



**Oregon State  
University**

## The Board of Trustees of Oregon State University

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### Meeting of the Executive, Audit and Governance Committee

May 16, 2024

1:05 – 2:25 p.m.

Memorial Union Horizon Room

### MINUTES

- Committee members present: Román Hernández (*vice chair*), Julie Manning, Elise McClure, Jayathi Murthy (*ex-officio*), Kirk Schueler (*chair*)
- Committee members absent: Julia Brim-Edwards
- Other trustees present: Patty Bedient, Kasaundra (Kassy) Bonanno, Karla Chambers, Maria Chávez-Haroldson, Susan Clark, Grant Kitamura, Greg Macpherson, Inara Scott
- University staff present: Jackie Bangs, Ed Feser, Alix Gitelman, Becca Gose, Mike Green, Heather Horn, Jen Humphreys, Stacy Jeffries, Julee Otter, Irem Tumer

#### 1. Call to Order / Roll Call / Land Acknowledgement / Declaration of a Quorum

Chair Kirk Schueler called the meeting to order. Board Secretary Jackie Bangs called the roll and verified a quorum.

Chair Schueler read the university's land acknowledgment statement.

#### 2. Consent agenda

##### a. Minutes of the April 4, 2024 Executive, Audit and Governance Committee Meeting

The chair sought a motion to approve the consent agenda. A motion was made by Vice Chair Hernández, seconded by Trustee McClure and approved by all committee members in attendance. The motion carried.

#### 3. Action items

##### a. Office of Audit, Risk and Compliance Progress Report

Deputy Chief Executive of Audit and Risk Julee Otter presented a progress report for the Office of Audit, Risk and Compliance (OARC). She relayed thanks from Chief Audit, Risk and Compliance Executive Patti Snopkowski to outgoing trustees Kirk Schueler and Patty Bedient for their support.

Otter highlighted the two reports had been issued since the board's last meeting: one on recruitment processes in University Human Resources; the other a revenue review of the Oregon Seed Certification Service in the College of Agricultural Sciences.

Otter mentioned other ongoing work and said the OARC audit plan was on track for the year. She added that trustees would hear more about the OARC's compliance program at the October meeting.

The chair sought a motion to accept the Office of Audit, Risk and Compliance progress report. A motion was made by Vice Chair Hernández, seconded by Trustee McClure, and approved by all committee members in attendance. The motion carried.

#### **4. Discussion items**

##### **a. Human Resources Administration: Risk Management**

Associate Vice President and Chief Human Resources Officer Heather Horn delivered the report.

Horn provided an overview of strategic efforts to enhance business processes in University Human Resources (UHR). She cited successes like improved processes for the recruitment and retention of top talent and improved training and support for managers with the goal of continued retention of employees, improved performance and a decrease in claims and litigation.

Horn gave a summary of key milestones for UHR over the past year, including enhancement of the university's onboarding process; greater pay transparency, especially for professional faculty (the university's second largest employee group); and the introduction of Lyra, a mental health resource for employees that Horn said would produce a long-term return on investment for the institution. She also noted efforts to support employees with diverse identities and promote a sense of community and belonging.

Looking forward to fiscal year 2025, Horn cited goals including the fall 2024 launch of a new lifestyle benefits program providing cancer insurance, pet insurance and critical care insurance; refining recruitment practices with a focus on diversity, equity, and inclusion; helping current OSU employees identify opportunities for career progression; preparing employees for implementation of the Administrative Modernization Program (AMP); and initiating a comprehensive supervisor training and coaching program.

Horn stressed the positive trajectory of UHR, reporting that metrics are being developed and monitored. She reported that OSU's turnover rates are more favorable than those of peer institutions, with a significant uptick in the number of applicants and a reduction in the average time needed to hire new employees. She noted room for improvement, adding that 77 days (the average time to make a new hire) was still too long and causing the university to lose potential candidates.

#### **5. Adjournment**

With no further discussion or business before the committee, Chair Schueler adjourned the meeting.

Respectfully submitted,



Stacy Jeffries  
Executive Assistant, Office of the Board of Trustees