

Please stand by for real time captions.

Her family is proud of her accomplishments and often times join her at SFA functions as they are doing here today. Though he loves SFA and truly understand the importance of being a lumberjack. Zoe, we have a couple of special gifts for you and we want to congratulate you on your wonderful achievement and your time as a student region. [ Applause ] Be careful with it. We have with the you and ask.

That's not it.

We have a profile. We are not done yet. We have a plaque commemorating your time.

Thank you. [ Applause ] There's can be a Facebook post about this one. [ Applause ]

I thought about what I would say to all. I just want to keep it short and simple. I'm appreciative of the last year I got with y'all and everything y'all have done with me personally. I know I met a lot of people all over the state of Texas and the country. This set up for success with these people. I feel confident in the person I hire I know I'm leaving in a good place. Us winning the football game had me ecstatic. Thank you. [ Applause ] If you all need anything you got my number.

I have something here myself. At like to recognize someone I want to keep for another year. I've been having so much fun. 52nd was so nice but she Salus through number of challenges as well. With to hire new football coach and had to hire a new president.

Through it all she displaced such strength and grace. It was a pleasure to work with you and be your understudy. Got those emails or text. We have some great conversations and I appreciate your leadership. Your character, your passion. Just a good person to work with. Thank you so much.

[ Applause ] >> I'm gonna read this to you. We appreciate [Indiscernible] 2018 to 2020. The service unlabored support through the state university. You get to keep the gavel you love so much. While Cayuga replica of it. And a little inscription that I can't read. Mastodon mask off? [ Applause ]

I'm having to do this again. I can't thank you enough. I learned way more from you all that I explained to you. I couldn't be more proud of the work we've done. It's everybody's benefit. Thank you so much. [ Applause ] Thank you and members of the board. Someone I'd like to introduce to you. Some may have not met Doctor Leslie Cecil.

She's been here since 2007. She's there and grizzly University of Montana and Southern Illinois University. She's been a lumberjack for 13 years. We came last year and only recognize the highest honor. It can only be bestowed with your approval. Doctor Cecil what it says in the criteria faculty member must show exceptional performance in all three areas. Doctor Cecil exemplifies that in her areas of research she's done archaeological expeditions.

She brings it to a closer. She's revamping 11 different courses to help the curriculum stay alive. In terms of service, if you look at one thing she's nationally elected social sciences division. She brings all of it together and as region Henderson said it's being part of the team. It's my honor to recognize her give her a few words.

Thank you.

Thank you very much for the award. I am honored. You have no idea how honored I am. When I came here 13 years ago I never expected to have this day. I just want take a second who [Indiscernible] who helped me. I came here with the national science grant. Hundred thousand dollars. They help me transition easily through that process. I like to think Doctor Bullard for his support and all the members and the various chairs we have throughout the years. They've allowed me to do what my heart desires and transition into the study. [ Applause ]

Approval of the minutes. Recommendation July 1920 21 and 11 2020. Is there a motion?

So moved. Second?

[Indiscernible -- low volume] say Iraq. I DAC. Next is personnel action.

Board members, the administration brings forward to you for consideration and approval personnel items staff appointments, faculty employment and promotions as well as employment changes of status which are action items two through five and page 762. These appointments and changes have been assessed through human resources. We ask for your approval today.

Motion? Second? Any discussion? Say aye.

Aye.

Passes. That goes to the affairs committee. Mister Henderson.

Earlier today the student affairs committee met and present for approval agenda item six the holiday schedule update for 2020/2021.

I hear a motion. Is there second?

Second.

Discussion? All in favor?

Aye. Passes. Thank you.

We also recommend for approval action item number seven academic student affairs policy revision.

Motion. Is there second?

Second. >> [Indiscernible -- low volume] [Indiscernible -- low volume] any discussion? All in favor?

Aye.

Thank you. That was it, right?

Thank you Mister Chairman. Committee met yesterday. And her the report from Danny regarding construction which was completed today and Paschal Performance Center. We also have two action items to consider. Action item a is the policy revision or a review of to and on behalf of the committee I recommend we approve the policy 16.30 policy.

Second.

Any discussion? All those in favor?

Aye.

Any opposed? It passes.

Secondly, the resolution that were please to read in the form of a motion. For Board consideration and potential approval. You recall yesterday and or executive discussion we discussed the opportunities after a donor family. I'd like to read the following. It has [Indiscernible] graduate and undergraduate levels where they're extending their support whereas the loyal dedication to the University through their generous gifts of support and standards of excellence extinguished example let it be resolved at the board region expresses its admiration, gratitude, and high regard for the Atkinson family naming the soccer grandstands the Joe and Francis family grand stands. That's my vote.

Second?

Second.

[Indiscernible -- low volume] yes. Through discussion all in favor say aye.

Any post? Passes.

That concludes the building agreement report. Spectrums of finance and audit

Art finance and audit committee met and considered several items before us today for consideration. Action item number one is a presentation about a chief audit executive of the follow-up audits that their department has performed recently. We had the information technology services a lot of. The update on the audit plan for the upcoming period. We would consider that action item with action item 10 where they presented the annual audit report which includes the audit shorter and I move we accept those items.

Approve items nine and 10.

Second? Any discussion all those in favor say aye.

Thank you. >> Next item was action item number 11. This is the marketing campaign contract and this is the contract which was proposed to be extended through May 31 2021 in order to complete work that was part of fiscal year 2020. I move this extension be approved by the board.

Second?

This is just extending the date. The terms remain the same. And it's authorized to sign such contracts.

Any further discussion? Say aye. Motion passes. >> Action item 12 is the approval of the ministry of grant ratification. This is an item we have qualified for grant of three and half million dollars from the EDA development and it requires the University to match a 20 percent piece which would be \$892,000 approximately. That grant has been submitted. We've been asked to ratify that grant as proposed by the administration. And authorized to sign appropriate contract documents. I move that we accept the grant.

Motion. Is there second?

Second.

If we extend 800,000 [Indiscernible -- low volume]. Further discussion? All in favor?

Aye.

Next item is action item 13.

For ratification of 2022 legislative appropriation requests as they presented this morning the request in the July it has been made that details have been presented to this including certain exceptional items nonformulary related items from its request for five percent refunds produced by the state and so this is a legislative board and we are being asked to ratify that proposal estimated by the administration.

Second.

Discussion? All in favor?

Aye.

Motion passes. Board action item number 13. This is for ratification of the medical billing contract. They gave us history on the health services medical billing contract. Our request is to extend the period of this contract through August 31 2021. In this current fiscal year. I move we accept and extend the extension of that contract and authorized the president to sign documents according.

Is there a second? Any discussion?

All in favor?

Aye.

Thank you. Next item.

Number 15 is to approve grant awards. Those are grant awards of \$6900 for the fiscal year 2020 and grant awards 5,063,000 for the fiscal year 2021. I move those awards be accepted.

Second?

Second. Any discussion?

I.

Motion passes.

Our final action item is number 16 for approval of policy revisions as presented by [Indiscernible] our legal counsel. With respect to the check cashing policy, environmental management, gift reporting, travel, and travel card and I move these are relatively minor changes and I recommend and propose accept these changes as presented.

Second?

Second.

Discussion? All in favor?

Aye.

Any post? Passes.

That completes this committee chairs. Thank you for all your hard work. We appreciate the hard work. >> First and foremost I have several different things to use. I want to thank the board for the support during the select few months. Quite a trying time since the last time we met face to face. I want to thank you. I want to thank the team they have's set up the challenges of how we do things. Can we do things differently? Can we do things better. They have stepped up and I love it because at some point I would have to do this. In all seriousness I step up the challenge to figure out what it is for not just 2022 2021 but 2025 and beyond. It's successful. I want to take our faculty, our staff and students are being flexible. This has been a difficult time. Most students coming into the campus have been here before. They didn't realize how different it would be. I Sally you we have been able to knock on wood and keep COVID-19 and check.

Doctor Westbrook was leading and establishing protocols.

Put the message out there that it wasn't an option. We kept everything in check and we can continue that progress. Our say a few words to the faculty and staff about recruiting.

It's been in business for a while and the most difficult year ever seen in higher education. We have departments, chairs, if staff. Including art management staff on the phone daily. Calling and asking

what is it you need. It puts you over the fence. We were down 1.1 percent in credit hours it could have been much worse. We have a plan. To increase enrollment. I thought is pushing it to say the goal is five percent. [Indiscernible] has a stretch goal of seven percent. Every single one of us will be part of that plan. We just finished a daylong retreat. It all runs together. We spent the whole day talking about how we were gonna break down and dissect that five percent. Who's going to be responsible for what. It means something to colleges I want to say kudos to the enrollment team. We saw a 7.4 percent credit increase which is great given the fact given this is a census with a look at enrollment. Can't tell you enough how much the appreciate the program you approved. I think back it was a big factor in undergraduate enrollment. It has helped to increase the morale of our faculty and staff. It's a big benefit for employees. They are the most important part. I want to talk a little bit about highlights I've seen this year. A couple of things we have something called the Texas higher education almanac that comes out every year. This is used by legislators and others to get data on various institutions.

A few things that are noteworthy.

Last spring you cast a nutrition model. Students taking more than 12 hours can do that without getting higher costs our student debt went down from \$39,000-\$29,000. That's very significant and brings us under the stained acts.

That's a tremendous movement. Our time is another metric. We went down from 4.5 to 4.4. Two things I am proud of is the fact that the graduation rates increase significantly. Our full retention rates increase. It's up seven percent. Our current graduation rate are the highest in SF a history. That something were proud of and we want to continue to increase those numbers. It's a testament to faculty staff work so hard every day to make sure our students can lift themselves up over the bar, so to speak. We have wonderful wraparound services and those folks need to be commended on the tremendous job they do. As you know, we have key searches being undertaken as we speak. There's never replacement.

Doctor Westbrook is retiring. That position is going to be reshaped for student affairs. We have contacted with the Johnson group and they are on a fast track for that replacement. As of last week we had 60 applications

the week of November second we will review those applications and late November campus visits will occur and we like to select the individual sometime in September. Very aggressive timeline's. We are excited about the interest in that position. We have a position for Provost and Executive Vice President. This is a search being facilitated by store back search consultants. The ad for this position is out. We are receiving applications now. Were reviewing applications in December with mid to late January determining to bring them on campus in February and early March and making decisions for a hopeful start date of July first. You heard earlier

about our move away from Richard Scarborough for an we are hiring our own the person for marketing communications. That's a chief marketing communications officer reporting directly to me in the leadership team. We consulted with the ward group who's doing a great job gathering up interested parties and applications for the position. We hope to have that person available yesterday. It's been a busy time this

fall not only with Covid and the transition to multiple modalities of education but we are going into the legislative year. I've had the pleasure to meet with a variety of legislators this fall to talk all things FF a better vision, direction and legislative request. Representative party spent time with Senator Nichols to talk about our legislative request. Just in the last few weeks had a tremendous discussion

on the federal level with Senator Cruise whenever we talked about the EDA brand. We talked about I 69 we shoring of jobs and the impact it could have on I 69 and East Texas area. We've had conversations with representatives, Jude Darby, James way, Jane Rainey, three scheduled this week and was able to talk with the education policy advisor and had a great session. Texas Commissioner for higher education. We have a lot of friends out there.

There's a lot of legislators that like what were doing. They love our mission and are very supportive of where we are going. Being able to talk about the direction about how are doing things differently, how were looking at reducing student that, student cost, looking at this institution to remain highly effective but become more efficient. It brings a lot of bells for each and every one of them. We have a lot of support. I want to mention about the EDA grant. The EDA grant is to support the physical location of the center for applied research. It's a legislative request. This money will go towards renovating the science research Center which is out of Highway 50 line. Adjacent I 69. It will be a tremendous location. We are going to have a sign you will see from space. Hundreds of thousands of cars going through that area is going to be tremendous.

It's going to connect seamlessly in the region. They are here. It may come here and nonprofits and agencies etc. We are really excited about this. I'll say it again it's a place we will see of intellectual capital. I have to say there were a lot of people when you look at the EDA grant it's an enormous undertaking. It's Pauline Sampson. It's a sponsor private specialist. Associate director our program director and to say were work closely with our community partners Bob Dacia with transportation area of the East Texas Council. It's the president and CEO.

They helped us to reach out all over East Texas to get the necessary support for that grant. We had over 25 different letters of support from business and industry. In March of 2020 you gave me the authority to modify policies. Due to COVID-19. We only had two policies. Those policies that were mended were amended as result of COVID-19 and the fact that social distancing and some of our employees had been telecommuting. Those two areas are policy 1711 which is our current policy. This is one we increase the spending limits because of Covid and purchasing PPE. The second one amended four 1714 inventory and management. We extended the property inventory

is the time you take to get an and the social distancing. It was very difficult to accommodate that. There's only four departments we allow this to occur. A lot of those are telecommuting. All the other policies have reviewed the see below no additional. 1714 has been amended as a result of COVID-19. It's one of those things we want to go away and we started back in March in a reactive phase. We are looking at the recovery effort

and doing that in a sense that we are already planning for spring and next fall. What I want to say is Doctor Westbrook mentioned this.

We're going to go into spring much like we did fall. We are going to have safety protocols in place. Social distancing in place and have our normal calendar and hopefully make it through the spring semester. There are some universities out there that have decided to modify spring counters. Many that have seen operates inverse spikes throughout the fall we have not. As I indicated lumberjacks are flexible and we will remain flexible in case there's an outbreak in which case we'll regroup and figure out if there's calendar modifications. Another thing I wanted to talk about is preparing for the future. I sometimes jokingly say that Covid 19 is a [Indiscernible]. We have a group of over 30 faculty being led by Jason and Anthony. This is faculty I coined the lumberjack team. They meet several times a week and will meet throughout the academic and they are looking at ways to bring integration to campus. They are looking at curricular innovation and calendar year innovation. They look at how can we better utilize academic spaces. How can we enhance student success and improve our faculty staff. All these are areas we have teams working on. They are reporting back and they are reporting to me on the progress. I love some the ideas and concepts that our faculty has. I want to do what we can support those efforts. They are going to bring us to a new level of success. Some of those ideas are going to change the way we do things and the way the calendar looks. Higher education we need to not be stuck in the past but look to see

how people are learning in today's world and tomorrow's world. That team has been doing a great job. I want to thank the individuals. Another initiative I want to talk about. To help this seven percent goal for the fall is we are going to be doing a pilot group of high schools and that pilot group. Remained them distinguished fiscal partners. With that partnership comes some scholarship dollars. What a look at how that works expand over time. They are going to lead that effort to look at how we are doing business with the K 12. We have a lot of things that we've been doing for many years. It's still the right thing to do. Our financial aid packages have been in place for a dozen years. They change quite a bit. It's going down. Way tie that and with escort partnership program and want to see a transformation how students of you SFA to scholarship dollars. Were trying to leverage our scholarship dollars to impact that enrollment. One of the things were in the midst of right now and we talked about in the past is a voluntary separation.

That program right now I know were still in the face of signing up the contracts, finishing that up. We will have the final numbers by the next meeting because the deadline is very soon. We will have that number. The big question and I hear on a regular basis is when can we start rehiring? We need have metrics. We need to know when we need a new position and when we don't. One of the products we will use in beginning of January, February definitely is something called performance solutions. It will tie into our banner system and pull out information and analyze to see positions are needed. That will help us with a more objective methodology to say we need to fill this position but not this one. Over the last 10 years. It's a way we are funded through the state has gone down. We need to be filling positions as where they need to go. That's very something we work with and Doctor



Grant and his team is working on a dashboard. You see we end up taking the program and then we will keep track and report how many people have been hired. Will provide that information but we don't have it yet but people are still going through the process. The other thing we want to mention is the faculty salary survey. How can we address those disparities. They make this institution run. We did our faculty study. We will do a staff study and we hope the information sometime later in the spring. Last thing I want to mention because I know it's after four o'clock is a partnership that we have developed with Texas A&M. We are partnering with Texas A&M to offer a bachelor in science and interdisciplinary studies at the campus and Brian. We will be having a press conference. Earlier in the day will be at the campus. I encourage all of you to attend. Doctor Bullard mentioned how significant that Israel are interdisciplinary studies is a concentration in early childhood.

With that I'll take any questions you may have. >> I want to thank you and your team for all you been going through. I think Doctor Landon about that. The faculty stuff as well. Something I learned is Tracy's. We return to sexual staff. They are essential. Will have the report.

I want to thank the a board for bringing in coffee. Before I get into my remarks typically I forge you faculty accomplishments. There was a glitch with the data. As I spent several hours there were papers dating back to the early 2000's. By the time I got everything figured out it was too late I will have those updated correct faculty functions. I want to thank the board for their leadership in a time for you all know things are uncertain. We have been unwillingly thrust into trying to make the best of. On the playoff a couple things. We thank you very much is a faculty. A number of faculty are very appreciative. I know a number of professors have taken advantage to go back to school themselves. Me included. I'm working on my MBA. Thank you very much for that. Something faculty had been asking for for a long time and were very appreciative.

I don't think Doctor Gordon for ushering in a new error of communication here at the University.

I meet with Doctor Bullard once a month and Doctor Gordon. Doctor Gordon I had phone conversations, email conversations to make sure faculties updated and concerns of faculty is truly a remarkable change in terms of environment. That's carried over to the board. Faculty Senate had to questions I for to the board about the temporary state of power. They got back to me within six hours with a response. I was amazed at the speed and communication. Thank you for that. The way that I want to hit upon his team flexibility. We all have to be flexible in situation brand. Is something very much concerning the faculty. Each of these models we've developed they all require flexibility. At a time when faculty are dealing with a lot more than they have to.

We recently passed a resolution asking the administration to work with us to trying grant the maximum flexibility as to the caregiver's. Individuals who are children or elderly relatives in their household have new pressures. Make sure we have the maximum flexibility for faculty and staff to fulfill our jobs.

I'm confident will be able to work. Make sure we maintain flexibility. Students come first in terms of our priorities. Some other

concerns Doctor Gordon has raised. There are a lot of faculty asking me and Doctor Gordon and Doctor Bullard about hiring. Doctor Gordon has been good about communicating. Those decisions will be made after appropriate data is and see where lines need to fill. Knowing in advance has come be more patient. They know Wendell get the answer rather than say someday. They've given a rough timetable for those decisions to be made. There being proposed or debated at this point. Organizations cause trepidation among individuals being reorganized. One thing that's comforting is Doctor Gordon has made sure there's a very robust faculty representation in all these decisions. The lumberjack team I mentioned 31 members. >> [Indiscernible -- low volume]

Predominately faculty. Almost all the important committee decisions are. Mentally faculty or half and half. That has gone a long way about upcoming uncertainty. Thank you Doctor Gordon and the board for ushering in that new error. And two-way communication.

That's part of the battle. Know exactly where the other person is thinking and where they would like to go but want your opinion before making those decisions. That's all I had as prepared remarks. I will be happy to answer questions. >> Please extend to the faculty a great appreciation for their work and leadership. They're very sensitive. This concerns all you need we have a lot of grounds

to cover. We must have the voice. And input of faculty. I appreciate you all hanging in there.

Postmark

[ Applause ]

This is Chris Moore. Right in front of us. >> Great to see everyone. I just want to remind you all my name is Christopher Moore and I service the 2020/2021 student body president. Hope everyone staying safe and [Indiscernible] during these pressing times. Student Government Association has advanced drastically over the course of the semester. As an organization that functions face-to-face it was an unexpected shift. So far as been working well for occasional pickups here there. I am extremely impressed for to new and incumbent members. They have shown bravery, creativity, and stewardship in insurmountable [Indiscernible]. Baby a great service.

COVID-19 has impacted every organization. [Indiscernible -- low volume] many have transitioned completely online or two hybrid options. All locations are low and safety protocols are enforced. Proper PPE is provided if necessary.

Start off this semester organizations posted new members are exposed to the overall functionality. Whether it was formulating creative ideas for new legislation, how to work and leadership seminars hosted by our own advisor. It was a great two day event that brought our community together. More importantly, Breanna and I have worked on a, Shing are platform. We were able to arrange a town hall to bring her issues and concerns students had with the administration. We are fortunate to have present Gordon, [Name Indiscernible], and Doctor Bullard. They present a quality insight on her University operations and SGI. It's our transparency and willingness. SJ was able to collaborate with the advisory Council and [Indiscernible] to put on [Indiscernible]

for constituents. We are passionate about awareness. And a recent collaboration. I would like to thank the board for the hard work stay safe and I will see you all [Indiscernible]. >> [ Applause ] >> Were think April Smith for helping us make this meeting happen. Again, I know she is [Indiscernible] about this's. Trying to take care of us. She still stresses herself out. Thank you. [ Applause ]

Gather around the room. Thank you for all the things he been doing. It's really stepped up big time. I don't know what to say to you. Your energy put these together. I appreciate that.

[Indiscernible -- low volume] I think will seem around somewhere. Westbrook, if this is your last term.

This may be my first time is meeting number 230. I think this is my 109th. The past year Henderson [Indiscernible].

Certainly. You will greatly appreciated for your for decades plus . A must for scorning year. [ Laughter ] That makes you sound real old. We appreciate you for all you've done in the University. You've been the heart and soul for many years. Now your doctor Covid. That mask.

I like to say something. Doctor Westbrook you all know he made my transition as smooth as it could be well I wish you could get out in front stop Cove it from happening in a variety of other things. Other than that, he made my transition so successful. He's not going to go away. I'm going to hold him to at least once a month, on a Thursday, lunch, storytime at medical more. You all need to know that Intel is a great story. >> [Indiscernible -- multiple speakers] >> I would ask if anyone [Indiscernible] but you may not want to do that.

It's kind of odd [Indiscernible -- low volume] at a time where you think about the future and what needs to be happening and I realize [Indiscernible -- low volume] who had to make those decisions. It's hard to class XL years into many words. It's reminiscing about the flexibility going on I will be remiss not to say thank you. They took a chance on me. [Indiscernible -- low volume] for that and [Indiscernible]. Is serviceable still going on now. Have great memories. People ask are you going to leave town? I'm not running away from anything. This is my home. I don't have any plans to do anything different than support it 100 percent. In some ways I don't feel like I'm leaving. I will be around. This place will always be my home. I just think year. We've all been a team for a long time. We pull together and we been able to do that over the past several years. It's been an interesting ride.

There some folks if I don't see them first they see me. I see [Indiscernible]. [Indiscernible -- low volume]. Maybe I'll see them again sometime. Absolutely. I just want [Indiscernible].

[Indiscernible -- low volume]

Anything you want to say? Will you be with us any other time this week? >> This week?

Perhaps not.

No. I don't think so. I have a class on Monday night. I'll be teaching.

Thank you for all you've done over the years. I appreciate it. >> [Applause ]

I'd stand up to but I can't.

That being said at 424 [Indiscernible]. [event concluded]