

Attendance

Marcia Aaron	Present	Elisa Hornecker	Present	Andy Storment	Present
Tim Boyle	Present	Ed Madison	Present	Jenny Ulum	Present
Renee Evans Jackman	Present	Lillian Moses	Present	Amy Tykeson	Present
Toya Fick	Present	Connie Seeley	Present	Dennis Worden	Present
Steve Holwerda	Present	Karl Scholz	Present	Ruby Wool	Present

Executive Session Regarding Collective Bargaining: Mark Schmelz, vice president and chief human resources officer; Chris Meade, director of employee and labor relations.

The Board of Trustees met in executive session pursuant to ORS 192.660(2)(d) for purposes of conducting deliberations regarding labor negotiations. This session was closed to members of the public and the media.

Convening and Approval of Minutes. The Board of Trustees of the University of Oregon (Board) met on the Eugene campus December 5, 2023. Chair Steve Holwerda called the meeting to order at 9:01 a.m. Pacific Time. (All times noted going forward are Pacific Time). The secretary verified attendance and a quorum.

Meeting Minutes. The Board approved the minutes from the September 2023 full board meetings without amendment, as well as minutes from the ASAC, FFC, and EAGC committees.

Public Comment:

- *Sam Schwartz – graduate student affairs, GTFF*
- *Brennan Fitzgerald – Israel-Hamas War*
- *Seema Amin – Israel-Hamas War*
- *Keaton Miller – faculty pay competitiveness*
- *Matthew Tuten – Israel-Hamas War*
- *Omar Barahona – Israel-Hamas War*
- *Abigayle Mitchell – Israel-Hamas War*
- *Amala Someshwar – Israel-Hamas War*
- *Sanjula Rajat – Israel-Hamas War*
- *Julie Williams-Reyes – Israel- Hamas War*
- *Will Garrahan – PeaceHealth hospital closure, thermal transition, Israel-Hamas War, GTFF*
- *Jacob True - PeaceHealth Hospital closure, Israel-Hamas War, thermal transition, GTFF*
- *Molly Babcock – thermal transition*
- *Aya Cocrkam – thermal transition*
- *David Igl – building renaming*
- *Lou Ciniger – closure of PeaceHealth Hospital*

Report from the Graduate Teaching Faculty Fellows. Leslie Selcer, GTFF president, and Ben Mannix, GTFF steward, spoke to the Trustees on the working conditions of graduate student employees at UO. They

referred to various challenges including but not limited to low wages, uncompetitive pay nationally, and the rising cost of living. Selcer spoke to the wage impacts on recruitment and research, graduate student success and retention, the impact on international workers, and the detriment to DEI goals. They closed their presentation by requesting the trustees to consider investing in graduate working conditions as well as research recruitment, output, and quality.

Associated Students of the University of Oregon. ASUO President Chloe Webster spoke to Trustees on the issues at the forefront of ASUO's advocacy. Webster started off speaking on the sustainable future of UO and the thermal transition task force recommendations, referencing student engagement on the matter and a recently passed ASUO resolution in support of heating Option 4 – the option that most reduces emissions. Webster also spoke on student basic needs, increased funding for financial aid programs and scholarships such as Pathway Oregon, as well as an increase in advocacy for increased statewide funding for similar programs such as the Oregon Opportunity Grant. Lastly, Webster spoke to the high levels of engagement ASUO facilitated with the student body this term, stating that ASUO has found that the best way to engage with students is meeting them where they are at including but limited to at their club meetings, handing out pizza and t-shirts, and in similar engagement events.

University Senate. President of the UO University Senate Gerard Sandoval, joined by Vice President Alison Schmitke, and Senate Secretary Sandy Weintraub, provided trustees with updates on the most recent discussions and initiatives of the University Senate. Sandoval discussed areas of disagreement within the university senate regarding approaches to academic continuity for the potential GTFF strike. Sandoval also spoke to the natural conflicts that arise in a system of shared governance and has done his best to maintain the functions and work of the University Senate among the philosophical differences of the members. Schmitke wrapped up the University Senate's report to the trustees sharing that the University Senate recently passed a resolution voicing the value and contributions of the graduate employees at the UO and advocating for their fair compensation.

President's Report. President Karl Scholz. President Scholz provided the trustees with an update on his recent priorities and initiatives. He shared his hope for an agreement to be reached soon in the GTFF bargaining process that meets both the University's and the graduate student employees' interests. With regards to a potential strike, he voiced his respect for the right to strike and his hopes to find ways for academic continuity and support during a potential strike. Next, Scholz provided an update on the UO Onward listening and information collecting initiative that will inform the university's strategic planning efforts. Scholz spoke on student success, building diversity, equity and inclusion work, and fostering a culture of belonging as being at the forefront of all of his work. Scholz highlighted the UO's emphasis and prioritization of community and statewide service and impact. Scholz took a moment to thank Interim Provost Janet Woodruff Borden for her service and congratulate her on her new position as Provost of University of Alabama Birmingham, and thanked Karen Ford for stepping up to the Interim Provost position as the search process for a new provost is underway. Lastly, Scholz introduced UO's two newest vice presidents – Carol Keese as the new Vice President for Communications and Chief Marketing Officer, and Joe Buck as the new Vice President for Advancement. Keese and Buck both took a moment to introduce themselves and answer a few questions from the trustees.

Resolutions (Action) Approved during December 4 committee action.

ACTION: The motion to approve the seconded motions forwarded by the Executive, Audit, and Governance committee and the Academic and Student Affairs committee from their December 4th

meetings was moved en bloc by Trustee Hornecker and seconded by Trustee Seeley. The resolutions were approved by a unanimous voice vote.

Seconded Motion from EAGC: Amendment to Policy on Retention and Delegation of Authority
Seconded Motion from EAGC: Policy on Public Comment
Seconded Motion from EAGC: Policy on Presidential Selection
Seconded Motion from EAGC: Policy on Trustee Appointment
Seconded Motion from EAGC: Policy on Board Self-Evaluation
Seconded Motion from ASAC: Program Approval, Education Specialist Degree

Annual Report on Student Enrollment and Financial Aid. Roger Thompson, vice president for student services and enrollment management, presented his Annual Report on Student enrollment to the trustees, highlighting enrollment trends, accomplishments, and areas for growth. Thompson spoke of several notable enrollment trends, including the university's recent successes in first-year class sizes, the recent decrease in transfer students due to significant decrease in Oregon community college enrollment, and the upwards trend over the last decade in average GPA of admitted students. Additionally, Thompson presented on recent progress in ongoing initiatives to increase the racial and ethnic diversity of incoming classes at the UO. Lastly, Thompson spoke on the newly built resident halls and the positive feedback they have received from students on their quality and convenience. Trustees engaged in discussion and asked questions on subjects including, but not limited to the UO's participation in the Common Application, how GPA benchmarks work with minority student recruitment efforts, the role of grade inflation in enrollment, focused recruitment of international students in Asia, and retention and graduation rates of admitted students.

Thompson then provided the annual overview of student financial aid and scholarships. He described the various sources of student financial assistance, including federal, state, and institutional offerings. Thompson walked through survey data and discussed the role financial assistance plays on potential students' decisions on which university to attend. Trustees engaged in discussion and asked questions on subjects including, but not limited to the total amount of financial aid the UO provides, and merit-based scholarships.

Home Flight Program Overview

Jason Younker, assistant vice president and advisor to the president for sovereignty and government to government relations, presented to the trustees on the Home Flight Program, a recently launched effort that provides assistance to cover full tuition and fee costs, create a new academic advisor position to support students, enhanced mentorship opportunities and culture-rich programming for Oregon residents that are enrolled members of the 574 federally recognized tribes. In his remarks, Younker highlighted the unique positions, resources, and programs in place that provide for the institutional memory that supports Native students and welcomes them to the campus community. Lastly, he shared how the challenges faced by Native communities during the COVID-19 pandemic impacted enrollment of Native students, and how impactful the UO's efforts have been to make the newly enrolled students feel welcomed and be successful at UO. After Younker's remarks, the trustees watched a newly created video spotlighting Native students on campus, their experiences and challenges, and showing the importance of representation and visibility in the center of campus at the EMU.

Tuition-Setting Preparatory Discussion. Due to time limitations the Board did not have time to receive this presentation. Materials relating to the tuition setting process can be found with the full Board meeting materials.

Public Meeting Adjournment. The meeting was adjourned at 12:37 p.m.- .

Executive Session on Risk. Andre Le Duc, chief resilience officer and associate vice president for safety and risk services

The Board of Trustees met in executive session pursuant to ORS 192.660(2)(o)(p) for purposes of considering matters relating to safety and cybersecurity threats. This session is closed to members of the public.