

Attendance.

Marcia Aaron	Present	Elisa Hornecker	Present	Patrick Phillips	Present
Tim Boyle	Present	Ross Kari	Present	Ginevra Ralph	Present
Renee Evans Jackman	Present	Julia Lo	Present	Connie Seeley	Present
Toya Fick	Present	Ed Madison	Present	Jenny Ulum	Present
Steve Holwerda	Present	Lillian Moses	Present	Dennis Worden	Present

The Board of Trustees of the University of Oregon (Board) met at Ford Alumni Center on December 6, 2022. Below is a summary of Board reports, discussions, and actions. An audio recording is maintained on file.

Convene. Chair Ginevra Ralph called the meeting to order at 9:01 a.m. and a quorum was verified by the secretary. The Board approved the minutes from its meetings in September, without amendment.

Executive Session Regarding Collective Bargaining: Mark Schmelz, 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.

Standing Reports
Public Comment

- *Bailey Filley – spoke to the need for the university to reduce its carbon emissions*
- *David Lefevre –spoke to the need for the university to reduce its carbon emissions*
- *Emily Beatty – spoke to the need for the university to reduce its carbon emissions*
- *Sam Schwartz – spoke to his experience at the university this term*
- *Aya Cockram – spoke to the need for the university to reduce its carbon emissions*
- *Tomoko Sekiguchi – spoke to the need for the university to reduce its carbon emissions*
- *Paige Hopkins – spoke to the need for the university to reduce its carbon emissions*
- *Dylan Plummer – spoke to the need for the university to reduce its carbon emissions*
- *David Igl – spoke to the denaming of Dunn Hall*

ASUO. President Luda Isakharov updated the Board on successes and challenges from the term. Isakharov detailed successes during fall term including student engagement, collaboration with Kris Winter, Interim Dean of Student Life to work with City Police around issues of excessive engagement from the Eugene Police Department, increased work on harm reduction, and efforts to get out the vote in recent elections. Next, she detailed challenges faced during the fall including managing the I-Fee to below 5%, university communications and websites. Isakharov closed describing future efforts with the Oregon legislature and providing outreach to students. Trustees engaged in questions and discussions on items including, but not limited to means of communication with students, food insecurity for students, and voter registration efforts

University Senate Report. University Senate President Dan Tichenor provided an update on university senate activities this fall, including changes in process for the approval of academic degrees, work of the university task force on service, and the senate task force on curriculum approval. Tichenor emphasized the need for the Board and Presidential search committee to pay close attention to candidates' track record of shared governance. Trustees engaged in questions and conversation on items including the program approval process and the process of student evaluation of faculty.

President's Report. Patrick Phillips, Interim President and Professor, Biology acknowledged the high quality of leadership that currently leads the ASUO and the university senate. Phillips discussed successes from the fall including the launch of Home Flight, a new program to provide tuition and fee coverage and academic support for native students living in Oregon who are members of federally recognized tribes, the successful fall enrollment, the work ahead to be responsive to the university climate survey that was conducted last year, new efforts around innovation and entrepreneurship in collaboration with the UO Foundation, progress being made on the Ballmer Institute for Children's Behavioral Health, and the launch of the school of Computer and Data Sciences.

Seconded Motions from Committee.

Trustee Kari, Chair of the Finance and Facilities Committee moved the seconded motions from the Finance and Facilities Committee en bloc after providing a short overview of each motion.

ACTION: The resolution to approve the seconded motions forwarded by the Finance and Facilities committee en bloc was moved by Trustee Kari and seconded by Trustee Hornecker. It passed by a voice vote without dissent.

- Seconded Motion from FFC: Knight Campus Phase II Full Budget Authorization
- Seconded Motion from FFC: Thermal Tank Budget Approval
- Seconded Motion from FFC: New Portland Campus Planning Budget Approval
- Seconded Motion from FFC: Tykeson Lawn Naming

Trustee Hornecker, Chair of the Academic and Student Affairs Committee moved the seconded motions of the Academic and Student Affairs Committee en bloc after providing a short overview of each motion.

ACTION: The resolution to approve the seconded motions forwarded by the Academic and Student Affairs Committee en bloc was moved by Trustee Hornecker and seconded by Trustee Kari. It passed by a voice vote without dissent.

- Seconded Motion from ASAC: Student Conduct Code Changes
- Seconded Motion from ASAC: BA/BS Environmental Design

Campus Climate and Culture. Yvette Alex-Assensoh, Vice President for Equity and Inclusion began by providing an overview of the campus climate survey process including the creation of a committee structure that includes a steering committee to design the survey and strategy for implementation, and then several groups to be responsive to the results of the survey. Renee Delgado-Riley, Director of Assessment and Research in the Division of Student Life, provided an overview of the findings from the

survey including positive themes such as passion for the mission, personal connections that exist, the intellectual energy of the environment, and integrated support at the university. Delgado-Riley discussed several items of concern including that tenured faculty feel the lowest level of collegiality and that nearly half of university employees do not believe the institution will act on survey results. Mark Schmelz, Chief Human Resources Officer reviewed actions being taken by the Engagement and Onboarding working group to address results from the survey which included defining what an engagement culture means to UO and how leadership sets the tone for an engagement culture, providing tools and resources for individuals, supervisors, and managers to support an engagement culture, and leveraging localized engagement strategies across units to increase engagement. Janet Woodruff Borden, Acting Provost and Executive Vice President reviewed efforts to be responsive to climate work in the academic portfolio in a manner that recognizes every unit has a role in addressing culture issues. Woodruff Borden described efforts to improve effective recruitment and onboarding of diverse faculty which includes the hiring of a new staff member in the provost's office to drive the work and the establishment of a new faculty success program. Next, Woodruff Borden reviewed efforts at faculty retention, creating community and a sense of belonging, and equipping faculty with the tools to be effective teachers, scholars, and leaders. Trustees engaged in discussion about topics including, but not limited to the variability of results across campus, the process and need for continued effort to dig into the data and work collaboratively to address issues, the ability to benchmark against other organizations, the experience of staff when the data is disaggregated, the process for individuals to report conduct violations, and the desire for the Board to stay engaged on this topic.

Presidential Search Update (Action). Trustee Connie Seeley provided an overview of the extensive outreach effort by the search committee to solicit feedback from the campus community regarding the characteristics of the next President. Seeley described having met with over 40 groups and asking three key questions: 1) characteristics desired of the next president, 2) challenges and opportunities that will face the next president, and 3) what impact individuals wanted to see from the next President. Trustee Renée Evans Jackman provided an overview of key characteristics noted in the outreach process including someone empathetic and accessible. Seeley added additional characteristics including the ability to develop strategic vision, has a student lens, and values academic excellence.

ACTION: The resolution to approve the presidential profile description presented to the Board was moved by Trustee Worden and seconded by Trustee Aaron. It passed by a roll voice vote without dissent.

Tuition-Setting Preparatory Discussion. Jamie Moffitt, Senior Vice President for Finance and Administration and CFO and Co-chair of the Tuition and Fee Advisory Board and Kris Winter, Interim Vice President for Student Life and Co-Chair of the Tuition and Fee Advisory Board, provided an overview of the tuition and fee advisory board process that will result in recommendations to the Board on tuition and fees for the next academic year. Winters walked the Board through the process including the meeting calendar from fall term as well as the meetings and forums planned during winter term that will lead to a recommendation to the President, who will, in turn, ultimately make a recommendation to the Board. Moffitt reviewed major cost drivers that impact tuition and fees including faculty, staff, and GE salary and benefit costs, medical costs, retirement costs, Oregon paid leave, blended benefit costs, institutional expenses, and strategic investments. Trustees engaged in questions and discussions on items including benefit costs, retirement rates, and other costs.

Innovation Partnership. Anshuman (AR) Razdan, Vice President of Research and Innovation; Paul Weinhold, President and CEO, University of Oregon Foundation provided an overview of a new

collaboration between the university and the UO Foundation. Razdan reviewed traditional research-intensive university tech transfer, including areas of weakness that result in high failure rates of efforts to startup companies from university research. This includes the need for business management capacity and capital to fund their work. Next, Razdan reviewed a proposed partnership with the UO Foundation that would create an ecosystem of support for UO spinoff companies by helping to provide business management support and seed funding to help fuel university start up efforts. Weinhold described a new LLC that has been created, with joint oversight from the foundation and the university to oversee and support the intellectual property coming into the foundation to create spinoff companies or license to third party entities. Trustees engaged in questions and discussion on items including, but not limited to how researchers would garner support from the new entity, the need for accelerator space, whether or not the university acquires an equity stake from spinoff activity, startup support for people of color, and the volume of new opportunities being generated by the university

Adjournment. The meeting was adjourned at 12:07 p.m.