

[ Captioner Standing by ]

[ Silence ]

>> This team has really come together to do what they can to make life for our students, faculty and staff durable during this global pandemic.

With that, I will turn this over to our esteemed leadership team to talk about updates from their areas. We will first start out with a Dr. Westbrook with COVID-19 . >> Thank you, Dr. Gordon. This semester, we had a virtual town hall meeting with students that were sponsored. Dr. Gordon introduced me there as Mr. COVID-19.

[ Laughter ]

I like to be remembered for a lot of things but Mr. COVID-19 was not necessarily how I want to live.

We have a presentation you can follow along with on your laptops.

I want to briefly give you an update-after your July meeting -we had a operations team in place , that had members from our medical environmental health and safety physical plan. Our student housing area, Dr. Andrew

Lanning was on the operations team and remains on the operations team . We had people from across campus that met every day. To like a look at answering questions that people have because there were questions about how will this work ? How will we do with this? What is our protocol? It became very granular. I appreciate that team on a daily basis. We are meeting twice a week. Every day , we receive our test results. We asked our employees-the ones tested for COVID-19 to report to us. There is a online process. We ask them to report to us before they know the results of the test. Particularly, it will take them 3-5 days -that was the reason why we said do not wait, once you are tested, let us know and we can have a contact tracing. We have seven contact tracers that we trained to do the campus work. Most contact tracing you hear about his they received to go from the Department of Health Services to a local public health department and that local public health department does training. We are dependent upon progress for that. We decided we could not wait for that. We developed our own contact tracing team. Unless we receive a report, we do contact tracing to determine and what we are telling people is close contact with a person who has been tested and we will likely let you know but in the meantime. Make sure you isolate and quarantine. That has worked well for us.

I think today will bring 1200 reports , that's a lot of contact tracing within a campus of our size. Once these are Reese heaved-different area needs to be cleaned or disinfected, we do that. If it is an employee, HR reaches out to them to talk about what might be appropriate in their circumstance, and it is a student, a student affairs team reaches out and sees what support the student might need because a lot of times they might need food or access information that they don't have otherwise. If it is a residential student, we set aside 200 isolation beds and so far, our max capacity has been 15 this semester. We

have been very pleased with that. Sometimes students go home because home is more comfortable sometimes if they need to quarantine or isolate. Most have low level of symptoms. I typically like to go home. We provide three meals a day to the room for those in isolation and those who might warranting. It has been a process. And has been something none of us have ever done. We are taking care of our students. Every day, we do a daily review and I will have one and about 30 minutes that we will look like at hospitalization rates and a positive case across the state. We look at that but then narrowed that down to the region and our-our goal is to have surveillance on what our healthcare capacity is because that is what becomes very important and can we continue our normal operations. We look at the hospital beds and ICU beds and use. I will tell you that so far , so good. Our capacity has been there . Matter of fact, I looked up this morning before I got the report, there is 192, there is 192 general hospital beds and 20 ICU beds and today, out of that number, only 29 have tried to related patients and them. There is a lot of capacity healthcare-wise . We look at that every day. Cases are increasing but that looks to be in the Panhandle . Our numbers are looking pretty good. I want you to know and we send that report to the members every day . We report our results on our website, positive results and as of Friday, it will have today's we but as of Friday, we had 24 active cases, 23- those are individuals that indicated they had been on campus at some point during the times they might have been infected. 39 cases anywhere- we have students that report that have never been to campus, very remote. We report those as well . It's amazing to me how many people, we have a lot of people that are very interested in that. We are vigilant about our numbers and making sure we report daily on that. That is able to update on our COVID-19 response and very appreciative to the team working on that. Soon, we will have updated website information that will indicate information for the spring and we are getting questions about that now. A lot of institutions are making plans about a spring schedule and our spring schedule is set. We need to get that information out so people are aware of what is going on, commencement comes and what will happen after Thanksgiving because we go remote after Thanksgiving but we are open. Students still live on campus, they can access everything on campus, just instruction that will be remote.

Next is going into traditional work we are doing.

Something we are working on, it will come to you in January, is our flexible section link contracting. As we continue to look at adding eight-week sessions, we are looking at adding housing and guiding contracts that will match up with us . The first eight weeks decide not to be here the second eight weeks, we need to accommodate that with a housing contract so we are developing those. That would come as a I come to you in January and you will see those. Lumberjacks if was a program we were working on this year, it got delayed by COVID-19 but we will , we still think it is an important program where we will take our first year students and we wrote our first year students in this year before COVID-19 started, we worked them in small groups, about 150 small groups of 10 and did this program where it is just in time. What we find is students that come to orientation sometimes in June or July-they get it and they are back and they have forgotten it. We will look at that transition program and hopefully our only about COVID-19. They will have just-in-time orientation and we feel confident that will assist us in our retention efforts which I don't know if anybody mentioned it but if you

saw it, the retention rate almost went up seven percentage points this year. Imagine that with COVID-19 that you retain 7% more of your returning students than you did the year before. That means we did something right in the spring. We created our students right. You remember in the report Dr. Gordon gave you when we surveyed our students like we had done a good job. What mattered was the increase in the retention rate, that is pretty good, almost 7 percentage points. Lumberjacks essential we will keep our eye on. We noticed that this is impacting student security, housing and security and financial insecurity. When you get that, please respond to that, that helps to bridge a gap . Often times, our food pantry is in full swing with staying busy and we want to take care of our students as they navigate this unusual time. Any questions? Thank you

Thank you Dr. Westbrook. He has been doing an awesome job tracking COVID-19 and making sure various policies and procedures are in place for our health and safety. I do refer to him as Dr. COVID-19. Sorry

[ Laughter ]

Next up, Dr. Lance, talk about where we are as far as finances.

Thank you, Dr. Gordon. Good morning,

I will mention something , a Florez and I will speak the same in County language, we see numbers, we get excited, I want to tell you about rumors out there. There is a rumor that since he served as chair for so many years , Dr.: has to - you grew up-

That is a rumor, that started a long time ago and I want to voice that right now.

Okay, fair enough. Turn to page 47 of your book . [ Indiscernible ] so, page 27, what I have on the first few pages 47-53 whatever it is, this is a copy of our proration bill. This is a bill that after the legislature meets and adopts this date one Bill, this is what we have funding for a particular-in this case, looking at the 20 and 21. I want to point out elements because this is important as this ties back to our legislative that we will ask you to have done today. If you look at the top line, everybody there-okay-if you look at the top line, as everybody knows, general revenue is primarily derived from state sales taxes. That in these components of general revenue opponent. General revenue dedicated, that refers to our ENG commission education Emerald tuition for \$50 per hour for undergrads , turns out it's \$80 per hour for graduate students. That is what those-the way the formula works , there are two components for preparation bill. One formula items and two nonformulary items. The explanation is the LBB will project , I used an acronym, the metaphor will project for ENG collections. They will plug that number into the formula bucket and then the formula is around and it around and for our appropriation bill at the example you see before you. I think, I will mention this again for the room and the group, but some extra credit hours that are generated in summers of even number years followed even number years and spring of odd-numbered years, that amount is submitted

to the state, that is plugged into the formula process and our general revenue is determined in that particular sales events. Formulas-some extra credit hours- let's say we are 330,000 hours, that competes with some extra credit hours within the state. This is what our general revenue allocation is. That is what this particular element represents that you would have over with me to I think page 49. I want to talk to you about our nonformulary items. The reason this is critical is that these items can be cared for -each legislative session gets a brand-new process, brand-new extra credit hours but in terms of non-formula, these have a capability to be able to move forward from one to the next. Label non-formula support which talks about what we have always referred to institutionally. You may have referred to special items. The supplies and the rest of those that comprise a total of 37,849 per year, those were non-formula items of buying them to the next. Of the other non-formula item -the other non-formula item is on page 48 which is tuition revenue terms. What that represents is the debt surface on our TRV projects. You might recall that tuition revenue bond are only focused on general commissions, the human services with the TRB , nursing billing was a TRB, most recently, our stim bill was a TRB. That represents a debt service adds the state pours in to be able to find our tuition every month at service. So, what I wanted to do about , if you will turn to page 54 , what I have done is essentially taken the proration bill and summarized it. We look at that, I mentioned tuition, those are the numbers for 20 and 21 point those are adjusted each session for whatever perspective is for those TRB for example. Years ago, we did Yvonne refinancing and the state of Texas indicated we did not have a direct benefit the state of Texas benefited and adjusted these numbers. They will not be the same for these particular years. So, the TRB is a non-formula item. I just mentioned the items called special items and at the very bottom, I will show you what we refer to as general revenue dedicated items. One turns to premiums. That is what our ENG cost is for employees getting ENG funds. Texas public agent education grant, that is a set-aside for each tuition for financial students and last is organized activities. That is support for other activities. They are academic initiatives which have a sales or revenue component, too. I will stop there if you have any questions and talk about that . I know we are trying to go through this quickly.

A general question, and any this is for Scott or Gordon but as it relates to back on the first page I guess you explained the formula but I think that is page 47, the revenue , that has already been appropriated or this is the request.

What you see here- what we are in the process of doing is questioning the component of that line item from 22 and 23, the non-formed component we have. Big part of it is formula approved.

What part of this, that might be none, but what part of our top line is subject to influence in the political sphere. What part of it is public higher education .

Very good question, what tip he is targeted in the component we call our special items of the non-formula items. There are a lot of institutions

that do not have special items or many special items, they want those funds swept and rinsed to the formula. These particular special albums benefit as specifically in -etc., then we sort of hang onto them because again, they are poured in on top of the formula. What the legislature typically does is look at those non-formula items because they are so institution specific.

So, it's up to us to reestablish the legitimacy of those programs?

Correct. Of the legitimacy you describe is the appropriation process that we are engaged in. What we say to the state is here are our nonformulary items, here is one important to us, this supported this particular submission to you. What you will see in a few minutes is by the budging board to reduce around items about 5%. That was almost \$440,000 . That was a requirement by every institution. However what we did in our submission, we came back and said we are requesting that back. That is a process we engage in. We make the case on what we did on our nonformulary items and submit those and the state takes over .

And we maintained a dialogue with all of our peer potentials so that there is a similarity approach ?

In fact, on page 55, when they go through the LAR, you will be seeing that network. We will ask back, every institution will do the same. We talked about this in our regular team meetings. We meet with the college presidents and chancellors and kind of talk about what we will ask for so that no one is going left-field. We all kind of get together on these things .

Again, topline issue, our ability to secure more state funding in state funding is going to be the political help to all of the education of the amount of revenue from the state legislature . I know how everybody is anticipating a new year fiscally -thought and demand related to COVID-19 -this will be our board meeting before the section starts. [ Indiscernible ] but what is the broad group of public education institutions? What are we trying to achieve and the legislative session?

One of the big things is to get the call back. But, then last week, we had our sympathy, that's the group of chancellors and presidents, that is a strong push into this legislative session to address funding for the regional institutions. That of the independent institutions and the institutions as part of systems paired really, the system has been spearheading this. We are part of that. The thought is, in a lot of these legislative sessions, the University has had special funding, that community colleges, the regional public have not. That is where 40% of the state population is educated . This is an attempt of the higher education sector to move forward with special consideration for funding for the regions.

The a and M is leading that because of the system schools they have in that category? >> Yes, but Texas state system, UT system all are on board with it.

We have to see how that plays out. In the meantime, the non-formula items we have listed , is our approach that we want to not be too aggressive about non-formula line items so that we can keep these or are there areas that they would like to cover that are we timid about adding to that or are there some we need to add to?

We will not be timid.

I assume there is a longer list then these what, six?

Non-formula items, for example- tran20 we have specific commitments that is a part of our institutional ongoing budget. So, they are very important to us. Special items typically have typically have been part of bigger issues that are unique to particular institutions. We are located and nursing program so very important to us. As Dr. Gordon said, it's our responsibility to say we need to have these. We cannot have them come again because they will go severely in the past sessions.

I recall a few sessions ago was the rec center -

Rec center is not funded.

The wake.

That was a request. That was not an ongoing formula item that we had.

That's all right.

It was about to get to this , I think that tells it well. The other component-in addition to our existing non-forming items is what the legislature calls exceptional items. Those will be in the debt service or building adding complex and we are also request being 2 million and operating funds to support some related to collaboration with public-private partnerships bringing together groups to work with our faculty, with hours and engage in activities related to collaborative efforts in terms of technology and those kinds of things. That would be an exceptional item that would be funded for \$1 million per year of those are independent or items. It's our responsibility so we have to have these non-formula items and ask for the portion back that we are asked to reduce . At the same token, I think we have to engage the landscape as to how we push for the other exceptional items which would include debt service, debt service interdisciplinary sciences and operating funds. Those two outlets, non-formula in terms of how and exceptional items which we are asking for, those together comprise our preparation total.

Anyone else? All right .

Mr. Chairman, that concludes what I wanted to present. Thank you .

Thank you. Next up, we have our CIO Anthony Espinoza. He and his team have been working very hard on the classroom update which he will talk to us about today.

Thanks, everyone. Good morning. Over the summer, it was all hands on deck obviously- it was summer , we were able to update 68 classrooms over the summer. There was power that had to be run and additional cabling and networking structures, cabling, it was a fight

[ Indiscernible ]

We are currently working on 18 additional classrooms that are being upgraded as we speak- about 40-45% complete with those. They are going well. If you add the 68, we had 12 existing terms, that goes to 80. We also deployed some higher WebCams to 122, that brings our capability to approximately 200 classrooms that we have. It will be about 220 . That is quite an achievement for us to do that and one of the biggest challenges we have faced over the summer was acquiring the resources that we got the equipment we needed to deploy or contractors, it was a race. We went to every institution of Texas in the U.S.-talking to our vendors and hearing about business and placeholder next week , it's always a rush trying to get those in. It was a team effort and helping those. That was a huge part of that. It was a great effort. I appreciate that one and I think those all involved. We are excited, that will allow us to expand our Adobe capabilities on campus not only to our existing Adobe environments but also-we are excited about that. We expect that to be finalized in the next week and address that with Adobe on campus. That is all I want to say, thank you very much. Any questions?

How are all of the zoom classrooms working out? Do you have trouble training everybody?

A phenomenal job with training resources, videos, classes , I think that has done well with no issues. We are in the survey of our faculty to see what worked well, what did not work, what improved so we can find that out .

Do they stay relatively but? >> We wanted it to be as many classrooms as possible so you have a schedule. It comes out with how comfortable they are with adaptation. That is where the training came in.

How many more classrooms do you project or do you think this will cover?

We will see what the survey results tell us. Is this the right number? Do we need to modified or extend? We want that from our faculty. That is underway, once we get those back, we will see what direction we will go in. Pretty large number . We will look to see what other areas-

I think we are in good shape from where we started.

This is absolutely transformative for this institution. I think one of the things we have been trying to do is use COVID-19 as a CRISIS-TUNITY'- this uses for our faculty and educational purposes. Dr. Bullard will talk more about how that flexibility has really expanded our capabilities in the classroom and beyond because for many years of

this, it has been traditional and face-to-face instruction. That will never go away, we expanded where we have a classroom where a faculty member can have students face to face but there are students that are zoomed in to the classroom and there is the capability of taking that educational experience having everything recorded and printing that in the system so somebody can take that course asynchronously. You really expanded the capabilities to offer our educational project of a wide variety of students independent of location. That is a great work .

Do you have everything back, this might be too early- as far as student grading, do they see a difference in the grades from previous years? I know there has been some indication K-12 that they are not the same as they have been and if so, it is certain areas and schools are you modifying that?

It's text will early. We are just past midterm of the semester and those are the kinds of analyses that they talked about as far as surveying but faculty, we will survey students and see what they like and do not like about the classroom, technology and modalities, the eight week sessions versus 16 week sessions. Over time, they will help us hone in on the mix of what students want and need.

I know this for my son is taking classes,

he had difficulty, some classes were only offered in a zoom environment, some at school but the timing to get from one location to another, he would be at home trying to do it and at school, he was forced to take some resume classes if he preferred to be online but the way scheduling occurred, he could not do that. Are you are looking at that?

All of that is being looked at. This is the great experiment and over time, we will figure out how many zoom courses, online courses, face-to-face courses, 16 week courses, we have so many variables that over time, as we survey our faculty and students, we can hone in on the good mix of all of those.

Thanks.

We have been talking about implementing by zoom? Before the pandemic?

Yes.

Did that get put on hold?

Dr. Bullard talked a little bit on that. It is good news I would say. Speaking of which, Dr. Bullard is up next to talk about the exciting innovations happening in the classroom and the for academic affairs unit.

Thank you, Dr. Gordon. member of the board, Dr. Gordon used a correct word, this is very innovative during faculty rate in this environment and it will be that way forever. I know these folks have done that pending jobs in the work they have done. Last week, I was on a webinar with education advisory board. Some of you heard us talk about EAB, they are a national organization, they can look with hundreds of organizations and head there are five things everybody has to be doing to innovate . I just checked every box because all five of those things that said we have been and are doing pushing hard,-I will start on page 58- five things, develop new programs, that's the title of my slide, explained student Regent populations, we talked about that even yesterday during the executive session, launch new credential programs what we are doing and you will see some examples in my slide, and expand remote delivery which is what we have been talking about within these agencies. The last thing, redesign internal systems and processing to be more efficient and effective. We are doing all five of those things . What I am putting there on that slide and the next one is the last few years, with our approval, we implemented these programs and we continue to push this more and more -our faculty for working hard to do this as well as Anthony said, the centers for teaching and learning who have done an outstanding job. On the next page, you will see the one highlighted in red, aviation science. That is what we intend to offer in the fall, all 21. We have been working hard on that. Expanding our reach, the new student populations in many ways. On the next page, I included some new programs-that is where you will see I mentioned the flex . Our business faculty have really made that flexible in the sense that we want to offer this in a format that works for anyone anywhere.

They are working to do that, even now, they are working to convert that into an eight week program so they begin meeting students where they are. They show us that would be more popular. The level on page 61, at the very bottom, you will see doctor in social work , they offer that in the Houston area weather at the other campus, the Montgomery campus. Right now, we have masters candidates in that area scanning demand for this. I think there is one other program of this and we are looking at another degree -instruction. We have the undergraduate and graduate level, we are expanding new programs. The next one on the EAB list was certificates, minors, we have added approximately 27 but I give you an example of each one, just one example but in the roads in the late college of business, we launched the certificate in petroleum land management. Chemistry, we added a connotation science. In literal apply, a minor and religious study meaning they are meeting the demand. The world changes continuously so the requirements for the population change. The next slide mentions new additions in terms of modalities as some discussion has been occurring. That pie chart would have been different a year ago. Again, the changes have been forced upon us but as Dr. Gordon said, in some ways, this has been good because we have been forced to go out of our comfort zones and embrace what is needed to meet students where they are today. What has happened, the face-to-face number, 37% used to be a lot larger and the gray box that says hybrid, hybrid is a course that is at least 50% remote and no more than 85% -because of all of our accrediting agencies and others, we have specific definitions for these. In that gray box, that means by remote that the instructor and the students are not at the same location. Anyway, 3600 section, you can see

a lot of changes have taken place. A lot of people had to work hard to make that happen in a deliberate way. We had the luxury of it being delivered last March when we had two days to make that shift. Over the course of the summer, a lot have worked hard to make this a better experience. I mentioned on the next slide under new initiatives, there was some discussion of courses but programs for example in the spring semester, the bachelor of business administration temperature program and online program , all of the DBA programs will be an eight week format in the spring. The NEB and leadership of graduate programs will be online. The second bullet online programs and certificate accounts of this morning, we have 31 as of right now, 17 of those at the graduate level. Again, we are doing everything possible to change in a positive way. There has been some discussion, 2+2 programs with community colleges, we want to work intensively and I know Irma will probably talk about that as well. 2+2 means they finished their two year degree and they are streamlined into a four year degree program to finish that . Again, we are expanding those in multiple ways. I mentioned new locations. On Thursday this week, Dr. Gordon might talk about this later but he and I will be at some ceremonies on the relish campus as well as here for a new program. I put BSIS. That's the bachelor of science. This used to be a teaching degree, in this case, a EC six, early childhood through sixth grade, we will offer that at that campus. We are the first university to be invited to the campus who is not in the A&M system. I believe Tantalus sharp will be here Thursday and we will be over there as well. You heard some discussion of-in my email, I got a response from their Vice Chancellor for instruction putting me in touch with the right people on the Kingwood campus. We will follow help with that and to offer more programs physically. Again, the I 69 corridor is where Polk County comes in. I put this one in gray, the competency-based education programs and hospitality administration, hospitality administration program is working to create that and get that done.

The last slide is under new initiatives, organizational options. Remember the last thing EAB said , to redesign, to promote efficiency and effectiveness. We are looking at our operations and how we are operating because we are the largest unit on campus, we represent about half of the employees on campus and about half of the budget you looked at is an hour division. It's important we be efficient. We are are looking at some of the things. There are 12 faculty members working with me every Friday morning since the semester started. A very engaged group, we look forward to having broader discussions soon because everything we do will need to be discussed and considered worldwide the and will be intentional and we are getting a lot of input for that. I want to thank the Dean's and the faculty and staff across the decision that has helped make these changes. I will be available for any questions in the meantime.

The relish program-how will those students be counted in our student population and funding from the state for the credit hours? I guess generally how will our cost be covered for the program?

That type of business model which I think is good and they kind of worked out some of the kinks. I believe the arrangement is we would keep 75% and they will keep 25%. We do not pay rent, we will have a full-time faculty member located there. That person will have admin support. We will be using faculty .

That is and the conjure education? Student teachers? How many students do you expect that will be?

We are optimistic. Again, we want to start out with making classes and we can grow into but by the way, I should mention I believe the president of Lynn college will be involved .

The RELIS campus is a four year program. We will not have students and teachers as sophomores.

That is correct.

Is there a cohort coming in?

The reason they are asking, they came and asked if we would be interested because there is a real demand in that area and the main campus was not interested in doing that. There are a lot of folks who want to become -as a shortage. So, we feel like-it is a pretty small risk.

We will hire an associate professor to be located there and if this does not work, we do not continue the contract.

Seems odd that college education is not interested. Seems odd the administration is not saying you are not taking care of that? But I'm glad we are innovative and creative about that road.

They were concerned we do not compete with them locally of terms where students would do their student teaching. We have plenty areas in East Texas will we will have a student teaching zone.

Students, is that a Texas A&M degree or not?

They call this the Relis campus .

The Relis campus is part of the A&M system. The institutions that are there offering a four year degree are other A&M system schools and commerce. All of the system schools. The thing that is interesting, you made a great point, why would they not be education? We have to remember and college station itself is not decreasing its admission standards, they are still accessing students for Washington and all of that area, students are in the top 8%. What about those students of the 92% higher? Where are they going? That area, those counties are in great need for teachers. What off on institutions can offer that for students who may be did not get into A&M college station. All of the A&M schools have a designated program. There is not competition on the program. Each institution assistants school part of Relis has been identified as waterfront conservation and-

Existing network provides these has network in our network for student teaching, we will be using that and expanding it. That might be a recruiting opportunity for us, too, to get into more of those I these. The bottom line is our financial arrangement is good with A&M Relis and

not the state of Texas in terms of the regular news for those credit hours and getting our money from A&M, the 75%, versus adding to our formula funding. >> It will not be the state of Texas, it will be them on a regular basis.

Going back to the- I'm sorry. So, the whole college of business now and BBA program will be a week, the course is .

The computer program which is online-in the spring.

Nevermind, I was going to ask what drove that change but thank you .

I was going to say when we were planning to do the flex program before the pandemic, it was unique that no one was doing and all of a sudden, the whole world is the resume. Kind of felt like our timing was poor on that but perhaps it threw everybody into the deep end on zoom. Now, people feel like they can do it because they had to do it and it increased participation.

Enrollment has gone up dramatically. It has not done up as much as it can but it got up about 35-40 students to about 75 or so. We are also looking for further innovation. We want to create special MBAs -interested in a medical career or any specialized -anyone else?

Thank you.

Thank you, sir. Next up with management is Irma Brack who has been experiencing the last eight months like no other in recruiting students to SFA.

Thank you, Dr. Gordon.

just to share the enrollment management slide 66, if you want to follow, I will be referencing on occasion some of the particular slight information and data. I wanted to let you all know where that was to be diligent. It is great to be here and definitely together in person and hearing this information, I wanted to kick off by sharing impacts -I know we have received the data but I wanted to do a quick capture again, on enrollment for this fall with 12,006 20, that is a 2.7% decrease in total enrollment. Just so my glasses don't get foggy, semester credit hour and very important to share is 785 but 1.2% decrease. Yes, that's a decrease but we were glad to see it was a smaller size and the makeup, I will talk about that a little more in regards to the enrollment and credit hour that formed that particular credit hour participation. Undergraduate was down 4.4. I will share the biggest part of the undergrad impact, I know Dr. Westbrook mentioned we saw our first time new students return at a much larger rate. The biggest impact group that impacted undergraduate enrollment was new freshman. Definitely, as I talked to colleagues around the state and other states , that was a hard population mostly because of the uncertainty of the pandemic, there were parents of sending their son or daughter to college, there were residence halls that were not sure how that was going to work. I think our resident Hall group did a fantastic

job but mom and dad still had concerns that I think they jeopardize some of that. We will go over a little bit how other institutions were impacted by the new freshman population. I wanted to make sure I pointed that out in terms of the undergrad population. Graduates, we say 10.7% increase. I want to point out to our enrollment and how that fits into our plan, we actually are on target, we are even a little ahead of our strategic plan to go. The SFA envisioned for graduate enrollment -we are at 1633 for this fall and for fall 20, the goal was to be at 1603. I did want to share we are on track with that. Hispanic enrollment and other strategic plan of the SFA and metrics, we also saw an increase in this population. Even though we were seeing enrollment for that undergrad population and the overall total enrollment go down, we saw Hispanic enrollment, which is a key demographic and our state, actually show an increase of 1.1%. That also is on target for the SFA division in regards to hitting the goal at this point for fall 20 first-year retention Dr. Westbrook shared that as experiencing increase 6.9 point increased to 76.9 and we also saw an increase this year of the graduate rate also having an increase. I was mentioning a little as to what was happening to the other institutions I know, there was an interest or question expressing where are we with our Texas was, what we did, I want to make sure I am sharing with the group, this was reaching out to a number of colleagues. I think we had a group on my team doing a great deal of research combing through news release announcements and websites that had their enrollment up, big kudos to the group on my team that gathered this information. You will see a little red and green. I wanted to share some of those notes that were contributing. A number can be deceiving in regards to where they are selling the increase. Sometimes, you can see a big headline "increase", and you are like how big? I think that is important to put that into context. I will not go through each one but I want to point out a couple that I thought was a significant interest at least for my enrollment perspective. I will share in regards to Texas state. I was in contact with my colleague and vice president for marketing and enrollment, they worked at a decrease but the biggest population that saved them was graduate. They had a 24% increase that is online increase in gradual enrollment. TW you saw an increase, that was dual credit and grad as well. They had a 13% decrease in freshman and 5% decrease in transfer with a significant for that institution because it is a heavy transfer for that institution. I want to mention had an increase but that increase was significantly contributed to their Houston campus at Ford with. A few of us were discussing that the other day. That is now a full alleged campus and they are doing a aggressive job at some of the other Fort Worth area, that increase was for their graduate population as well. Of commerce, significant decrease in their freshman population and transfer population. I want to point out at the bottom of that list, the college is predominately in our area that we were able to gather information, all of those did show a decrease in their enrollment. Any questions?

I am interested in the two institutions that are not on here. You know where we are .

Last week Wednesday, there was still no concrete data to research at a press release on their website. I will be sure to follow up and provide

that to the board because last week on the 24th, the coordinating board, they had their board meeting through discussion with Karen Hall and our institutional research, they were doing a preliminary the account report and after that day on Thursday, was supposed to be released. I still have not seen this on the website yet but I will think that will probably be coming up in the next day or so. I will keep monitoring that and I can share that with Dr. Gordon to be shared with the board. Those were the two monitoring closely just through areas, we have not seen anything concrete in regards to reporting that.

These numbers are your remarkable, if you have been around college education for a couple of decades, there is a student population of 57,000 remarkable and Texas Tech is bigger now, I would not have thought that either.

Say that one more time.

EMT has more students than tech which is surprising. Tech is doing something right with the retention rate . That's interesting data. The community college declines yesterday-

That is the second on occasion, I have a colleague, I enjoy my conversations but-I keep my ear listening because they definitely do some progressive and best practices that work for that area.

I think the Texas A&M number is perhaps the college station.

It is. It is the Texas A&M system .

Charleston is part of that system. I do not think that includes West Texas or Texas A&M, whatever they call it. I think they count, I'm just guessing the numbers , if you added the Charleston number, I know that number is pretty much A&M Galveston and maybe Relis, too. I do not know. I think it's like 60,000 just at college station.

I will check but that may have been undergrad only. I know the comments we were receiving was about their transfer , the A&M significant push this year to bring over that enrollment with focusing on transfer and at a moment. Any other questions in regards ?

I want to go to the next and moving forward in regards to what this means for us and what this means moving forward for fall 2021. On the next slide, what I captured- headcount and extra hundred hours, Dr. Gordon provided a great charge and goal for 5% of the institution but I want to emphasize that 5% not in headcount, 5% in SBH, that's an important component to be mindful of because we can increase headcount about headcounts does not necessarily mean SBH will go through with it. Which populations will we be focusing on? I will share that taking a look at the information and looking at our history, where there is opportunity , I am really crazy or really brave, one of the other, maybe a balance of both, but I presented working internally on a 7% script. I think the 7% stretch goal will be important for us to keep moving forward. There is definitely I think populations that have the potential to be there. We saw our enrollment increase 10% this fall. This past summer, we saw some

enrollment go up 9%. I know that might sound crazy but the potential is there. I think very strategic planning partnership and relationships and collaborations will be critical but I wanted to make sure I shared the 5% and 7% increase as to how we are moving forward. A lot of things are already in here. I talked about the shape . The next slide, I took the five percent and 7% and I called them buckets. I could probably find a better word but I look at every major population that contributes to the overall enrollment of dual credit, new freshmen, new transfers, returns , I will mention more about that, continuing undergrad, new grad and continuing grad. Those are the primary groups of populations that shape our 12,600 enrollment this fall. You will see what that increase is but not so much just the total number. It is working at what will the increase be in regards to the shape of those particular populations ? What percentage does that represent to the enrollment? Did a little bit of tweaks where I saw the potential to hit that 5% or 7% where each of those populations would contribute to the overall enrollment. So, the next slide , I will start -I'm trying to see which number I am really quick. It is the one with all of the circles and what I want to go through is a little bit of some of the plan already in place, some discussion through collaborations moving forward and fine-tuning through these next several months. I think this will be an ongoing project but the number and the large circle, we are starting with dual credit is based on a 7% stretch goal. How will we get there? I will share why I picked 1150, that puts us on the strategic plan in terms to where dual credit was as part of our SSA division plan. Last fall in 2019, we were a little over 1200 dual credit students. What I was trying to do was get us back in line with the strategic plan for dual credit. That is coming from several different areas. Of course we will have our dual credit and we had some conversation, I think that experience and service we give to not only the dual credit students and dual credit partners will be critical to see that population of continuing students because dual credit students can start as early as their freshman year in high school. They will have to like the experience. We have seen most of our dual credit students are juniors in high school and continue our seniors and that is what we want to do is have those students continue on. A couple of things I mentioned is the experience, we are working with the web folks and University marketing and University of marketing communications doing a full enhancement of our webpage. That actually might be going live at the end of the day. Really making this engaging and a musical website so these students keep coming back and having connection with us continuing our dual partnerships

will be important. Assessing their needs and their outcomes introducing academic pathways with some of the discussions and seeing some of our existing dual credit partner schools have an interest or opportunity of wanting to have an agricultural course talk or hospitality or education. Really looking at what is our partner's needs and seeing if we can provide that interest but then also taking a look at the potential for other partners. I want to mention two or three weeks ago, we had an institution reach out to us about discussing the idea of serving as their early College high school partner. There is a good possibility there. I wanted to share from the dual credit perspective what we might see to contribute to that in response to collaboration. The next one is new freshmen. I want to spend a little time dissecting this a little bit. I want to give huge kudos to the admissions team but also across the campus

to recruit a freshman class is not just admissions counselors. But, that is where the relationship is. We have admissions counselors that are housed here on our campus at Mac but we have regional in the Dallas-Fort Worth and Houston area. That relationship building the work they do, the follow-up , applicants is really critical with help seeing the conversion. We definitely know there is potential this past fall I mentioned, that was the group we saw had the biggest hit for our undergraduate population. We really want to take a look at what are some things we could be doing. I want to start off Dr. Gordon and Dr. Grant and a number of us on campus discussing a distinguished high school program we will be introducing and moving forward with. I'm excited about that, identifying strategically some schools that will allow us not only the ability and partnership but also an opportunity to serve our markets for students to have an opportunity to see that SFA might be a good fit and help that happen. We are excited about that, mentioned dual credit students in regards to those seniors trickling over to becoming full-time lumberjacks. I think that is a key area but the Houston and Dallas-Fort Worth area, those markets are very strong. They continue to be our top markets. Increasing our presence and brand, expanding that reach more in regards in those areas expanding our reach so that we are more present , not just one or two visits at a school but trying to decrease hourly rates by enhanced presence will be important and in regards to service. Those areas are going to be critical in regards to increasing our freshman class, getting them connected with orientation experiment all the way to full conversion. This year just to share, we had a decrease in freshman asked that we had an increase and admitted apps and regarding their completed application. That is a big kudos to the admissions counselor that they did do a good deal to reach out to those students during a difficult, emotional time and had more applicants complete their application. We are excited about the potential. The other thing I was sure as I carried out these particular markets is one of the things for the admission counselors we are moving forward with is having more clear goals, metrics in these territories, which territory can help project eight particular amount of students toward our big old , that is something everyone has in regards to their territory and assigned metrics. Yes sir.

Can I ask a question about the markets? You mentioned we had recruiters in their markets, are they full-time and operating since they live there or are they commuting? How does that work?

The great question, in Houston, we have four regional in the Houston area full-time and the Dallas-Fort Worth, we have two that live in the Dallas-Fort Worth area and are there full-time serving that Metroplex .

They work exclusively?

Yes, they are FFA employees, admission counselors and they are in a particular region and we have one more in South Texas that also works the whole area and comes up more as well but they live there, they are full-time FFA employees, they are passionate about sharing the SFA message. The challenge

is it sounds like having four in Houston or two in Dallas, regional recruitment is something that is on the rise . I would say the past 10-15

years, regional recruitment not only with Texas a significant but the regional recruiters from other states . I will take the Dallas-Fort Worth area. We have two regionals there full-time and there is probably roughly over 500+ high schools if you think of the whole Dallas-Fort Worth Metroplex. To have two regionals trying to effectively service and target just those schools. Yes, we get to them but not maybe at the level we think we could. Talking about other schools, they have a whole regional office -has a office and they have everything from a financial I.T. to admissions counselors. So, A&M is out for a long time. They had regional offices but it's amazing to see how many out-of-state schools have regional admission officers that live there in the Metroplex or Houston. There is an organization called Don, we effectively call this done, Dallas area regional network and it has initial counselors running everywhere other than the Dallas schools that are part of this organization. When I , when our group started about a decade ago, there was a handful, there might have been less than 20. Right now, there are over 100 members in that organization. The competition is there but we need to be there, it's great we had the reader does. I know Dr. Gordon and I have discussed -would that be a better investment to have those areas of strength and.

Can you give us an idea

of what those regional admissions counselors-what they would do , what is a typical week looking like for them? How many schools per day? What are they doing in those schools?

Probably about three per day and some organized visits where during the fall, there is a huge amount of college fairs across the state at a number of institutions. They would go represent our institution at the organized college fairs. It's not out of the ordinary- afternoon and evening. That evening college fairs normally run from about 6:00-8:00 sometimes 6:00-9:00 p.m., this is structured with different college fairs. In addition, we make sure as a admission counselor looks at their territory, they look at which high school do I need to do personal visits to? Those might be setting up for an hour and the counselor office. Sometimes in the library, sometimes schools have this up in the cafeteria lunch time because there is high traffic. There are some pros and cons with every type of visit. Often times in the spring, we continue those visits early spring but then we start doing visits to targeted schools that have a significant number of admitted students or applicants so we can do what is called a follow-up visit. We work with the counselor, a lot of time, we get the transcripts on site. Those are working back , those high schools consistently. Those going and visiting, we do on occasion depending on the market, what works at one place, does not always work at another, we do job objects. We had our admission counselor though and set up at a coffee shop and a certain evening time and they have a open time with meet and greet, sit down and visit with the admissions counselor, that has worked well with the market because , as they should be, strict with their time pulling student out of class. We have to be mindful of that and work with it. Sometimes, high school visits might be during lunch time or beginning or end of the day. We can look for some of those areas .

We have more reports, I want to make time. This is such an important area that we talk about every year in our meeting. We might need to get back to another review of planning and strategies there.

One little detail I want to ask-I wanted to ask if those folks have performance measures and goals and the degree in which we hold them accountable. We can talk about that later.

One person in the world, we could do that but there are a lot of facts that go into that. Let's think through that and talk about that off-line, you and I, some strategies about what we will be looking at and look at more comprehensively than saying

like to imagine by yourself in isolation. Okay?

I will summarize the remaining slides is what we will see is aggressively more so strategic with our time is how we are working these populations. The collaborations across campus will be critical particularly with the continuing students and transfer students working with those opportunities with the Relis partnership we mentioned or Lone Star with seeing which programs have an opportunity to bring in new students. And thinking and looking at things at the transfer market. Just this last week, I worked with some of the department and Dr. Murphy to accept what is called Ace credit to go bachelor and applied science. The fire chief that would allow more students or students from that particular profession to get a bachelor of applied science. We are looking and strategically working collaborative across campus. The graduate school, we have great momentum with the 10% increase but we are continuing to move forward with that and some of the other programs. Really in regards to that kind of looking at this populations and seeing which are the strategies and partnerships that we need to enhance, maximize, put into motion and I will say between now and next September, it is continually going, there will not be a lot of sitting around, there is a huge amount of work in front of us. We know the admissions office is not just the admissions office, it's recruitment and retention, both are critical. I hope that helps.

What is my favorite saying?

We are all recruiter and retention in woman officers. It is critical.

We appreciate that you recognize the work.

Thank you, Irma. Of course, with the 5% -7% increase, we will need to have some stim scholarships and talk about fundraising and alumni engagement and a variety of other areas. Jill.

So, yes. To support the 5% goal and the 7%, we will talk a little bit about each of the advancement areas. Let me start with our search at the University. Last time we met in July, you might recall we posted a executive director position-at the time, we had no's death but we knew we would utilize the University marketing staff to support that position. We went about 60 days with a posting, probably got a dozen applications and found in the pool, the talent and experience was not there, not what we were looking for if we were going to take the whole marketing in-house

and no longer utilize it by any term on the outside. At that point, we took the posting down immediately and found the work group that specializes in marketing communications. They do both higher Ed and industry searches but that is their focus. They brought them in to not only run the search but actually consult with us about positions. When we describe our scenario, they quickly told us that first of all, how important that is for the institution. They said they will bring those services in-house. At this point, we want to focus on growing enrollment. They told us bottom line, we have to elevate this position. That needs to be at a leadership level reported to the president and you need to have a staff. We changed this title to chief marketing and communications officer. They will report directly to Dr. Gordon. The communication staff, about 12-15 or higher than that, they will report directly to this position. We feel this is the best answer for what we are trying to achieve. The communications team is excited and has embraced it. They feel this is such a energy and synergy proficiency collaborating like that and having that where they have a voice at the cabinet level and are in on the weekly meetings we experienced where you are knowledgeable about the aspects of the University. We will keep you posted but we are hoping for hiring in the January so that when they come in with that experience, they can quickly plan for fall enrollment in terms of marketing and communication. Moving right along, I told you about the fundraising, our \$100 million goal and the fact if we have control, we plan to go public 2021, hopefully around homecoming so we can tie that in if the pandemic lets us get back to events -some are a little larger than small groups. We continue to be on track

to be at the 70-75% goal following 2021. As I have told some of you, we don't know what the election will bring and after that the pandemic will bring

but right now, we feel comfortable and solid about where we are with meeting that middle. So, one thing I want to mention in terms of the are my enrollment goal and strike at 7%, we will be looking at scholarships through this campaign and looking at more targeted segments where we are trying to grow. A example is transfer students where there is not terms and much of scholarships-we will be working closely with their to look at the segments if you will where we know we can target with scholarships and larger scholarships. Lastly, alumni engagement efforts with the restructuring and my advancement division with marketing communications will be looking closely at our alumni relation and looking with our director Craig in the alumni Association board. We are at the point where we have more than 112,000 living alums. A lot of that is due to our historic graduation rates more recently that we are experiencing but as I always tell you, it too daunting to think about how do you get 112,000 alums engaged ? How do you do that so you enhance

your fundraising efforts and meet those goals and build my scholarships? How do you do that? It is daunting as I said. We are thinking, Craig and I talked about hiring someone outside to take a look at us. Are we up to date? Are we modern? Is the membership drive working? With the pandemic, we have not been able to do fundraising events. Down with funds, how do we increase fundraising to get to those 112,000 living alums? Again, we will look at that closely over the next several months to see what we can do. I'm excited about that. That's all I have if I have no questions.

Very good work .

One of the themes I hope you are seeing is elevation. We are trying to elevate the number of students we have, elevate how we serve those students, elevate how we transform the lives of those students and another area we want to elevate is athletics. One of the things I always have liked to be is a leader and not a follower. I think this is a good segue into athletics. This year, at least in the conference and at the FCS level, has been a leader in how to play sports during a global pandemic. So, Brian.

You but. Thank you, Dr. Gordon. great to see you all. An update on athletics, when I submitted this a little bit ago, we have not played a game since then so it is a little bit out of date especially the football. Right now-we had on Saturday against Christian and we had the head coach that take his shirt off and got a half 1 million views -you cannot un-see it after you see it. [ Laughter ] you cannot un-see that. We have four games left in football , two home and two on the road. One of those being an FCS, two being- a game as well. Soccer this year after the fall season at 21 and two. I thought first head coach our soccer program has done some good things and we were excited about what they did this fall moving forward. They can play in the spring. While he was finished at eight in two. They will play in the spring as well moving forward. As we turn the calendar and getting into November, we will start best to posses and as noted previously , basketball season has been delayed two weeks on the NCA to November 25th. Our schedules have been changed and we are working on both basketball teams-it's hopeful within the next week regarding where we are on both of those schedules. We expect our men's and women's teams to start the season off on a multi-team event. The men will be at the Mohican in Connecticut playing in a bubble type event playing three games on the 25th, 26th and 27th of November and the women's team will be in Katie ironically at the Merrill center where there is, their season abruptly ended last year with COVID-19. They will play three games as well.

We are excited to get them started on those athletes and coaches are happy to be back practicing at a full schedule moving forward. I put on this William Johnson Coliseum. Right now, they are allowing 50% capacity. Unfortunately, we get information regarding the recommendations for operations and procedures as it relates to basketball. That will not be the case this year. We are hoping 50% capacity- form the sports science Institute, we will be far less than that but we are working through that aspect right now with the COVID-19 protocol.

When that goes, we will not have floor seats, we will reduce the access to the Coliseum just because there is a lot of interaction on the student athletes and everything moving forward. We will have to do severely reduce the access to the back of the Coliseum and masks will be required since that is on-campus and that is inside. As we work through this from a department standpoint, we hopefully will announce the official recommendation as we continue to move forward through the next couple of weeks. We are going through a CT manifest and trying to put people as close as we can with the social distance seating -just to make sure you want your seat. That is so we can make sure we can do that moving forward. Fall sports in the spring, volleyball , as we talked

about, volleyball will play 12 matches spring starting February 2nd through March 27th. They have 14

single championships at the site of the top seat April 2nd-3rd. We might schedule some noncompetition in the spring beginning on January 23rd but we are not quite sure yet right now with that. Soccer will have a four round schedule for the conference play on February 12th through April 9th. Day two will have a four team single day elimination at the top seed and

as I talked to Tony yesterday, we will not schedule a on-campus competition in the spring for soccer because we feel like we have had enough in the fall moving forward. Currently with spring sports, all spring Springs are currently scheduled to start on time right now with more reductions in schedules. I have no idea how we will manage 16 scores at the same time from February to April but we will figure this out and we will make this work and we will do the best we can for our student athletes. We are excited they have the opportunity to play [ Indiscernible ] I will entertain any questions you might have regarding athletics .

Before questions, I want to say kudos to Ryan and the coaches really working through the COVID-19 protocols to keep our student athletes healthy and safe especially when you have a team like football with 100+ individuals and to not have any outbreaks -and has been a tremendous accomplishment. In addition, I think Ryan now has the scheduling scales to work as a promoter for a country music star or something because he has been working the clock with scheduling. That is for sure.

I will try not to do that very often. It is what it is, right?

I'm excited we had the opportunity to play for the student athletes .

You mentioned they are coming to Katy. When will that be? The competition?

I think they're lamenting that capacity now, I do not know off of the top of my head. I think it will be a limited passing element . I believe that starts the 26th or 27th and 28 , we will get that more clear.

Brian, will you briefly explain the reasoning we decided to go ahead and play fall football?

You but. I will take questions regarding that. One, we felt like we have a pathway forward through our partnership and building protocol. We have the medical center to help us work through that with testing and moving forward. Two hour , our student athletes want to play

[ Indiscernible ]

In addition with the postseason band we had with the team case and the penalties we associated with, we obviously were not allowed to play this season. For us, it did not make sense to play six in the spring knowing you were not eligible for the playoffs through the

spring moving forward. We felt like the ability now, especially for the season, the competition that was granted by the NCA for our fall sports that playing a full fall season or as much as we could in the fall, would help us toward the future and playing for 21, 22 and 23 knowing these individuals and student athletes will gain valuable experience moving forward. Quite frankly, that is why we did not schedule a bunch of games. We could have done that. We could have put on a schedule full of SBF games but that did not help us get to the point where we wanted to be moving forward. We were strategic to add games that challenge us and help financially but we feel like those were the ones favored in those games and with the two games as much as we could

[ Indiscernible ]

Where we are right now. I went about this thoughtfully and purposely from a football standpoint moving forward, this will pay huge dividends later on especially 22-23 seasons.

I can say that Jax played a trend

[ Indiscernible ] to have a good game on Saturday

[ Indiscernible ]

This year, they had SMU with fall football .

Talking about enrollment and engagement whatever that was like

[ Indiscernible ]

Create opportunities so we can engage future students so we can engage our alumni's in those areas moving forward. Our COVID-19 environment is different but I we have those responsibilities moving forward. Quickly, I had some staff members run a report on this weekend from Friday to yesterday in regards about the security about the story

on SportsCenter A&M on Friday and Saturday and will be taking his shirt off-we were over \$2 million in that equivalency in two days with things moving forward.

One quick question, is this clarification eligibility going forward in spring and fall sports for student athletes?

Yes. Just last week , the NC division Council granted additional complication for all winter sports. Now, we have gone through spring and fall sports and winter sports, we are on a full account of every student athlete given the additional season competition.

That is what I heard. I want to make sure I was correct which is good. Not knowing what is going to happen with their ability to play and participate with challenges. The challenges we will run into comes back, how do we refer , how do we manage recruiting classes and pay for these

different scholarship dollars and those other things as we manage our rosters moving forward?

Great but that also adds-

Roster management will be critical . The challenge gets into the cycle and these high school kids especially coming out -they are getting lost in this. We know what we have already. Why would we go recruit somebody to sit on the bench. There will have to be a lot of patience. I was talking to a couple people on Saturday

[ Indiscernible ]

It will not be like how it was in the past. You have to understand that you have to manage that process. We have a lot of conversations about the management and being able to get that from a 3-4 year process.

One-sided is great and on the other side, it's like yikes. I wanted to make sure I was clear on that.

That is it for me. I will give my time to my colleague over there in the paint. We are about two minutes overtime.

See better hurry, yeah.

[ Laughter ]

I would like to introduce the newest member , Dr. Fields who has hit the ground running as our chief officer. >> Thank you, chairman, Dr. Gordon and other administration. I want to give some updates regarding this position as chief officer as well as the equity and inclusion. I want to always start off by thanking my team because without them, the work cannot be done. The DI office for those that do not include the office of disability service is, multicultural affairs, Veterans Affairs, office of violence against women, which is a grant funded area with title IX. Because this is a new position, as you see, the office of diversity equity inclusion support the mission of SFA by engaging, celebrating, cultivating and prostrating a environment for all. We are committed to amplifying a campus culture that nurtures the longing and riches learning and development, enhances research and celebrate similarities and differences which all members of the community can thrive authentically. The vision of the office at FS , SFA and University, we will become a more equitable, engaged and transformative university and community. So, with everything with that being said, we have to first of us where we are. We launched a campuswide assessment and training press is. This started out with a survey

that will include faculty staff and students. In the past, it only included staff and students. We will look at faculty, staff and students. After research of companies and individual companies, we have decided with the approval of President Gordon to approve with Hanover research. That survey will start in fall 2021. Then, we moved to the campus steering committee. This particular steering committee will conduct a

thorough cataloging of the X and and effectiveness of BEI activities across the spectrum from how and where we recruit students , staff and faculty and how we support their success is. All of these things together will lead to our strategic plan. Our diversity strategic plan will of course fall in line with our invasion to strategic plan which is the institution of strategic plans. Those four working groups, you see the miracle numbers of each of those. Those four working groups include students success, research and innovation, campus culture, student engagement and collaboration. We kindly have 54 members with a great Mr. now left faculty, staff and students on the campus on the survey. Steering committee, we had a kickoff meeting which was Thursday October 22nd and we also did a pre-imposed survey with them prior to the meeting and after the meeting. So, they had the opportunity to do a swot analysis and our report later was with what the particular findings were. With students success, I want to see the different areas of the success. We want to maximize programs that support first-generation , international, underrepresented and nontraditional students. With research and innovation, we want to possibly create fellowship and postop opportunities for graduate and professional students who might be future colleagues of SFA and network with staff and professional societies. We have the Cohen member of the national Registry of a diverse and strategic faculty which is also through Texas Tech and which has a pool over 1700 qualified minority potential candidates.

We also have an agreement or will have an agreement on the Southern regional education Board which also allows for fellowship that allows us to increase diverse faculty. So, we already know where we are. Where do we need to go? We have launched also our campuswide listening session and these are with faculty staff and students. This happened last week, we had a great turnout for particular sessions and what this is is identify the campus initiative and group conversation that will enhance lumberjack experiences by identifying obstacles and opportunities. Then, we want to understand, we want to be intentional about fixing things that might to be broken or does not work and staying ahead of our peer institutions and acting. Putting things in place that might affect our campus climate. We have put in place a hate bias report which is called "lactate." It's currently on our opposition rights and responsibilities webpage, I want to make sure this is listening and this will not impede in any way the person of the rights. I want to make sure -now, our efforts. In short , I think I am good with my five minutes. Our DEI efforts will have a commitment to best practice is, research, data and results that will take time and require patience. But, we are confident that it will save the future program for SFA. To some all of that up, all of this becomes more diverse and crucial that this of learning reflect the diversity. Diversity is an action , inclusivity is cultural and belonging is a feeling. Change does not start a top-down leadership, it happens at every level. So, we have to change our minds that, we have to be intentional, we have to get comfortable with being uncomfortable, we have to lead with empathy and have accountability for change. Our goal is to make an environment where diversity is natural. It becomes business as usual. It is natural like the wind. It is not forced or meant to cause resentment, a be a bridge to oneness and fairness, not a grudge to polarization. We all live together. Yet, we all experience the night so differently. It is always a great opportunity to see light from a new perspective and a variance a whole new world

we did not see before and that is what SFA is moving forward. SFA forward with everyone in the room . Any questions?

I want to jump and say first of all, thank you Mike for what you have been doing. I have been observing all of the extra efforts going in. The balancing act that they have a voice and remembering the context of what we are and what is impacting us versus what is happening to other places. Make certain that they will respond to that. I will want to get back to the report. Fans like this with

the regional unrest and COVID-19 unrest, there is a lot of anxiety among the half. We talked about a campus climate survey and that includes, some questions include about diversity and racial issues overall climate.

This is overall. With Hanover research, what they plan on doing, Hanover research will help SFA gauge satisfaction and perception with an emphasis on diversity and inclusion but we will touch on other topics. Stakeholders through design , implement and all of the climate survey. And will consult with SFA on the design to create a custom insert, whatever we want on there, we can put on there. It will be over a 12 week period and we will work directly with Hanover research.

Reorganization, because my experienced region is that some point in time- wait for a survey, hopefully will be heard and we must be very careful as regions that we do not inject ourselves into the campus work. The management of the campus, we have four employees who report to us, no one else does. No one showed them out but we have to be very careful about what we get involved with them at Regis.

[Indiscernible]

I am not worried of anything but I know that this is kind of a very very slippery point that folks will be across things and reach out to the highest level and we will hold you accountable for what we got ourselves involved in. We have to be careful about that. Thank you. Any other questions?

Any other questions?

I want to add with the campus climate survey, -I think that is what the hesitation with a lot of surveys is that they do not feel they are not - Hanover will help us with that communication as well. Thank you.

Anybody else?

That concludes the report.

We have a break, I'm just kidding

[Laughter]

We have a 15 minute break. Can we do this in 10? Thank you very much.

>> [The event is on a 10-minute recess. The session will reconvene at (listed time) >> [Captioners Transitioning] >>

>>

[Captioner standing by. ]

>> Finance and audit committee next

Thank you Mr. Chairman let me introduce the members of our committee Karen, Robert, we will go into the items on the committee agenda starting with the contract monitoring and I will ask the doctor for presentations back thank you in this particular port is the one a little background presented to government bodies in the legislative session Senate Bill 20 based on updated contracts the contracts are related to current major proceedings facility construction fine arts extension and one-stop shop basketball facility and those amounts in aggregate are 26,000,005 71 oh 60.51 and the next item is the architectural services associated with those projects and work on the [ Indiscernible] for architectural services , in the aggregate 5,000,009 47 781 PATH Report Mr. Chairman Senate Bill 20. >> Anything you are worried about connection with those contracts?

No sir.

Well the only thing we are concerned about is we want to ensure the projects are done [Indiscernible] in terms of --

Thank you, sir. Questions? By members of the committee or bored? Bored >> We will go to items nine agenda item 10 and let me say will have a report Fire Chief audit executive Gina and this is something she is required to do each year and so we will hear a report about the audit services report and then next about the annual audit report and audit charter. >> I have several reports to bring today a lot you will see our summary reports of things we've done throughout the year and probably the best way to is to go down the navigation side. The first one is the follow-up audit we did follow-up on a regular basis we did our follow-up as January 31 and 2020 and look at it a few months later during COVID one we also had staff working remote and University pretty much went to work remote we did take the opportunity to work with departments on their follow-up sessions to go over what was outstanding. Was there anything we could do to help them get through the process to be able to complete their audit and action plan this was with COVID and everybody else going on and some departments had to go other direction to work on other things related to COVID and

Sent out a model policy procedures model for departments to work on action being taken to work on the management action plans and follow-up during the COVID period. Some the we had 114 action plans outstanding that goes back to some audit from 2014 and the reports we did at the April or July Board of Regents meeting there was 34 reports with 214

management action plans we asked the Vice President responsible for the area of the president's cabinet member responsible for that area to represent whether the management action plan was implemented. Or if they needed more time to implement it so in cases where there was implemented, that's where we went and did verification procedures for the follow-up otherwise we were given a new revised targeted date on the list. You can see by president's cabinet member how many action plans are out there the Vice President having the majority the areas across University and the numbers will show percentages because some BPs share management action plans implementation. The VP of academic affairs had 26 Vice President finance VP of University affairs 24 Chief Information Officer and \$18 were the main ones that were given to us whether that implementation some of the action plans were excluded maybe they had a date after July 31 or an example in the Information Technology Services area we have to at information security on such a regular basis we follow it during the audit so the purpose of the audit or the objective was to gain that assurance that the management action plans had been implemented inappropriate manner and we did allow even though we said as of July the date of the audit we did allow for some implementation after that date until the time we actually looked at it and there may have been some trainings and things after that date but we still counted it . By the time we audited there was an appropriate implementation by management. So we did find the summary of the 71 that we actually like that, 37 of those names plan were implement it for were verified to or closed and that's why when a system or procedure no longer is the one example here was the College of forestry and how they were handling and that's no longer applicable when something closes it is no longer required for action to take place and there was 28 of the management action plans that have a revised targeted implementation so considering overall there was significant progress so 61% fell in those categories and the University is partially implement those action plans overall as of July 31, 2020 but for the 28 that had a date moved 15 more set to be implemented by December 31 they started action , another 12 will be by next August 31 and hopefully by the end of this fiscal year we will see action on all of those action plans. Some of the areas you can see that work implemented audits related to the tuition extension some safety and security medical billing athletics and all the veterans resource UPD you can see different areas action was taken and I was not planning to go into detail on this - - audits have been presented to the Board of Regents this is a recap unless anybody has specific questions on those follow-up items I will go on down the left side in navigation Information Technology Services audit report again this is a department a lot itself wasn't audit the function of ITS but continuing the departmental audit and program we been doing at the University as you know Anthony Espinoza Chief Information Officer for the area and reports to the President , they have a large budget about \$7 million a large property University project budget of

\$2.1 million in the large property of the tort of 8.5 million so we are larger departmental audits we've done and staff of 6822 student workers, had the objective procedures had on the department audits and he is caught up on this departmental process we had to meet last week and also with our [ Indiscernible] with that we did find that controls in place to generally conform and we did find areas for improvement and some of the common areas we find training P card travel IT receipts labor and action plan implement those we should see in the next follow-up audit the

areas have been strengthened. In the next one the student success Center this is an example of a smaller apartment that we audited the student success Center is in the division of academic affairs which reports to Doctor Bohr and the interim Director like help and since last November 2019 they have over half \$1 million budget expenditures small \$20,000 property inventory by faculty in 17 student workers since they oversee what used to be called the FFA 101 not sure the exact title of the program now might still be SFA. And to the workers reporting to them and the objective scope and procedures we did find they also

had recommendations to improve processes or strengthen procedures or controls in trying travel time and leave reporting to you to -- they implement it everything this is an example of the department they were extremely [ Indiscernible] September will be able to focus on this and they did and follow-up that audit report is considered done. And following on the left the update on the audit plan as you are aware the state auditor's office is currently auditing the University as part of the statewide audit. The whole state financial report and federal funds they were not able to -- they did do the audit work remote over the last couple months working with the various departments across University and we probably won't receive the report until January or later it goes out usually by 1 March and we are working with the Texas Comptroller's office and we have a draft of that report on the post payment review and other projects we have still our closeout the -- we are waiting and working with the Department of Education on assigning -- University has a department of financially down to one loan and the working with Department of Education have to have a required audit required by the Department of Education and [ Indiscernible] as soon as possible after the program closes I think yesterday we mentioned just in report overall that we are planning about her ability scan of the University for February which is a follow-up on our Myers outsource information technology audit you recall last year we data audit of the presented in July scanning report and had an audit of follow-up on all of those projects will occur early in the year for reports for the Regents in April and they are due in January we have the NCAA financial compliance audit that will be done by Alfred Harrington the procedures review and our charter school financial study audit also be done by Alfred Harrington and the next SACS review of the financial the first one covered a period 831 19 and as soon as the controller finishes the 8/31/20 with deadlines they will work on the fax review of those financial statements and be ready for the Board of Regents meeting and other projects we have upcoming are health services departmental audit we asked Steve can we squeeze in one more audit before he leaves the area and he volunteered and said yes and University expenditures audit TAC 202 information security audit in place and we are also one of our staff members working with the travel implementation and continuous auditing and other things and other internal special project we seen how a few with the COVID environment and environment out there we've had [ Indiscernible] fraudulent purchase orders those type of things but University has systems in place to actually catch those and -- that concludes my overall report and I can move to the [ Indiscernible] back back if you have questions or comments about the follow-up audit the IT services financial audit the student success Center departmental audit or the update on the audit plan before you move on? If no questions thank you very much and let's go into -- committee will recommend approval of

the audit services reports as provided by Archie audit executive when we get together. For the four full Board Meeting -- agenda item number 10 >> Under agenda item 10 we have our annual audit report and audit charter which is an item we bring to you each year a report is required by the Texas internal audit act so as you see the various tabs in report we summarize and I'll flip to the one at his tab one executive summary and the purpose of the report is to provide an overview of the audit services internal audit function for the year and also to help those oversight agencies like I mentioned state auditor's comptrollers with coordination of efforts in auditing across the state of Texas if you'll recall the mission of our department is to provide@Board of Regents and present it with the independent appraisal process whether administrative accounting controls or IT controls whatever it is with the objective to assist the Board of Regents the President and University management door audits with the effective discharge of the responsibilities with the COVID environment we are still continuing to work on the auto plant approved by the widgets Regents in July of each year and we did 21 artist during the year. We did enhance our audit services by continuing to use the external audit firm on information technology audit assistance. We appreciate having that resource. We did operate with a full staff last year but as you are aware in the budget process there were times our employees we reduced our staff moving forward into this year by one employee and now we have 4 and a graduate assistant so foreign a half employees in the department and as you go to TAC 3 summary of audits and go through them I will skip around and it details out the 21 audits and tells you where we stood on the audit plan and I talked about the closeout audit was one audit not performed because of the program wasn't liquidated and we had a construction audit on her audit plan last year that we also did not do because of the COVID environment and it was move forward to this year's audit plan that you approved in July. We are required to report on our audits that are required by different regulations one being disproportionality the audit we did in that area information technology audit is required by TAC 202 and art contract management and purchasing audit like we went over the contract monitoring report and Senate Bill 20 and Texas education code 51.9 3037 requires us to accept that access set on a annual basis the next tab details out the audit reports for this year a summary of all the objectives recommendations and I will go through those again you approved those reports this year we also of the detail nonaudit services things we do like an example review the Board of Regents policies cash counts we do and ethics hotline and reporting system and doing those other special projects and internal projects related in those areas. We also have to include as you are aware we have to have our own quality assurance review our audit in the auditors every three years so the reporting the last one prepared by the University and the report includes the five year audit plan in detail data plan you all approved in July and a summary of our risk assessment process you all heard about in April and the last tab had 12 is our internal audit charter and our charter it does specify the authority that audit services is authorized unrestricted access to the FSA records manual electronic is a property access the new systems and personnel to carry out any engagement [ Indiscernible] approved by the Regents gives us authority to go through and do audits across University and it also once again clarifies the Jeep audit executive Board of Regents and -- Chief audit executive -- to show the relationship at the University and none of the

other information in the charter change from last year, no updates needed. And I submit that for y'all's approval.

Any questions by the committee? Any questions by members of the Board? We will be thank you very much and recommending approval of the audit report and the audit charter as agenda items nine and 10. And go to agenda item number 11. Extension of the marketing campaign contract and we will go to Joe. -- Jill

That would be an extension to the work extended for fiscal year 2020 included August 31 there were three websites in particular not completed by August 31. That is not to extend it with new funds but funds budgeted in FY 2020. And some sites we are talking about College of Education is probably about 90%, the development campaign which is probably 60% complete and so on in the College of fine arts and we will not be extending [ Indiscernible]

It's an extension to time --

Correct.

Any questions? From the committee or members of the Board? We will recommend approval of that extension. Agenda item number 12 economic development administrative grant.

This particular item the opportunity to apply for a grant from economic development administration and the purpose of the grant would be to establish collaborative center faculty students public-private can work on research projects and support not only academic mission but original economic development. The base grant is a little over 3.5 million , which is 80% of the total project funding we required a grant provisions to match 20% of the total grant will be 464 474 which would include a restitution branch

892,895 dollars. Then some discussion with administration the grant submission date was September 30 2020, and we are asking for ratification from the Board on the institutional match of 892,000 895 using designated fund balance and contribute to total grant budget of 4,000,004 6474. >> Those funds will be used for?

Collaborative mission -- police staff on campus public private relationships, and include economic development participation for the Region and I collaborative center to focus on initiatives of benefit not only University academically but also [ Indiscernible] >> I've seen that comes with your reassigned faculty -- [ Indiscernible - Multiple speakers ]

The concept is a majority of the money will be used to essentially refurbish the science research Center on Highway 59 that has been unused and vacant for 10 years and developing that entity which is the center for applied research role innovation and the whole campus being our outreach innovation campus right on 69 we will you working very closely with business industry not-for-profit government entities and applied research projects and also we have in that grant some equipment to really help us establish an advanced manufacturing teaching and learning center

and area that entrepreneurs can come in and do smallbatch runs of new products or technologies and it is really a learning factor for our students applied research area for our faculty, and a place where the connection between the community, Region and University can really have that collision of intellectual capital. >>

I will say that we've had a tremendous partnership with the that you dose of economic development East Texas counsel government and a lot of business and industry in the Region we had over 25 letters submitted on our behalf to the EEA to support this effort.

Will there be signage?

You might be able to see it from space.

Is this the beginning or do you think is funny will be enough to really get it going or will it? >> This is a jumpstart as you know what coincides with this is our LAR request special item request for the center for applied research and role innovation that is another piece of it and then Medco are also going to be reaching out to various entities business industry banking industry to get additional support . We are also looking at small business development Center being in this facility. We are also looking at as time goes on the development of sinners to help repel the Region as ICE I 69 is completed.

Scott I'm trying to wrap my head around I collision of intellectual -- I am still it's a great statement I'm trying to -- spec part of my philosophy around this in higher education in general is when you break down the cylinders of excellence and allow people from disparate disciplines to come together with new ideas emerge that would never have occurred otherwise and so when you are bringing people who are working in whatever industry it may be that can come together with outstanding faculty and students and form research teams around problem-solving, it is just an amazing thing that happens that can develop in into new ideas and new products and technologies and we want to be on the forefront of that pack. >> Doctor Gordon any questions? Recommend approval of the economic development grant and also the institutional match 892,000 895 for a total budget of 4 million 464 and also give the approval for the President to have authority to sign the grant agreement contract. Thank you Doctor Parikh and moving into the next item 13 verification of the LAR .

Mr. Chairman and [ Indiscernible] process we go through and we request non-formula components currently have those components with reduction of the 402,900 total 5927 901 fiscal year 22 and 16

[ Indiscernible] 31,000,009 31 and and requesting items Doctor Gordon mentioned to million dollar research innovation fund and

also the components for the interdisciplinary and arrogant technology complex and the annual biannual request we don't have at this point LAR 19,000,004 9164 and that is the essence of the substance of the LAR and a lot of information we provide on insurance expenditures anything else but the essence is what the President will present to the legislature testimony in the next session that would include [ Indiscernible] we recommend you ratify the report Mr. Chairman indicated again we met in July and I asked you to allow us to submit on behalf of the Board -- the

report was due September and in between meeting Thursday we ask for approval to submit an asking for ratification on the final submission which was

[ Indiscernible]

Thank you any questions? By the committee or Board? An incredible amount of work by Doctor Glenn and his staff to put together the request and we are appreciative it has been submitted in our duty will be to acknowledge and approve that submission. So we will be recommending.

If I can make a statement Doctor Glenn doesn't know this, I had the opportunity to meet with an individual who is a member of the legislative budget Board LBB who indicated a tremendous amount of praise for Doctor Glenn and his team. All the LAR's that came in were submitted , ours was the only one that followed all of the directions and was really praised at the LBB so congratulations.

I have to extend that credit to the staff who put it together as well. I understand Doctor Gordon mentioned this but want to pass that along to the people.

We only do this every two years. Very important work for the University thank you very much we will recommend ratification. Then moving onto agenda item 14. Doctor Grant will discuss ratification of the medical building contract

Mr. Chairman a little background it's a company that does building billing services for organizations and particular departments at the 2013 meeting in January Regents approved to conduct medical billing for our health clinics and later in October

-- in April a contract amendment was added to include athletics for services. At the October 2018 meeting Regents approved a contract extension which had -- through December 2019 and an additional contract amendment related to equipment schedule that extended the contract to August 31, 2023 so there was two periods where the contract was extended had not been approved for contract extension to take place it occurred in the regions ratify that in December 19 -- and asking you now ratify the Second Amendment which wasn't equipment amendment that extended the process for the contract through August 20 -- 2023 and there is no currently abort approved contract for the period -- what we are doing institutionally as it relates to this, we have an RFP going out for a health Clinic billing services and pending in that RFP proposal RP request proposal and RFP adding a component that could include athletics as a possible --

[ Indiscernible] we are what we are asking you to do is give us until 8/31/21 to complete the process and asking to ratify the fact we are not currently under contract formally approved Board of Regents.

We would be verifying the extension of the contract through 8/31/21 by our action ? Any questions by members or Board in general?

We will recommend verification of that medical services contract through 8/31/21 and give the President authority to sign the contract document.

In the first paragraph it talks about equipment schedule through 2023 --

Part of the situation is there wasn't equipment schedule approved [ Indiscernible]

allow the institution to obtain the equipment and take the cost of it out of revenue you have and we did that in that [ Indiscernible] extended it to 2023 -- we got some things we needed to help.

Mr. Chairman I want to make sure there's a contract amendment sign that should not of been -- trying to ensure we are in compliance.

Any other questions or comments? We will recommend approval and go forward with the grant awards .

Mr. Chairman this particular item we bring every session that Chevy Board Meeting to ratify the grant awards which have come in since the last meeting. The total amount of grants 2020 are 17,000,001 2416 and represents an increase of \$6900 since we last met. In for the year 21 the grant award total of 17,000,811 197 after fiscal 21 563 -- our request is to approve the fiscal year 20 grant award that total \$6900 and grant awards that 55623 148 -- >> Breeze 40's quarterly meeting we will recommend approval of those grants and verifying the totals represented.

Moving forward to agenda item 16 finance audit policy revisions. Mr. Derek ?

So there's not too many changes most the standard revisions in the compliance policy is a little changes to the committee makeup of the oversight committee and compliance coordinating committee and most is updating based on shifts to [ Indiscernible] filling in gaps and under those I don't see any other changes.

Thank you very much. Any questions by the committee or Board? Recommend minor revision to each of the policies indicated for agenda item number 16 . Agree that Mr. Chairman

[ Indiscernible] >> I like to call the meeting to order academic student affairs committee and that committee is made up of myself, [ Indiscernible - Background noise ] we have a very short agenda today so we will get you on schedule. First we have the holiday schedule agenda item 6 and Doctor Gordon >> As you may recall in July we brought to the holiday schedule for clerical purposes we had to adjust the two days listed on the November paid leave so if you like on the middle paragraph the second paragraph the middle says employees required to take two days paid leave on November 23 and 24th and that is where the change is previously we had the 26th and 27 and that was a clerical error and so this is just ratify me back that 23rd and 24th will be the two days for paid leave. Still have the entire week for Thanksgiving, really know that change just changing dates for the record.

Any questions comments? We will recommend agenda item 6 and our next agenda item is number seven academic student affairs policy and revision and I will let Doctor Fuller Westbrook and diamond Derek point out any thing that stands out to you.

All the policies in my area the three-year cycle -- >>

I understand the logic behind it it is not our policy state of Texas policy minimizing number of courses taken by students as results and financial savings to students parents and the state is reflective of my College experience I was in College spending the same amount of money except for little bit of variable cost of tuition but if I can get an opportunity to get a class in front of an outstanding Professor, I jump at the opportunity and to me this clause flies in the face extra classes -- to enjoy in [ Indiscernible]

you are in the state of Texas and [ Indiscernible] seem to find the face of higher education --

Totally agree. >> Any idea what the number of students that actually participate? >> [ Indiscernible] a person could go through this process graduate , they would not be subject -- [ Indiscernible - Multiple speakers ] >> Those hours don't count towards and gives flexibility -- the points are well made it's an educational experience then try to try as much before you get out of here and

Is says if you look on the -- 's as an example of dual credit hours are not included

I can tell you Bridget as a student, they don't know we have policies much less read one [ Laughter ] I'm not sure -- [ Indiscernible - Multiple speakers ] >> Any more questions or comments on the provisions of policy? Okay no further questions, we will recommend for approval agenda item 7 academic student affairs policy updates and that being said we are done . >> We will recess -- time is 11:31 AM >> [ Event Concluded ]