

**Official Minutes
Board of Regents
Meeting of the Full Board
September 13-14, 2018
Juneau, Alaska**

1. Individuals Present

Regents Present:

Gloria O'Neill, Chair
John Davies, Vice Chair
Lisa Parker, Secretary
Deena Bishop, Treasurer
Sheri Buretta
Jyotsna Heckman
Mary K. Hughes
Karen Perdue
Stephen 'Joey' Sweet
Andy Teuber

Regents Absent:

Dale Anderson

James R. Johnsen, Chief Executive Officer and President, University of Alaska

Others Present:

Rick Caulfield, Chancellor, University of Alaska Southeast
Cathy Sandeen, Chancellor, University of Alaska Anchorage
Daniel M. White, Chancellor, University of Alaska Fairbanks
Michael Hostina, General Counsel
Myron Dosch, Chief Financial Officer
Paul Layer, Interim Vice President for Academic and Student Affairs
Michelle Rizk, Vice President for University Relations and Chief Strategy, Planning and Budget Officer
Roberta Graham, Associate Vice President of Public Affairs
Keli Hite McGee, Chief Human Resources Officer
Brandi Berg, Executive Officer, Board of Regents
Chris Fallen, Faculty Alliance Chair
Josh Watts, Staff Alliance Chair
Nick Bursell, United Students of University of Alaska Southeast President

2. Opening Items

A. Call to Order

Chair O'Neill called the meeting to order at 2:00 p.m. on Thursday, September 13, 2018.

B. Adoption of Agenda

Note for the record: Regent Sweet stated during the summer he served as paid staff on a political campaign and he did not use university resources or his position as a regent for partisan political benefit. Chair O'Neill stated working on the political campaign does not pose a conflict of interest and found no violation and no need for any action beyond placing the disclosure on the record.

PASSED AS AMENDED (amendment noted by *)

"The Board of Regents adopts the agenda as amended. This motion is effective September 13, 2018."

Motion by Andy Teuber, second by Deena Bishop.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Buretta, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

C. Approval of Minutes - Regular Meeting of May 31, 2018

PASSED

"The Board of Regents approves the minutes of its regular meeting of May 31, 2018 as presented. This motion is effective September 13, 2018."

Motion by Andy Teuber, second by John Davies.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Burette, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

D. Approval of Minutes - Board Retreat of June 1, 2018

PASSED

"The Board of Regents approves the minutes of its board retreat of June 1, 2018 as presented. This motion is effective September 13, 2018."

Motion by Andy Teuber, second by John Davies.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Burette, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

E. Approval of Minutes - Special Meeting of June 19, 2018

PASSED

"The Board of Regents approves the minutes of its special meeting of June 19, 2018 as presented. This motion is effective September 13, 2018."

Motion by Lisa M Parker, second by John Davies.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Burette, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

3. Reports

A. President's Report

President Johnsen welcomed Chancellor Sandeen, Executive Dean Atwater, Provost Prakash, Faculty Alliance Chair Fallen, Staff Alliance Chair Watts and United Students of the University of Alaska Southeast President Bursell to the meeting; thanked Interim Provost Stalvey for accepting the position at UAA; highlighted summer activities across the system including the Alaska Native Science and Engineering Summer Bridge Program, the 32nd year of the Rural Alaska Honors Institute, research at Toolik Field Station and on the R/V Sikuliaq and the busy construction and deconstruction projects at the campuses; stated work on the budget continues throughout the year noting during summer the FY19 budget was implemented while planning began for the FY20 budget; said key factors considered in the FY20 budget planning process include 1200 fewer faculty and staff, Strategic Pathways specific initiatives, collaboration between universities, strategic investment areas, Title IX support, salary and benefits, deferred maintenance, Arctic research, leveraging partnerships within the state, commercialization of research, the 2025 plan and the 2040 vision; noted the marketing efforts over summer regarding the community and technical education tuition discount and summarized UA's work with Experimental Design/World Building regarding planning for 2040 noting additional information will be presented during the board's November 8-9, 2018 meeting.

B. Governance Reports

Chris Fallen, Faculty Alliance chair, said the alliance will hold its fall retreat in Juneau on September 15-16, 2018 to review the status of ongoing work, to plan for the academic year and to discuss goals for the alliance and faculty governance at each university and noted upcoming alliance discussions topics include a review of the GER alignment process, the role of the Common Calendar Committee, lessons learned from the Faculty Initiative Fund request for proposals, the coordination of faculty Title IX committees for the purpose of reviewing and revising Title IX university regulations, a review of the faculty morale survey and a grassroots effort to preserve recordings of the Board of Regents' meetings.

Josh Watts, Staff Alliance chair, thanked UA leadership for attending the alliance's August 2018 retreat; stated the importance of the Title IX effort at each campus noting continued engagement from faculty and staff is necessary for the process to be successful; said staff morale is still very challenging; thanked President Johnsen for his memo clarifying annual leave cash-in and tuition waiver benefits; noted encouragement regarding salary increases presented in the

budget proposal and said over the next year, the alliance looks forward to empowering employees, continuing to work toward equality in compensation and benefits and providing quality communication to its constituents.

Nick Bursell, United Students of the University of Alaska Southeast president, thanked the board for the opportunity to participate in the meeting; shared information about the student governance summer activities at the three universities; said new student officers were elected at the three campuses; stated the Coalition of Student Leaders will hold its summit meeting at UAA on October 12, 2018 noting new officers will be elected and said this academic year the coalition will focus on developing ideas regarding the best way to represent online students and will continue to advocate for UA.

4. Committee Reports and New Business

A. Academic and Student Affairs Committee

In addition to action items, the committee reviewed its draft charter, received a presentation on the Sikuliaq, an update on the Alaska College of Education, the process improvements for online student services, UA program suspensions and a program reactivation and heard a report on UA program review and accreditation.

B. Ad Hoc Committee on Presidential Performance

The committee met on August 10, 2018 to review the FY18 presidential performance metrics and to discuss presidential performance. The committee also met on August 23, 2018 to approve the FY18 presidential performance compensation and to approve FY19 presidential performance compensation criteria and metrics providing its recommendation to the full board for approval during this meeting.

C. Audit Committee

The committee heard comments from the external auditor, received a financial briefing, heard the UA Statewide Office of Audit and Consulting Services FY18 annual report and held an executive session.

D. Facilities and Land Management Committee

The committee reviewed its draft charter, heard reports on the status of facilities and land management, status of UA property for sale, timber sales, capital project approvals-delegation of authority, an update on facilities maintenance, UAF combined heat and power plant, UAF engineering facility, UAF high-frequency auroral research project and construction in progress.

5. Consent Agenda

A. Approval of Consent Agenda

PASSED

"The Board of Regents approves the consent agenda items 5.B.1-3. as presented. This motion is effective September 13, 2018."

Motion by Andy Teuber, second by Deena Bishop.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Buretta, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

B. Academic and Student Affairs Committee - Items from September 6, 2018

1. Approval of the Name Change to the Bachelor of Arts in Hospitality and Restaurant Management at the University of Alaska Anchorage

PASSED

"The Board of Regents approves the name change of the Bachelor of Arts in Hospitality and Restaurant Management to the Bachelor of Arts in Hospitality Administration. This motion is effective September 13, 2018."

2. Approval of an Accelerated Masters in Civil Engineering at the University of Alaska Anchorage

PASSED

"The Board of Regents approves an Accelerated Masters in Civil Engineering at the University of Alaska Anchorage. This motion is effective September 13, 2018."

3. Approval of the Discontinuation of the Undergraduate Certificate in Early Childhood Development at the University of Alaska Anchorage

PASSED

"The Board of Regents approves the discontinuation of the Undergraduate Certificate in Early Childhood Development at the University of Alaska Anchorage. This motion is effective September 13, 2018."

6. Approval of Academic Degree Recipients

A. Approval of Academic Degree Recipients

PASSED

"The Board of Regents approves the list of degree recipients for the summer and fall of 2017 and the spring of 2018. This motion is effective September 13, 2018."

Motion by Mary K Hughes, second by Jyotsna L Heckman.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Burette, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

POLICY CITATION

Regents' Policy 10.03.010.B. states: "The official lists of degree and certificate recipients will be established by the chancellors immediately after the official closing date of each term. The combined lists for the spring and preceding fall and summer terms will be transmitted by the president to the board after the spring session. This official list of degree and certificate recipients will be presented to the board for their approval at the next regularly scheduled meeting."

7. Financial Briefing

A. Financial Briefing

Chief Finance Officer Dosch provided a financial briefing.

8. Title IX Compliance Update and Review of Title IX Scorecards and Metrics

A. Title IX Compliance Update and Review of Title IX Scorecards and Metrics

Chief Title IX Officer Gower provided an update on the Office of Civil Rights (OCR) Voluntary Resolution Agreement noting the upcoming September and December 2018 deadlines; said the mandatory fall Title IX training for students and staff is underway; stated additional staff has been hired at the campus Title IX offices; highlighted the campus reporting metrics and said planning for the spring 2019 campus climate survey has begun.

Associate General Counsel Merriman stated the Department of Education intends to launch a public comment period for the new OCR rules and guidelines.

Chancellors Caulfield, Sandeen and White reviewed the Title IX Compliance Scorecards and Metrics.

9. First Review of New Proposed Regents' Policy 01.02.080. - Administrative Response to Reports of Misconduct

A. First Review of New Proposed Regents' Policy 01.02.080. - Administrative Response to Reports of Misconduct

CURRENT PROPOSED LANGUAGE

Regents' Policy 01.02.080. Administrative Response to Reports of Misconduct.

The university encourages and in some cases, law, Regents' Policy, or University Regulation requires prompt reporting of allegations of misconduct involving members of the university community. Prompt reporting contributes to thorough and fair investigations and proceedings, as well as the university's ability to provide meaningful remedies that might avert more serious impacts.

At the same time, the university acknowledges that reporting obligations might not apply to certain members of the

university community, those obligations might not have applied at the time of the misconduct, or there might have been compelling reasons for a delayed report.

Regardless of when the conduct occurred, the university encourages reporting of and will assess all allegations of misconduct involving members of the university community.

In all cases, the university will appropriately address ongoing impacts on the safety and inclusivity of the university environment, as well as impacts on university operations. However, in the event of a delayed report, the step of formal administrative investigation may be limited to ensure fair proceedings and to focus efforts on issues currently impacting the university environment.

Where the alleged conduct occurred three or fewer years before a report is made, the university will process the complaint following established procedures, conducting a formal investigation if appropriate.

Where the alleged conduct occurred more than three years before a report is made, the university will not conduct a formal administrative investigation, except as provided in this policy and accompanying regulations. The president or designee, in his or her sole discretion, and after considering appropriate factors such as ability to provide due process, ongoing impacts on the safety and inclusivity of the university environment, as well as impacts on university operations, may determine that it is in the best interests of the university community to conduct a formal administrative investigation.

This policy does not alter obligations under other provisions of law, Regents' Policy, or University Regulation to report or respond to misconduct, or limit the university's ability to pursue administrative, civil, or criminal remedies in appropriate cases.

The president may adopt regulations consistent with this policy.

RECOMMENDATION

University administration proposed this draft policy to encourage reporting of misconduct and to provide a framework for handling delayed complaints. Although prompt reporting of misconduct of all types is critical for a variety of reasons, the university encourages reporting of misconduct regardless of when the misconduct occurred.

University administration initiated a process of review and discussed the proposed policy with the board, governance, and other university stakeholders with the goal of approving the new policy at the Board of Regents' November 8-9, 2018 meeting.

Under the draft policy:

- Regardless of when alleged misconduct occurred, UA would address ANY current impacts on the safety and inclusivity of the university environment as well as ongoing impacts on university operations.
- There would be a three-year window to bring complaints forward during which typical processes would be followed to determine whether to formally investigate complaints. (By comparison, agencies whose mission is to investigate civil rights complaints have complaint filing windows ranging from 180 - 300 days; civil court complaints for torts or contracts must be filed within two or three years respectively.)
- Complaints received outside the three-year window would not be investigated absent a specific finding that an investigation is in the best interests of the university community. Considerations would include the ability to provide due process, any ongoing impacts on the safety and inclusivity of the university environment, as well as impacts on university operations.

This approach is consistent with President Johnsen's discussions with the Office for Civil Rights (OCR) regarding UA's response to misconduct complaints including delayed Title IX complaints, and OCR's response. Any such policy should be applicable to all types of misconduct complaints. University administration believes this approach provides for appropriate responses to all complaints, focuses intensive efforts on issues that are more likely to have ongoing impact and which can more likely be remedied, and ensures that investigative processes can be fundamentally fair.

General Counsel Hostina answered questions.

10. Strategic Pathways and Alaska College of Education Update

A. Strategic Pathways Discussion

President Johnsen reviewed the Strategic Pathways framework, the recent initiatives and provided an overview of the philosophy, process, decisions and the improvements going forward.

Executive Dean Atwater provided an update on the Alaska College of Education.

11. Full Board Discussions

A. UA Budget Discussion

President Johnsen reviewed the ways UA serves the needs of the state; shared the FY13-FY18 historical budget context; noted the efforts of Strategic Pathways and the recent investment initiatives; reviewed the 2018-2025 goals and measures which include contributing to Alaska's economic development, providing Alaska's skilled workforce, growing UA's world-class research, increasing degree attainment and operating more cost-effectively and discussed the outcomes of the June 1, 2018 board retreat and its 2040 vision for Alaska.

B. First Review of FY20 Operating Budget Request

POLICY CITATION

Regents' Policy 05.01.01.A. – Budget Policy, states, "The budget of the university represents an annual operating plan stated in fiscal terms. All budgetary requests shall be adopted by the board prior to submittal to the Office of the Governor or the legislature."

RATIONALE AND RECOMMENDATION

President Johnsen and Vice President Rizk led a discussion on UA's Proposed FY20 Operating Budget. The operating budget discussion will provide the board with the status of UA's current operating budget and considerations for the proposed FY20 operating budget.

C. First Review of FY20 Capital Budget Request and 10-Year Capital Improvement Plan

POLICY CITATION

Regents' Policy 05.01.01.A. – Budget Policy, states, "The budget of the university represents an annual operating plan stated in fiscal terms. All budgetary requests shall be adopted by the board prior to submittal to the Office of the Governor or the legislature."

RATIONALE AND RECOMMENDATION

President Johnsen and Vice President Rizk led a discussion on UA's Proposed FY20 Capital Budget and 10-year Capital Improvement Plan. The capital budget presents the top priority projects for FY20 and an objective look at the short-, mid-, and long-term capital investment goals of the university.

D. Compensation Review Discussion

UA Chief Human Resources Officer McGee, and consultants Garry Straker and Deeksha Garg, from Arthur J. Gallagher & Company, reviewed the compensation and pay equity analysis report.

Total Compensation Project Preliminary Overview

UA total compensation projects include:

- Faculty market salary review
- Staff market salary & structure analysis
- Executive (officers and senior administrators) market salary & structure review
- Employee benefits market comparison
- Pay equity review

Preliminary Findings

Faculty: The market analysis for 2 and 4-year faculty is complete. Overall, faculty are competitive in relation to market median. Some faculty positions are misaligned in relation to the market median and are receiving additional review. A market analysis for non-represented faculty is currently underway. Salary structure and guidelines are also being reviewed.

Staff: Currently, benchmarking for 80 percent of UA staff positions in relation to the national market is complete. From this initial analysis, staff positions overall are competitive, with a small percentage below market median. Items yet to be reviewed include positions that are misaligned in relation to the market; hard to fill or unique positions; the salary structure needed to include the remaining 20 percent of positions; and aligning the job families in relation to the current market.

Executive: The market analysis for executive positions is complete with market matches for each position at each campus and statewide. Unique positions at each campus have been provided with a market match explanation, which has been

reviewed and approved by each campus. Overall, executive salaries are below the market median.

Benefits: The peer analysis has been completed. Overall, UA benefits are competitive except in voluntary employee life insurance (low maximum, no dependent life); long term disability (low maximum benefit); UA Pension (supplemental retirement); and PERS retirement.

Pay Equity: A high-level review of the compensation data is underway and will include a regression analysis for staff, faculty, and executives in order to determine pay inequities, if any. If pay inequities are found, UA HR will review. Permissible factors to indicate why there is a discrepancy include such non-discriminatory factors as length of service, academic discipline, geographic differential, and experience.

Total Compensation: Benefits and salary offerings will be incorporated to present a total compensation value proposition for faculty, staff, and executives. UA HR is drafting an employee compensation philosophy for consideration by administration and the Board of Regents.

12. Government Relations Report

A. Government Relations Report

Associate Vice President Baker noted UA is focused on educating elected officials, getting them on UA campuses to participate in university activities and engaging with them year-round; said there were seven Alaska bill signing events at UA noting the most recent signing of the Education Tax Credit at UAA; stated this year's election season will be dynamic noting a substantial change in elected officials whereas a quarter of the Legislature could be new members and a possible change to the governor will disrupt the budget cycle; reviewed the federal spending revisions affecting education and research at UA and stated work continues with the federal delegation regarding the land-grant initiative.

13. Planning and Development Committee

A. Discussion Regarding Board Governance

Regent Hughes noted that restructuring of the Planning and Development Committee's responsibilities will be forthcoming and likely discussed during the board's November 8-9, 2018 meeting.

B. UA Development and UA Foundation Reports

Foundation President Behlke Foley reviewed the five-year trend and key fundraising data and provided an update on university system development efforts and University of Alaska Foundation activities.

Associate Vice President Riebe reviewed the work each of the campuses has done regarding the UA Philanthropy Campaign effort; shared the visions and goals necessary to move Alaska forward and emphasized the campaign is a working plan with many goals and dollar objectives.

C. Approval of University of the Alaska Philanthropy Campaign Plan

PASSED

"The Board of Regents approves the comprehensive, systemwide Philanthropy Campaign Plan for the University of Alaska, as approved by the UA Foundation Board of Directors on August 14, 2018. This motion is effective September 14, 2018."

Motion by John Davies, second by Mary K Hughes.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Buretta, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

REGULATION CITATION

University Regulation 05.14.110. Major Fundraising Efforts. - Major fund-raising efforts with identified goals of \$2,000,000 or greater must be approved by the president prior to the commencement of the campaign counting period.

A written campaign plan must be submitted to the statewide office of development for preliminary approval. Once preliminarily approved, the chief development officer will forward the campaign plan to the president for approval, in accordance with Regents' Policy. If the campaign goal is greater than \$5,000,000, the president will forward to the Board of Regents for approval.

The campaign plan will include the following:

1. Feasibility study
2. Statement of campaign objectives
3. Draft case for support
4. Campaign goal
5. Gift range chart
6. Donor recognition plan
7. Solicitation methods
8. Campaign organizational structure that will include paid staff and volunteers
9. Campaign timetable which shall include counting period
10. Campaign budget
11. Campaign evaluation plan

RATIONALE AND RECOMMENDATION

The University of Alaska Foundation has been asked by the UA Board of Regents (BOR) and the UA Foundation Board of Directors (BOD) to take a leadership role in planning a comprehensive, systemwide philanthropy campaign for the University of Alaska. Regents' Policy and University Regulation require submission of an 11-point plan for any campaign with a goal of \$5 million or more. The executive summary of the plan was reviewed by the BOD and BOR in May and June 2018. The comprehensive plan was approved by the BOD at its August 2018 meeting and was presented to the BOR for approval in September 2018. The plan will be a "working" document, subject to modification as conditions change throughout the campaign.

UA Foundation Associate Vice President Riebe led a discussion on the process the UA Foundation has undertaken to develop the philanthropy campaign plan for the University of Alaska.

14. Approval of Resolution of Appreciation

A. Approval of Resolution of Appreciation for Samuel B. Gingerich

PASSED

"The Board of Regents approves the resolution of appreciation for Samuel B. Gingerich. This motion is effective September 13, 2018."

Motion by John Davies, second by Mary K Hughes.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Buretta, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

WHEREAS, Samuel B. Gingerich has served the University of Alaska Anchorage since 2015 with passion and distinction; and

WHEREAS, Samuel B. Gingerich has been a university administrator for more than 30 years, including as University of Alaska Anchorage's provost and executive vice chancellor; and

WHEREAS, Samuel B. Gingerich has served as University of Alaska Anchorage interim chancellor since his appointment by President Johnsen on July 1, 2017; and

WHEREAS, Samuel B. Gingerich served for eight years as a staff member for the South Dakota Board of Regents as system vice president for academic affairs, as provost and vice president for academic affairs at Mississippi University for Women, and provost and vice president for academic affairs and interim president at Mesa State College/Colorado Mesa University; and

WHEREAS, Samuel B. Gingerich began his academic career as a faculty member and active researcher in the field of chemistry; and

WHEREAS, Samuel B. Gingerich, as provost and executive vice chancellor for University of Alaska Anchorage, launched and developed UAA 2020, the Diversity Action and Inclusion Plan, and institutional reaccreditation as well as the University of Alaska Anchorage's Student Success initiatives and University of Alaska Anchorage's priorities in the Comprehensive Fundraising Campaign; and

WHEREAS, Samuel B. Gingerich's strong analytic, problem-solving and mathematical skills, combined with creativity and ingenuity, have served him well both in the classroom and in his administrative leadership roles and have contributed to his ability to evaluate issues and create innovative solutions to an array of complex problems; and

WHEREAS, Samuel B. Gingerich grew up on a dairy farm in northern New York, where he tended the animals and began his academic journey in a one-room schoolhouse with students from kindergarten to sixth grade before being transferred to a nearby consolidated academy; and

WHEREAS, Samuel B. Gingerich earned three degrees in chemistry: a Ph.D. from Montana State University, a Master of Science from Cornell University and a Bachelor of Arts from Goshen College, and he has published more than 25 chapters, articles and abstracts about this work and made dozens of presentations at international and national meetings; and

WHEREAS, Samuel B. Gingerich has performed admirably as interim chancellor throughout the past year, including serving as the public face of the institution, making public presentations, engaging and stewarding donors, attending volleyball and basketball games in the Alaska Airlines Center, as well as performing arts, lectures and other on-campus events as well as those in the community; and

WHEREAS, Samuel B. Gingerich has been active in the communities where he has worked including Southcentral Alaska as evidenced by his service as ex officio board member for the Anchorage Economic Development Corporation and on the leadership committee for Anchorage Economic Development Corporation's Live.Work.Play initiative and has also held a range of leadership positions with the United Way and participated in numerous programs sponsored by chambers of commerce and other nonprofit organizations; and

WHEREAS, Samuel B. Gingerich is most proud of the students with whom he's worked over the years who are now leading rewarding professional careers of their own, as well as the friends and colleagues he has mentored and who have mentored him.

NOW THEREFORE, BE IT RESOLVED that the Board of Regents of the University of Alaska officially recognizes Samuel B. Gingerich for his leadership and service to the University of Alaska and its students and expresses profound thanks for his service; and

BE IT FURTHER RESOLVED that this resolution be appropriately engrossed and conveyed to Samuel B. Gingerich with a copy incorporated into the official minutes of the September 13-14, 2018 meeting of the Board of Regents.

15. Presidential Performance Compensation

A. Approval of FY18 Presidential Performance Compensation

PASSED

"In accordance with the president's contract of employment, after review of the performance metrics adopted in November 2017, the Board of Regents adopts the FY18 Quantitative and Qualitative Metric Outcomes documents dated August 16 and August 27, 2018, respectively, as recommended by the Ad Hoc Committee on Presidential Performance, and approves the compensation indicated in those documents.

Consistent with the Ad Hoc Committee's assessment and recommendations, the board finds that President Johnsen's unflagging efforts, thoughtful leadership, and strategic vision for UA and Alaska has contributed to a more focused, collaborative, and effective institution that is well positioned to meet the fundamental challenges facing UA. His leadership also has resulted in the recognition that UA is critical to Alaska's future, with UA being the sole state entity receiving increased funding for FY19. The board extends its sincere appreciation to President Johnsen and looks forward to continued excellence in all facets of his leadership of this critical institution. This motion is effective September 14, 2018."

Motion by Mary K Hughes, second by Deena Bishop.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Buretta, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

The Board of Regents' Ad Hoc Committee on Presidential Performance met on August 10 and 23, 2018 to review the FY18 presidential performance outcomes and to discuss presidential performance. The committee recommended that the full board discuss and adopt the FY18 Quantitative and Qualitative Metric Outcomes documents dated August 16 and August 27, 2018, respectively, as well as the statement on President Johnsen's performance.

Committee Chair Heckman discussed presidential performance recommendations with board members.

Committee Members:

Jyotsna Heckman, Chair

Deena Bishop

Sheri Buretta
 John Davies
 Mary K. Hughes
 Gloria O'Neill, Board Chair

B. Approval of FY19 Presidential Performance Compensation Criteria and Metrics

PASSED

"The Board of Regents approves the FY19 Presidential Performance Compensation Criteria and Metrics as presented. This motion is effective September 14, 2018."

Motion by Mary K Hughes, second by Sheri Buretta.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Buretta, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

Board members reviewed and discussed the FY19 Presidential Performance Compensation Criteria and Metrics.

The Ad Hoc Committee on Presidential Performance met on August 23, 2018 and recommended that the Board of Regents approve the FY19 Presidential Performance Compensation Criteria as described.

16. Corporate Resolution

A. Approval of Revisions to the Industrial Security Resolution

PASSED

"The Board of Regents approves the Industrial Security Resolution as revised, to reflect changes to university administration and authorizes the chair and the secretary of the board to sign the resolution. This motion is effective September 13, 2018."

Motion by Mary K Hughes, second by Jyotsna L Heckman.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Buretta, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet, Andy Teuber

RATIONALE/RECOMMENDATION

The president and selected members of the university administration are routinely designated by the Board of Regents to handle any duties and responsibilities relating to classified information in connection with contracts with the Department of Defense and other federal agencies. These individuals are given an extensive security screening and are the only members of the university administration to have access to classified information.

The university has received similar security clearances since the mid-1950s. Execution of the resolution means that regents and other members of the administration will not have access to the classified information and are not in a position to affect the handling of classified information, thus do not need to be processed through security clearance procedures. The resolution is identical to resolutions previously passed except for changes to university administration.

17. Executive Session

A. Executive Session

PASSED

"The Board of Regents goes into executive session to discuss matters which could affect the reputation or character of a person or persons related to honorary degrees and meritorious service awards and matters that are confidential by law related to facility clearance. This motion is effective September 14, 2018."

Motion by Lisa M Parker, second by John Davies.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Buretta, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet

Not Present at Vote: Andy Teuber

The Board of Regents went into executive session at 2:50 p.m. and concluded an executive session at 3:50 p.m. Alaska Time in accordance with AS 44.62.310 to discuss matters which could affect the reputation or character of a person or persons related to honorary degrees and meritorious service awards and matters that are confidential by law related to

facility clearance. The session included members of the Board of Regents, President Johnsen, General Counsel Hostina, and such other university staff members as the president designated and lasted approximately one hour.

18. Approval of Honorary Degrees and Meritorious Service Awards

A. Approval of Honorary Degrees and Meritorious Service Awards for Fall 2018 and Spring 2019

PASSED

"The Board of Regents approves the list of nominees as modified for honorary doctoral degrees as proposed for commencement exercises in the fall 2018 and spring of 2019, and authorizes Chancellors Caulfield, Sandeen and White to invite the approved nominees and announce their acceptance. This motion is effective September 14, 2018."

Motion by Lisa M Parker, second by Sheri Burette.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Burette, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet

Not Present at Vote: Andy Teuber

PASSED

"The Board of Regents approves the list of nominees as modified for meritorious service awards as proposed. This motion is effective September 14, 2018."

Motion by Lisa M Parker, second by John Davies.

Final Resolution: Motion Carries

Voting in favor: Deena Bishop, Sheri Burette, John Davies, Jyotsna L Heckman, Mary K Hughes, Gloria R O'Neill, Lisa M Parker, Karen Perdue, Stephen 'Joey' Sweet

Not Present at Vote: Andy Teuber

POLICY CITATION

Regents' Policy 10.03.020 states: "Honorary degrees may be conferred upon approval of the Board of Regents."

Regents' Policy 10.03.030 states: "Meritorious service awards may be conferred upon approval of the Board of Regents."

RATIONALE AND RECOMMENDATION

Recommendations submitted by the University of Alaska Anchorage, University of Alaska Fairbanks, and University of Alaska Southeast for recipients of honorary degrees and meritorious service awards were sent under separate cover for Board of Regents' review prior to the September 13-14, 2018 board meeting.

19. Future Agenda Items

A. Future Agenda Items

No future agenda items were brought forward.

***19.1. Board of Regents' Comments (added)**

Regent Sweet stated the meeting was productive; noted thanks for the opportunity to meet and connect with United Students of the University of Alaska Southeast President Bursell and stated student regent nominee elections will take place during the fall 2018 semester.

Regent Parker provided a brief update on the Kenai Peninsula Borough's jumpstart program noting it has provided \$820K to UA for the 177 students enrolled in the FY19 program; thanked Regent Heckman and the Ad Hoc Committee on Presidential Performance for its work; noted appreciation to Chancellor Caulfield and the UAS staff for its hospitality and welcomed Faculty Alliance Chair Fallen and Staff Alliance Chair Watts to their new governance roles.

Regent Davies recognized President Johnsen's performance and thanked all UA staff members noting that the president's level of performance was due in part to the dedicated staff work and thanked Chancellor Caulfield for highlighting the Alaska College of Education during the public gathering.

Regent Heckman echoed Regent Davies' comments.

Regent Perdue mentioned how much energy and work the board has put forth prior to her tenure stating appreciation for that work and is grateful for Regent O'Neill's inspiration as board chair.

Regent Buretta believes UA is turning the corner on its current challenges; said the right individuals are in place to successfully lead UA; stated fiscal challenges bring on opportunities and is hopeful such sentiments will trickle down to the low morale issues and begin to make a difference.

Regent Teuber stated appreciation to the board, President Johnsen and staff for the dedicated work on behalf of UA.

Regent O'Neill welcomed Chancellor Sandeen; thanked Chancellor Caulfield for the hospitality and said she was inspired by the Alaska College of Education highlight during the public gathering.

President Johnsen thanked the board for its leadership and UA staff for its work.

Chancellor White noted appreciation for the opportunity to collaborate with other chancellors and the president and stated online enrollment at UAF has increased by 56 percent.

Chancellor Caulfield noted appreciation for the board's leadership and service; is grateful for those who attended the Southeast Conference in Ketchikan; noted enrollment in career and technical education programs at UAS is increasing and stated student recruitment, retention and completion are high priorities at UAS.

Chancellor Sandeen thanked the board for its warm welcome; is looking forward to working with the board and collaborating with UAF and UAS and is delighted to be part of the UA system team.

20. Adjourn

A. Adjourn

Chair O'Neill adjourned the meeting at 3:51p.m. on Friday, September 14, 2018.

21. Public Testimony from September 4, 2018

Geser Bat-Erdene, Union of Students of the University of Alaska Anchorage (USUAA) president, reviewed USUAA's summer activities; shared the student government goals for academic year 2018-19, which include advancing the culture of Title IX, increasing the transparency in student fees and promoting awareness regarding homelessness; and said USUAA is looking forward to welcoming Chancellor Sandeen to campus.

Steve White, Juneau resident and a maritime advisory council member, stated the public call-in is a great opportunity for folks to make their voices known.

Crystal Enkvist, Anchorage resident and UAA Alumni Association board member, said alumni engagement is vitally important for the university; shared information about the Go.Help.Connect.Give Initiative and thanked the board for its support of alumni.

Mark Swanson, Valdez resident and Prince William Sound College (PWSC) Council president, noted enrollment is up at PWSC; shared information about PWSC's partnership and internship program with the Bureau of Land Management and thanked the board for its support.

Polly Koutchak, Fairbanks resident, spoke about the importance of preserving Alaska Native languages and her work with the Alaska Native Language Center at UAF and asked the board to provide free tuition and access to materials and equipment for individuals working to preserve Alaska Native languages.

Peter Van Flein, Fairbanks resident and UAF Alumni Association president, shared the association's summer activities noting the reunion hosted 120 attendees from eight states; stated through its fundraising efforts donations in excess of \$300K has been given to the UA Foundation for UAF scholarships and said Theresa Bakker is the new executive director.

Teresa Wrobel, Anchorage resident and USUAA government relations officer, emphasized the importance of the board's and UA administration's continued work on Title IX and said student government is working with students regarding training and compliance awareness.

Clare Baldwin, Anchorage resident and USUAA vice president, thanked the board for supporting and prioritizing Title IX; is in favor of the mandatory Title IX training and asked for more interactive and Alaska-focused training.

Josiah Nash, Anchorage resident and USUAA student ombudsman, stated a more detailed outline of mandatory Title IX

reporting policies are necessary; said students are being told by faculty and staff that it is not their job to report Title IX incidents and said such information has been shared with UAA's Title IX coordinator.