you more information on that.

>> And then I would mention [Indiscernible - low volume].

>> Then I would mentioned to you event we will be having here on campus, September 18 and it will be our 95th anniversary. And we will be observing and it will probably be like 100th anniversary but we will acknowledge it was our 95th anniversary and we will of a program like we did the 90th anniversary. It will be in the student center plaza. We will have the oldest

alumni and youngest alumni and perhaps some others. We want to invite a representative [Indiscernible - low volume] Jeffrey Nichols to speak. [Indiscernible - low volume] and then we will have the a traditional purple ice cream, black cake. That is tradition and it goes back to 23. [Indiscernible - low volume] birthday on the first day of the University. Southern University met at 5 o'clock [Indiscernible - low volume] surprising with the birthday party at 5 o'clock. That is what they serve. I have been told it is not purple ice cream. It is just ice cream.

>> We have added through the years it is purple, but we will have the black cake. Any of you that are in town on November 18, happy to have you drop by and visit with us. I would mention the act conferences is the when I told you about, the national Association of athletic directors, held in Washington DC on June 30 and this is where Steve McCarty was recognized and he was brought [Indiscernible - low volume] 2000 people were present and the ballroom and a big event and he received a lot of credit and we received a lot of credit. I will tell you the thing when you stuck to Steve, you might talk to him about his experience [Indiscernible - low volume] I understand it, again [Indiscernible - low volume] not great detail but basically as they started, to leave, the plane filled up with smoke and so they

immediately announced, you know, to leave the plane immediately. Shoes shot out and they said leave your persons and leave your briefcases and leave everything. Go jump in the shoot. So on. So they had the experience of jumping in the chute and out of a plane so when they got down everybody was seen the fire trucks and I'll be at and he has quite a story to tell you about that. [Laughter] and I would mentioned to you, just something to be aware it will take place, Dr. Raymond Parada's Commissioner of higher education, administrative assistant and notify dust that he will be coming to campus on October 10. He does not want to meet with any regent. He wants to spend one hour with the administration President and Vice President. He wants to talk for an hour and then he would like to meet with the faculty within out -- for an hour and then he would like to meet with the students for an hour. And then he will come back and meet with me again and give me a wrap up. He wants to talk about the experiences people are having, looking for good practices, etc. He wants to talk about the 60 by 30, those type of topics. Visiting every university in the state [Indiscernible - low volume] very clear they did not want to visit with any regent, [Indiscernible - low volume] did not want to see anything. Those things [Indiscernible - low volume] I will keep you posted on this as it gets closer we will get feedback from the University [Indiscernible - low volume] let you know what is going on.

>> And then finally, I would mentioned to you are commencement, hard to believe, Sommer is basically over, we will be having commencement on August 11. Not much more, I guess, two weeks from now, maybe. We have right now about 416 scheduled to graduate. 403 or so are scheduled to walk. I do know [Indiscernible - low volume] something about 400 will probably be going to graduation. Are commencement speaker is going to be Dr. Marinol Bronson who will be retiring on August 31. As you know I try to always in the summer commencement

yes, especially [Indiscernible - low volume] someone who has been a long-term employee at the University, outstanding person, give them the opportunity to be commencement speaker. And Marinol will be retiring and has been at the University for 25 years and she can -- public school 21 years [Indiscernible - low volume] 46 years. She is invaluable to us. One that works with the Southern Association [Indiscernible - low volume] and she has got a great job and she has us up to date. As I have told you, you no, we have [Indiscernible - low volume] report and everything to you [Indiscernible - low volume] 20 and they will be on campus in the year 2021 so that is a big deal that is coming up. We really hate to see her leave and she is out of town today but we would like to acknowledge her here but she will be are commencement speaker.

>> What date is that?

>> August 11.

>> Will be one or two?

>> One exercise in the summer. 9:30 AM.

>> 400 or so, it will be early.

>> With that,, that will conclude items I have and I would just mention to you, now we have the [Indiscernible - low volume] starting at 11:30 AM. The ribbon cutting ceremony will take place at 1:30 PM so anytime you want to eat, [Indiscernible - low volume] and just make sure you're there at 1:30 PM, probably start right at 1:30 PM. There are seats, on the front row with your names on it and so forth. And we will have a number of former regents there too and three or four of our former student regents there also so really excited about the turnout. We will have also and I will point out to you, state representative Trent Ashton [Indiscernible - low volume] visiting with us, and point out to you state representative, not only because it is a state representative but because he is been supportive of SFA as if we had two representatives. Trent and I know each other extremely well and we played football on the same football field. Our homes were 10 miles apart. Difference in ages and so forth but we know each other and all our background extremely well. He assists us every way he can. If there is [Indiscernible - low volume] he looks to higher education budgets this past year. He has done very very well in the legislature. I just want to mention it to so if you get a chance to visit with them, thank you - - thank him for what he is doing [Indiscernible - low volume] really, really appreciated. And sometimes we testify and [Indiscernible - low volume] chairman of the area, as you know many times we go early in the morning, it a clock or a 30, to sit there the entire day. Not testifying until late in the afternoon. And you never know where they are going to calling you, they want to start with the big systems in various agencies and gradually work your way back. Anytime Trent is presiding pending he gets an opportunity to move us up. At this time he will talk about lumberjacks and what is going on at SFA. [Indiscernible - low volume] he will move us up, you have a long ways to travel, I will move you up [Indiscernible - low volume] very appreciative of Trent Ashton. Thank him on an individual basis. [Indiscernible - low volume] those are my items.

>> Thank you. Next we will have a report from the student Government Association [Indiscernible - low volume] Lopez.

>> Hello everyone my name is all of Lopez and student Government Association

leader and Senate and excited to be here, to tell you all about [Indiscernible - low volume] accomplish this year. Very nervous, please bear with me [Laughter] this is my first time speaking in front of all of you and I met some of you a nice to see you. That is just get to it. [Indiscernible - low volume] student body president could not be here and he is a Washington DC. Internship so really exciting and important for him. I am here, you're stuck with me. [Indiscernible - low volume] it is one of the most longest standing traditions [Indiscernible - low volume] anniversary is coming up so we are going to tell our students back home that we are really excited to have our [Indiscernible - low volume] coming up and just given them [Indiscernible - low volume] core watermelon and if you find yourself of campus or on campus on August 29, please come by and we should be out in the one of the student center so please come out and get some cool watermelon. It will be super exciting. Next we have charging stations. We found some really

affordable options for charging stations within the student center. We are really excited because this year you can fund them [Indiscernible - low volume] something that [Indiscernible - static] excited to be able to meet those needs. Something that are SGA is very excited about is her offer project our student body [Indiscernible - low volume] spearheaded this project. Started with NSU so started [Indiscernible - low volume] want to have [Indiscernible - low volume] and she has been talking to all the appropriate persons are really spearheading it. Really negotiating where we can get those [Indiscernible - low volume] and at what point we could

get them in there so excited to have those and hopefully we can get them in the student center by beginning of the fall. Next thing as you guys

all have been talking about, probably, the library hours. We are still negotiating those hours because we already know about that [Indiscernible - low volume] super, super helpful and super on board with all of it. As a petition, with one of her students and grown all the way up to big people. So really excited to see [Indiscernible - low volume] hopefully [Indiscernible - low volume] excited about that. And living probably the one of the most important things, something that I'm super excited about it as a psychology major, [Indiscernible - low volume] event we are super, super [Indiscernible - low volume] [Indiscernible - static] partner with the student [Indiscernible - low volume] action team and counseling services and excited to keep that going. Actually counseling service hired to move -- them to more counselors [Indiscernible - low volume] wanting some time now so excited to be able to meet them [Indiscernible - static] get them -- keep that going. That's it for me and I'm super excited to be here again and thank you for having me and I hope that as she can work with you in the future. And thank you.

>> [Applause]

>> Anybody have questions about anything I talked about here? No ? Thank you.

>> [Applause]

>> In a couple minutes [Indiscernible - low volume] we all get nervous. Is there any further written items?

>> I do not believe so.

>> It has been a good three days and I thank you all for your time and attention. With no further business, we are adjourned.

>> [Event Concluded]