

KANSAS BOARD OF REGENTS

MINUTES

March 18, 2020

Due to the COVID-19 pandemic, the Kansas Board of Regents converted its regular in person meeting to a virtual meeting, which was held on March 18, 2020. Chair Shane Bangerter called the meeting of the Kansas Board of Regents to order at 1:30 p.m. Proper notice was given according to law.

MEMBERS PRESENT: Shane Bangerter, Chair
 Bill Feuerborn, Vice Chair
 Ann Brandau-Murguia
 Cheryl Harrison-Lee
 Mark Hutton
 Shelly Kiblinger
 Allen Schmidt
 Helen Van Etten

MEMBER ABSENT: Jon Rolph

WELCOME

Chair Bangerter welcomed everyone and noted that the meeting is being live-streamed. He then reported that the Board met by conference call on March 11, 2020 to discuss the universities' COVID-19 response plans. The Board received information from Dr. Lee Norman, Secretary of the Kansas Department of Health and Environment, and heard from the CEOs on their campus plans, which for some included suspending face-to-face instruction and moving to a virtual format. Chair Bangerter noted that in that March 11 meeting the Board authorized the university CEOs to respond to the COVID-19 outbreak based on their local campus needs. This decision was made to allow the universities (KU, KSU, and ESU) that were on spring break in the prior week to immediately implement their plans to move to distance learning while also allowing the other universities (PSU, FHSU, and WSU) time to evaluate how to move forward before their students left for spring break. Chair Bangerter stated the university CEOs, community colleges, and the technical colleges will give updates on how they are responding later in today's agenda.

AMEND AGENDA

Chair Bangerter stated that because today's Board meeting was changed from in person to virtual, he would like to amend the agenda as follows: 1) remove introductions, 2) remove the reports from the System Council of Presidents, Council of Presidents, Council of Faculty Senate Presidents, and the Students' Advisory Committee [the faculty and student leaders being unavailable to report], 3) under the discussion agenda, table the discussion on low-enrollment undergraduate program data until the April meeting, 4) under the discussion agenda, table Wichita State University's request to purchase private housing facilities until the April meeting, and 5) move from today's discussion agenda to the consent agenda, the FY 2021 Excel in CTE Fees request. Regent Schmidt moved to approve the amendments. Regent Van Etten seconded, and the motion carried.

APPROVAL OF MINUTES

Regent Kiblinger moved that the minutes of the February 19-20, 2020 meeting be approved. Following the second of Regent Harrison-Lee, the motion carried.

GENERAL REPORTS**REPORT FROM CHAIR**

Chair Bangerter reported the Board Retirement Plan Committee met yesterday and reviewed a proposal to adopt new recordkeeping contracts with TIAA and Voya for the Voluntary Plan and the Committee approved the proposed employer contracts. The Committee also approved the investment fund lineups, which were reviewed by its plan consultant, Advanced Capital Group (ACG). Both these items will be placed on a future agenda for the Board to consider. The Committee then received information from ACG on the fund performance in the current Mandatory Plan and reviewed funds that were on the Board's watch list. Chair Bangerter stated he appreciated the explanation provided by Brad Tollander, the Plan's ACG consultant, on the three types of market downturns. Chair Bangerter then summarized Mr. Tollander's explanation. The first category of downturn is inflation, which typically has an average duration of 26 months and the average draw down is 30 percent. The second type is structural, which typically has an average duration of 42 months and the average draw down is 57 percent, and the third type is event driven, which typically has an average duration of seven months and the average draw down is 26 percent. The current crisis associated with COVID-19 would be classified as an event driven downturn and typically losses are recovered one year after the event ends. Chair Bangerter also reported that representatives with TIAA and Voya are available to plan participants if they have any questions.

REPORT FROM PRESIDENT AND CEO

President Flanders highlighted that the Board office typically follows the Governor's directives on inclement weather announcements and other events that impact state workers even though the office is not a Cabinet agency under the Governor's control. He stated this week Governor Kelly announced that certain employees in her Cabinet agencies will be placed on paid administrative leave while the agencies develop plans on how best to operate in the coming weeks. President Flanders reported this directive is one that the Board office does not need to follow because Director of IT Steve Funk and his IT team along with the human resources team have put the office into a position where everyone can work remotely, and all Board staff have smoothly transitioned to remote work, which began on Monday, March 16, 2020.

REPORT FROM UNIVERSITY CEOS, COMMUNITY COLLEGES, AND TECHNICAL COLLEGES

Chancellor Girod reported the University of Kansas has modified its operation to address the COVID-19 pandemic. KU was on spring break last week and decided to suspend classes this week to give faculty and staff time to convert classes to online delivery. The original plan was to deliver classes online for two weeks and then return to face-to-face classes, but KU will now continue online delivery through the end of the semester. KU's classes will resume on Monday, March 23, 2020. The Chancellor stated the University's resident halls are closed but there are rooms available to those students who do not have other housing options. Faculty and staff who can work from home have been transitioned to remote work. To adhere to the social distancing guidelines, the

University has cancelled all major events and is allowing gatherings of only ten people or less through May 15. Chancellor Girod stated he has not yet made a decision on whether to hold commencement ceremonies in May and will continue to monitor the situation. The Chancellor reported the University's Law Enforcement Training Center has suspended classes for three weeks and noted that the Medical Center has suspended all of its clinicals, which will protect the students and preserve healthcare equipment. However, the impact on students who will not be able to meet the clinical hour requirements is a concern and the Chancellor stated the University is expressing these concerns to the different accreditation bodies. The Chancellor concluded by thanking the students, faculty and staff for all their work and dedication during these difficult times.

President Myers reported Kansas State University suspended classes this week to allow faculty and staff time to convert their classes to an online format. Classes will resume on Monday, March 23 and will be taught online for the remainder of the semester. The University has directed faculty and staff to work from home, but President Myers noted there are individuals who will need to be on the campus to perform essential functions. All out-of-state travel for the University has been suspended and the majority of the study abroad students have returned. Campus food operations and housing have been shut down except for the Jardine Apartments, which will be used to house the students who have no other housing options. Students will be able to return to campus on a designated date to pick up their belongings, which will be coordinated to make sure social distancing is maintained. President Myers reported that student advising and student recruitment will continue in a virtual format. The University has created virtual tours so future Wildcats can explore the campus. President Myers stated the University's May commencement ceremonies have been cancelled. However, the University is looking at other options to celebrate the success of its graduating students. Additionally, President Myers reported he has received different requests on how K-State can help during this crisis including opening the University's daycare for local healthcare workers and possibly using the KSU Biosecurity Research Center for COVID-19 testing. The University is looking into all these requests. President Myers concluded by stating that the COVID-19 crisis is going to have a major financial impact on all the universities.

Regent Hutton stated the financial downturn of the market will impact all of the universities' endowments and foundations and their ability to offer student scholarships. President Myers stated this is a concern and noted the K-State Foundation is collecting data on the expected impact. Regent Hutton asked all the universities to collect information on the expected financial impact on endowed student scholarships.

President Golden reported Wichita State University has moved to remote teaching for its students. Faculty and staff are working from home with a few exceptions for personnel who need to be on campus to perform vital functions. He noted that WSU invested funds to upgrade hardware and purchase additional computers to be used by faculty and staff, which has made the transition to remote work go more smoothly. With regard to financial impact, WSU is collecting information on how this event is impacting its budget and as part of that process, the University will be looking at student scholarship funding levels. President Golden also noted that with the market downturn, there is a good possibility that donor gifts will also decrease. President Golden reported there are only 150 students currently living on the WSU campus and these students are provided boxed meals. The University is receiving many questions from students and parents related to refunds associated with their housing and dining plans along with parking fees. WSU will continue to

work on these issues. President Golden stated the commencement ceremonies scheduled for May have been cancelled, but WSU is looking at other ways to celebrate student completion. He also reported that like KU, WSU has stopped all clinical rotations and there is a concern about how this will affect students and their ability to graduate. As the Chancellor noted, this is an accreditation issue because these students are required to have a specific number of hours of hands-on experience, which is not possible during this time. With regard to WSU Tech, the campus is closed until April 6, which will give faculty time to convert to online classes. President Golden noted that high school students enrolled in technical courses will continue with their classes in an online format. Similar to clinicals, there are going to be challenges with specific technical education classes that require hands-on training.

President Scott reported Pittsburg State University activated its critical response team to develop its COVID-19 campus response plan. This team meets daily and has identified the following University priorities: 1) maintain the health and safety of its students, faculty, and staff, 2) maintain transparency through clear communication, and 3) help students with degree completion. To help keep the campus community informed, PSU developed a website that contains information on the COVID-19 pandemic. President Scott stated PSU will be on spring break next week and students will resume classes online on Monday, March 30. During this timeframe, faculty and staff will be transitioning to remote work. President Scott echoed the challenges associated with classes that require hands-on training and noted that PSU has also cancelled its May graduation ceremonies. However, the University will develop a plan to celebrate these students' accomplishments at a later date. President Scott stated PSU is in the process of collecting data on the direct cost associated with this crisis and noted he is concerned about how this crisis will affect future student enrollments because many families are being financially impacted. Additionally, President Scott stated that loss of student scholarship dollars is also a concern.

President Garrett reported Emporia State University has converted its curriculum to online instruction, which will continue through the end of the semester. Counseling and advising have also been converted to a virtual format, and she noted the importance of having counselors available to students during this self-isolation period. ESU has about 100 students who need to live on campus, and they have been placed in individual rooms with assigned bathrooms. ESU has also changed the way it operates its food bank. Instead of students picking out their own groceries, bags are prefilled for students to grab and go, which adheres to the social distancing guidelines. The University is working on a staggered schedule that will allow students to return to campus to pick up their belongings. For the students who are moving out, the University will be giving prorated refunds. ESU has also cancelled its May graduation ceremonies but is looking at other options for students who are graduating. President Garrett reported most of the students in the study abroad program have returned home, and the program has been placed on hold until further notice. President Garrett stated that all athletic events have been cancelled. She also noted the NCAA has insurance that may cover a portion of the funds that the institutions typically get from the NCAA. With regard to the financial impact, ESU will continue to collect data and will gather information on how student scholarships will be impacted.

President Trzaska reported the community colleges are taking similar steps to respond to the COVID-19 crisis. All the community colleges are moving classes online and most are moving faculty and staff to remote work. As far as graduations, some colleges have cancelled while others

are monitoring the situation and will make their decisions at a later date. The ones that have cancelled are looking at options to celebrate the success of these students in some other way. President Trzaska stated many colleges have either closed their dorms or have limited access. For technical courses, faculty have the discretion to determine how those courses will move forward. The colleges are also working with the high schools on how best to move forward with the high school students who are enrolled in Excel in CTE classes.

President Mason reported Fort Hays State University began dealing with virus response when the crisis started in China. The University transitioned 4,000 students in its China program to online education, which gave the University an opportunity to test its systems. President Mason stated students are clearing out their dorm rooms before they leave for spring break next week. After spring break all classes will resume online. She also noted Fort Hays State has begun issuing prorated fees back to the students who will not return to the residence halls. The University is transitioning its employees to work remotely and is working with North Central Kansas Technical College on the challenges associated with the Gateway Program partnership, which allows NCK Tech students to utilize the same on-campus benefits that are offered to FHSU students. Provost Arensdorf then explained how the University is helping faculty transition to online teaching and noted the issues with clinicals are being address at the department level. She also noted there are challenges associated with labs but many of the associations are developing materials to help address these issues, which could include purchasing technology that will simulate activities.

President Genandt presented the technical college report. The technical colleges are responding in different ways, depending on where they are located in the state. The colleges are following the guidelines of their local health departments and the guidelines of Kansas Department of Health and Environment. President Genandt noted each college has its own website where students can go for information. He reported most of the colleges are able to convert their general education classes to an online format. However, the biggest challenge for many of the colleges are the courses that require hands-on training. The colleges are working with their local school districts to continue educating the high school students who are enrolled in Excel in CTE classes. President Genandt reported that most of the colleges have cancelled their graduation ceremonies and many of the employees are working remotely.

The Regents thanked all of the CEOs for their leadership. They noted the importance of celebrating student achievements and are glad all institutions are looking at ways to honor those students who will be graduating in May.

STANDING COMMITTEE AND OTHER REPORTS

ACADEMIC AFFAIRS

Regent Schmidt presented the Board Academic Affairs Standing Committee report. Stacy Smith with the Kansas State Department of Education provided an update on the Individual Plans of Study. Every student in grades 8 through 12 are required to have an individual plan, and these plans are designed to help students set educational goals and create a roadmap for success beyond high school including pathways toward college and career readiness. The Committee then heard from Flint Hills Technical College on its academic advising practices. Regent Schmidt noted the Committee has now heard from all the institutions on their advising practices, and Board staff will

be analyzing the information to create a best practices document, which will be presented to the Committee at a later date. The Committee also discussed the continued efforts to address the shortages of direct support personnel workers and received an update on the Coordinating Council. Regent Bangerter then asked Regent Kiblinger to present the Coordinating Council update to the Board.

Regent Kiblinger reported she had a call with her co-chair, Kathy Busch, to discuss three potential agenda topics for the Council's next meeting. The first topic is the idea of developing a webpage that contains all the Excel in CTE courses that are available to high school students. This resource would be helpful to high school students and counselors and would make program articulation easier. The second topic is developing advisory connections between K-12 counselors and postsecondary academic advisors, and the third topic is looking at alternatives to college algebra. Regent Kiblinger stated these topics were discussed before the COVID-19 crisis. Some topics that the Council could discuss to address issues associated with the pandemic include the following: 1) having all postsecondary institutions send guidance to instructors who are teaching high school dual enrollment classes to make sure these classes can be provided online, which will allow high school students to complete and acquire their credit, 2) reviewing the benefits of aligning all spring breaks for the entire education system in Kansas (K-12 through postsecondary), and 3) developing common advisory committees for career and technical education programs, which would benefit business and industry.

FISCAL AFFAIRS AND AUDIT

Regent Hutton presented the Fiscal Affairs and Audit Standing Committee report. The Committee discussed the number of Kansas resident students affected by Emporia State University's tuition rate proposal, which is on today's Board agenda for action. The Committee then heard from Stacia Boden with Wichita State University on the appraisal for The Flats and Suites. Julia Mast with BKD presented two external management review audits to the Committee. Pittsburg State University's audit, which was conducted in accordance with the every-five-years timeline in the Board's policy, contained no findings and only a few recommendations. Wichita State University's audit was initiated after the passing of President Bardo. BKD indicated they saw improvements from WSU's previous report and had no findings in this report. The Committee requested the two universities review and provide follow up information on BKD's recommendations, which can be presented to the Committee in the fall. The Committee then received a presentation from Jim MacMurray with the Kansas Development Finance Authority on the municipal market, which is in flux at the moment. He shared the Moody's annual report on Higher Education and four key operating and balance sheet metrics for the six universities. The Committee also received an update from Board staff on the deferred maintenance initiative and received information on a proviso that will be attached to the appropriations bill on extending in-state tuition rates to members of the four federally recognized Kansas tribes who live outside of Kansas.

APPROVAL OF CONSENT AGENDA

Regent Hutton moved, with the second of Regent Van Etten, that the Consent Agenda be approved as amended. The motion carried.

Academic Affairs

BACHELOR OF SCIENCE IN INTEGRATIVE PHYSIOLOGY – KSU

Kansas State University received approval to offer a Bachelor of Science degree in Integrative Physiology (CIP 26.0901). The estimated cost of the program for the first three years is as follows: year one - \$301,340, year two - \$306,226, and year three - \$311,291. The primary source of funding for the program will be student tuition and fees.

AY 2022-2025 ACADEMIC CALENDARS

The 2022-2025 state university academic calendars were approved.

(Calendars filed with Official Minutes)

AY 2020 AND AY 2021 BRIDGE PERFORMANCE AGREEMENTS

The bridge performance agreements for Academic Year 2020 and 2021 for all 32 public higher education institutions were approved.

Technical Education AuthorityNEW PROGRAM AT GARDEN CITY COMMUNITY COLLEGE

Garden City Community College received authority to offer a Technical Certificate A (18 credit hours) in Carpentry (46.0201). The estimated cost of the program is \$66,250, which will be funded with the College's general fund. The College plans to begin the program in the fall of 2020.

REMOVE PROGRAM CAP RESTRICTION ON DIAGNOSTIC MEDICAL SONOGRAPHY – LABETTE COMMUNITY COLLEGE

Labette Community College received approval to remove the student and site caps that were placed on its Diagnostic Medical Sonography program (51.0910) when the program was approved by the Board in 2010.

FY 2021 EXCEL IN CTE FEES

The Technical Education Authority's recommendations for the Excel in CTE fee criteria and AY 2021 fee schedule were approved.

Allowable fees include:

- Uniforms
- Student owned tools/kits
- Personal protective equipment
- Background checks, Fingerprints, Drug tests
- E-subscriptions/E-books, Textbooks
- Certification tests
- Individual liability insurance (e.g. student malpractice)
- Graduation fees (if applicable)
- Transcript fees (if applicable)

Unallowable fees include:

- Student fees (general)
- Technology fees
- Health fees
- Consumables and supplies
- Any other fee not on the allowable list

Retirement Plan

APPOINTMENTS TO RETIREMENT PLAN COMMITTEE

The following individuals were re-appointed to serve additional three-year terms on the Retirement Plan Committee beginning July 1, 2020:

- Mike Barnett, Vice President for Administration and Finance, Fort Hays State University. Barnett would serve as one of the COBO representatives and has served on the RPC since inception.
- Dr. Dipak Ghosh, Professor of Business Administration in the School of Business, Emporia State University. Dr. Ghosh would serve as one of the subject matter experts and has served on the RPC since inception.
- Dr. Rick LeCompte, H. Dene Heskett Chair in Finance, Wichita State University Department of Finance, Real Estate and Decision Sciences. Dr. LeCompte also would serve as a subject matter expert and has served on the RPC since inception.

CONSIDERATION OF DISCUSSION AGENDA

Academic Affairs

AMENDMENTS TO THE DEGREE POLICY

Daniel Archer, Vice President for Academic Affairs, presented the proposed amendments to the Degree policy. The amendments would allow community colleges the option to offer an Associate of Fine Arts degree. Currently the colleges can offer the following degrees: Associate in Arts, Associate in Science, Associate in Applied Science, and Associate in General Studies. Vice President Archer stated the new degree option is needed to better reflect the fine arts course content and it establishes a more concrete alignment between the associate degree and the bachelor degree. The new degree will also allow the colleges and universities the opportunity to expand 2+2 articulation agreements within the fine arts disciplines. Regent Schmidt moved to approve the amendments to the policy. Regent Harrison-Lee seconded, and the motion carried. The following amendments were adopted:

CHAPTER III: COORDINATION OF INSTITUTIONS

A. ACADEMIC AFFAIRS

9. DEGREES

ii. Curriculum

The curriculum shall have a structure that reflects acceptance of responsibility by the faculty at the degree-granting institution for what is to be learned overall, as well as in each course, and thus for the logical sequence and increasing difficulty of subjects and instructional levels. The curriculum shall reflect the distinction between the liberal disciplines and the occupations and professions, the nature of specialization in study and work, the contribution of liberal arts and sciences, and the relationship between teaching and faculty creativity. A graduate curriculum shall reflect a concept of the graduate school

as a group of scholars, the faculty members of which have had extensive collegiate teaching experience and are engaged in the advancement of knowledge. Periods of study and other fundamental requirements for the five levels of academic degree are as follow:

(1) “Associate degree” means a degree consisting of courses totaling a minimum of 60 semester credit hours. Additional requirements for specific types of associate degrees follow:

(a) “Associate in arts degree” means a transfer-oriented degree:

(i) Granted to those who successfully complete programs equivalent to the freshman and sophomore level requirements for a bachelor of arts degree; and

(ii) In which not less than 30 semester credit hours in general education are required.

(b) “Associate in science degree” means a transfer- or professional-oriented degree:

(i) Granted to those who successfully complete programs equivalent to the freshman and sophomore level requirements for a bachelor of science degree: and

(ii) In which not less than 30 semester credit hours in general education are required.

(c) “Associate in applied science degree” means a degree:

(i) Granted to those who successfully complete programs which emphasize preparation in the applied arts and sciences for careers, typically at the technical or semi-professional level; and

(ii) Consisting of a minimum of 60 semester credit hours and a maximum of 68 semester credit hours, in which not less than 15 semester credit hours in general education and not less than 30 semester credit hours in the area of specialized preparation are required. An exception/waiver to the 68 semester credit hour limit may be granted to meet specific criteria such as external program accreditations or other special requirements. Selected courses may transfer to a college or university upon validation of applicable coursework.

(d) “Associate in general studies” means a degree:

(i) Granted to those who successfully complete programs with an emphasis on a broad range of knowledge; and

(ii) In which not less than 24 semester credit hours in general education and not less than 36 semester credit hours in a program of college-level work are required.

(e) “Associate in fine arts degree” means a transfer-oriented degree:

(i) Granted to those who successfully complete programs equivalent to the freshman and sophomore level requirements for a bachelor of fine arts degree; and

(ii) in which not less than 30 semester credit hours in general education are required.

(ef) Other specific types of associate degrees may be offered upon approval by the Board office.

Fiscal Affairs and Audit

MODIFY TUITION AND FEES FOR ONLINE NURSING PROGRAM – ESU

President Garrett presented Emporia State University’s request to unify the tuition and fee charged for two new accelerated online Nursing programs: the Master of Science in Nursing and the Registered Nurse to Bachelor of Science in Nursing. The proposed rates are based on market research and President Garrett noted she does not believe the slight increase in resident rate will impact the number of resident students enrolling in the program. Regent Schmidt moved to approve the new rates, and Regent Kiblinger seconded. The motion carried. Below are the approved rate changes.

Accelerated Online Program	FY 2021 Proposed Rate*	FY 2020 Current Resident Rate*	FY 2020 Current Non-Resident Rate*
MSN	\$400.00	\$367.36	\$500.57
RN to BSN	\$295.00	\$272.67	\$358.66

* The proposed rates include tuition, distance education fee, technology fee, and ITV fee.

Coordinating Council

SEPTEMBER 2020 BOARD MEETING DATES

President Flanders stated that at the 2019 joint meeting of the Kansas State Board of Education and the Kansas Board of Regents, the two Boards agreed that the Coordinating Council should be reconstructed to discuss and make recommendations on topics that impact the two Kansas educational systems and the workforce sector. The Boards also concurred that the Kansas State Board of Education and the Kansas Board of Regents should meet annually to receive recommendations from the Council. At its February 10 meeting, the Council discussed possible dates for the joint meeting, and it was decided that the two Boards should align their September meetings so neither Board would need to have a special meeting. President Flanders stated the Kansas State Board of Education meeting is scheduled on Tuesday, September 8 and Wednesday, September 9, 2020 and the Kansas Board of Regents meeting is scheduled on Wednesday, September 16 and Thursday, September 17, 2020. The Council’s recommendation is to move the Kansas Board of Regents’ meeting up a week to Wednesday, September 9 and Thursday, September 10. The joint meeting can then be scheduled in the morning or afternoon of the 9th. Regent Kiblinger moved to approve changing the Board’s September meeting to September 9 and 10, 2020. Regent Van Etten seconded, and the motion carried.

Other Matters

DEPARTMENT OF BIOLOGICAL AND AGRICULTURAL ENGINEERING NAMING – KSU
President Myers requested approval to name the Kansas State University Department of Biological and Agricultural Engineering in honor of Carl and Melinda Helwig. Regent Van Etten moved to approve, and Regent Feuerborn seconded. The motion carried. The Department will be named the Carl and Melinda Helwig Department of Biological and Agricultural Engineering.

NAMING THE EXTERIOR WALKWAY CONNECTING KOCH ARENA TO THE NEW STUDENT-ATHLETE SUCCESS CENTER – WSU

President Golden presented Wichita State University's request to name the exterior walkway that connects Koch Arena and the new Student-Athlete Success Center after Equity Bank. Regent Van Etten moved to approve, and Regent Schmidt seconded. The motion carried. The space will be named the Equity Bank Walkway of Champions.

LEGISLATIVE UPDATE

Matt Casey, Director of Government Relations, presented the legislative update. Because of the COVID-19 outbreak, the Legislature is moving quickly to finalize its annual budget bill. The House and Senate budget committees are currently discussing the different budgetary items, including relief funds to address the financial impact of the COVID-19 virus. Director Casey noted financial data on how this virus is impacting the budgets of the public higher education system was collected and is being provided to the Legislature. Director Casey also reported the Legislature is planning to return on April 27 for the veto session and to consider any bills that have not passed, and the Legislature is also planning to draft an omnibus bill to consider items that may be deferred from the current budget that are being considered. He did note that these timelines could change depending on the circumstances surrounding the outbreak.

EXECUTIVE SESSION

At 4:06 p.m., Regent Feuerborn moved, followed by the second of Regent Kiblinger, to recess into executive session for 60 minutes to discuss personnel matters of non-elected personnel. The subject of this executive session was to prepare for university CEO evaluations and the purpose was to protect the privacy of the individual Board employees involved. Participating in the executive session were members of the Board, President Flanders, and General Counsel Julene Miller. At 5:06 p.m., the meeting returned to open session.

ADJOURNMENT

Chair Bangerter adjourned the meeting at 5:07 p.m.

Blake Flanders, President and CEO

Shane Bangerter, Chair