



## The Board of Trustees of Oregon State University

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### Meeting of the OSU Board of Trustees

October 25, 2024

9:15 a.m. – 2:25 p.m.

Memorial Union, Horizon Room

Corvallis, OR

### MINUTES

Trustees present:	Kasaundra (Kassy) Bonanno, Julia Brim-Edwards, Kate Carter-Cram, Karla Chambers, Maria Chávez-Haroldson ( <i>vice chair</i> ), Susan Clark, Lisa Hale, Grant Kitamura, Toby Luther, Greg Macpherson, Julie Manning, Elise McClure, Marlena (MJ) Mirho, Jayathi Murthy, Camille Palmer
Trustees absent:	Stephanie Bulger, Román Hernández ( <i>chair</i> )
University staff present:	Jackie Bangs, Sherm Bloomer, Emily Farrell, Ed Feser, Alix Gitelman, Becca Gose, Brent Gustafson, Carla Ho‘ā, Jen Humphreys, Heather Horn, Stephen Jenkins, Deb Mott, Vincent Nguyen, Paul Odenthal, Rob Odom, Patti Snopkowski, Irem Tumer, Scott Vignos
Invited guests:	Whitney McFarlane, Sandy Rowe, Audrey Schlotter, Eric Schoenstein, Yvette Spitz

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

Board Vice Chair Maria Chávez-Haroldson called the meeting to order. Board Secretary Jackie Bangs called the roll and verified a quorum.

Before delivering the university’s land acknowledgment, Vice Chair Chávez-Haroldson emphasized that the university most profoundly demonstrates its intention and commitment to continue learning about tribal history, a shared history and the importance of building relationships with community leaders and members of the Confederated Tribes of Oregon. Chávez-Haroldson noted that a briefing and discussion slated for later in the day would provide examples of meaningful action taken by the university. She then delivered the university’s land acknowledgment.

#### 2. Public comments

The following individuals provided comments on ASOSU Measure 01.24 regarding student incidental fees: Matteo Paola, Dylan Perfect, Adison Rowe and Kieran Hostetler-McLaughlin.

The following individuals provided comments on ongoing labor negotiations: Noah Vaughan, Andreas Guerrero, Erika Stewart and Danielle Whalen.

Felix Leahy and Jaron Rosenau provided comments on bicycle theft on campus.

The following individuals provided comments on the management of OSU’s research forests: Kevin Riley, Ellie Cates, Doug Pollock, Howard Bruner, Laura Uhler, Jasper Pollock, Leela Devi and Cliff Meneken.

Charlie Robbins and Phio Taylor provided comments on the university's financial decisions, including divestment and President Murthy's proposed compensation adjustment.

Henry Wise, Cynthia Cedeño and Sydni Pointer provided comments on divestment.

### **3. Opening comments and reports**

#### **a. Vice Chair's comments**

Board Vice Chair Chávez-Haroldson provided brief comments on the performance trustees attended the previous evening at PRAX featuring Huang Yi and his robot companion KUKA. The vice chair stressed the importance of engineering and robotics at OSU.

Chávez-Haroldson welcomed new trustees Kate Carter-Cram, Lisa Hale, Toby Luther, MJ Miro and Camille Palmer.

She mentioned meeting with OSU students for breakfast that morning and emphasized the importance of student leadership on campus.

Chávez-Haroldson stressed the need to listen respectfully to different community members' perspectives on leadership, especially regarding the complex issues faced by the board of trustees. She said she looked forward to the upcoming academic year and acknowledged the significant work ahead and the need for collaboration and learning.

#### **President's report**

President Murthy began by expressing her appreciation for the leadership of Vice Chair Chávez-Haroldson and Chair Hernández and extending her welcome to the five new board members in attendance.

She highlighted the energy and optimism of the new academic year, calling attention to OSU's success in STEM, the arts and humanities and athletics. She mentioned OSU's record enrollments, noting that this fall marked the university's 28th consecutive fall-over-fall enrollment increase, with almost 38,000 students, a 3.5% increase over last year. She pointed out that OSU is the only public R1 university in the country to maintain such an enrollment trend.

President Murthy reported that research-related expenditures rose to \$422M in fiscal year 2024, representing a 15% increase over last year. She mentioned serving on the Clean Tech Manufacturing Task Force, which emphasizes Oregon's potential to become a world leader in clean energy. Murthy noted that OSU's representation on the task force and committees illustrates its strength and vision in the field.

The president discussed OSU's relationship with the National Science Foundation (NSF), noting that OSU receives more NSF funding than all other public universities in Oregon combined. She also highlighted OSU's leadership in the NSF Regional Innovation Planning Grant and other regional innovation engines focused on mass timber and smart grid technologies.

Murthy reported that the last fiscal year marked the second-best year ever for philanthropy at OSU, with donors giving more than \$200M. She emphasized the "Finish in Four" initiative, designed to help Oregonians with high financial need graduate in four years with as little debt as possible.

She noted the revitalization of the Pac-12 conference and the academic success of OSU student-athletes and highlighted the achievements of student-athletes like Jade Carey, who, in addition to winning two medals at the Paris Olympics, is an academic all-American, and Travis Bazzana, who was the first overall selection in the 2024 Major League Baseball draft.

President Murthy mentioned her visits to India and emphasized the tremendous potential for OSU to deepen its connection with researchers and students there. Closer to home, she mentioned attending the Pendleton Roundup and visiting the Port of Morrow and various research and extension centers in Oregon. She emphasized OSU's positive impact on global challenges such as climate and sustainability, clean energy, robotics and health.

The president provided an update on activities at OSU concerning the Native American Graves Protection and Repatriation Act (NAGPRA), noting the construction of a dedicated facility for repatriation of tribal ancestors and cultural items.

In closing, President Murthy welcomed Carla Ho'ā, who joined OSU as the new vice president for Finance and Administration on September 3, bringing more than three decades of experience in higher education finance.

**b. Associated Students of Oregon State University Report**

ASOSU President Audrey Schlotter provided highlights of the progress made by the Associated Students of Oregon State University since the board's last meeting, noting the hiring of the ASOSU executive branch; the inauguration of the 84th Senate and Student Fee Committee; and ongoing efforts to provide student support.

Schlotter emphasized the importance of creating a sense of community and expanding services, mentioning initiatives like free at-home STI testing in collaboration with Student Health Services and the Center for Advocacy, Prevention and Education. She noted the success of the shared micromobility program, citing a reduced carbon footprint and enhanced accessibility.

Schlotter said she and her team were working to register new student voters and stressed the importance of political and legislative engagement for students and the impact of state higher education funding on programs like the Oregon Opportunity Grant and the Oregon Promise.

In closing, Schlotter expressed gratitude for the board's support and emphasized the importance of student leadership and shared governance in shaping the future of Oregon State University.

**c. Associated Students of Cascades Campus report**

ASCC President Whitney McFarlane introduced the ASCC Vice President Allison Barr and announced that they had interviewed and hired new staff, including a new trial position for the current fiscal year, the Director of Student Affinity Experiences.

McFarlane explained that the new position would serve the ASCC and the Bridge, a new campus hub serving five student-initiated, department-sponsored organizations related to student identity, including Asian American and Pacific Islander; Gender and Sexuality Alliance; disabled students; first-generation students and Latinx students.

President McFarlane emphasized the importance of scholarships, particularly for Pell Grant-eligible students, adding that she and Vice President Barr had both personally benefited from scholarships, grants and loans.

She also highlighted changes to the food pantry at OSU-Cascades, which will now have posted operational hours and act like a grocery store free of cost. She said the change is meant to increase utilization and support transition of the food pantry to the new Student Success Center opening in January 2025.

Vice President Barr introduced herself and highlighted the support she received from TRIO Student Support Services, stressing her commitment to supporting students from economically disadvantaged backgrounds.

Barr outlined the major goals and priorities for the ASCC, including improving student engagement and community; strengthening mental health initiatives; and fostering a culture of inclusivity. She also discussed the preparation for the long legislative session in January, where the ASCC will advocate for resources for the Cascades campus.

#### **d. Faculty Senate Report**

Yvette Spitz delivered her final report as faculty senate president.

She noted that the academic year is already in full swing and mentioned that faculty were working hard to prepare courses for the new core education program set to launch in summer 2025.

President Spitz mentioned the Faculty Senate Executive Committee's summer retreats, which focused on reviewing the necessity and functionality of the senate's 18 committees and six councils. She reported strong faculty support for retaining the Faculty Welfare Committee, which had not met in two years.

Spitz mentioned the ongoing process of drafting a new document to address shared governance for the Faculty Senate and noted they were also considering whether the current structure – with 132 senators and numerous committees and councils – was the most effective and least taxing on faculty.

She discussed the need to modernize the faculty senate office and mentioned the upcoming retirement of Vicki Nunnemaker, who will leave the office after over 40 years at the university. She said the faculty senate office was in the process of interviewing candidates for the new director of operations position.

Looking ahead, Spitz outlined the focus areas for the faculty senate for the coming academic year, which emphasize the importance of having a new vision and more efficient daily operations to concentrate on significant faculty senate matters.

Spitz concluded her report by introducing her successor, President-elect Andrew Valls, professor of political science in the College of Liberal Arts, who will start his term in January. Spitz expressed gratitude for the opportunity to serve and engage with the board and faculty.

**e. OSU Foundation report**

Eric Schoenstein, immediate past chair of the OSU Foundation Board of Trustees, delivered his standing report, with a focus on the exceptional fiscal year that ended in June and the promising start to the current fiscal year.

Schoenstein stated that the Foundation had fully embraced *Prosperity Widely Shared*, OSU's strategic plan, which he said has energized the \$1.75B "Believe It" fundraising and engagement campaign. He announced that the campaign had officially crossed the \$1.4B mark in gifts.

He noted that the previous fiscal year was the second-best in the Foundation's history, with donors giving \$200.3M between July 1, 2023, and June 30, 2024. He said this marked only the second time the Foundation had crossed the \$200M milestone in fundraising. Schoenstein lauded the \$50M grant from the Wayne and Gladys Valley Foundation for the Jen-Hsun Huang and Lori Mills Huang Collaborative Innovation Complex, which was the fourth \$50M gift of the "Believe It" campaign.

Schoenstein reported that the current fiscal year is off to a great start, with donors giving over \$47M as of September 30, 2024, which is \$10.4M ahead of last year's fiscal year-to-date total. He added that the Foundation is focused on the university's highest philanthropic priorities, including the "Finish in Four" campaign, which aims to help in-state students with the most financial need reach their goal of graduation with little or no debt.

He commented on the Foundation's endowment, which reached its highest-ever point at \$951M as of September 30, 2024, bringing the Foundation closer to the \$1B milestone despite significant challenges including the pandemic.

In conclusion, Schoenstein thanked the board for their ongoing commitment to OSU and their partnership with the OSU Foundation Board of Trustees.

**f. Higher Education Coordinating Commission report**

Sandy Rowe, chair of the Higher Education Coordinating Commission (HECC), began by acknowledging the challenges posed by the FAFSA and ORSAA applications this year. She thanked everyone at OSU for their efforts in addressing the flaws in the federal process, noting that, as of early September, they were only 1.6% behind the normal application process.

Rowe then introduced the new strategic plan adopted by HECC earlier this month and provided an overview of its main goals. She said the plan aims to address the precarious position of higher education in the United States, particularly in Oregon, by focusing on affordability, demographic changes, politics and technological advances.

She quoted Governor John Kitzhaber, who said that HECC's sole purpose is student success and encouraged thinking big to produce transformations that make post-secondary completion the expectation in Oregon.

Rowe stressed that the strategic plan is designed to serve students' needs and aspirations while also addressing the state's economic needs. She highlighted the importance of collaboration between HECC and the colleges and universities to achieve these goals.

In conclusion, Rowe expressed appreciation for the opportunity to address the board and emphasized the need for alignment and support from all stakeholders to accomplish the objectives of the HECC strategic plan.

#### **4. Consent agenda**

- a. Minutes of the May 16, 2024 Executive Session of the Board of Trustees**
- b. Minutes of the May 17, 2024 Meeting of the Board of Trustees**
- c. Minutes of the May 15, 2024 Joint Meeting of the OSU and OSUF Board of Trustees**

A motion to approve the consent agenda was made and seconded, and the consent agenda was approved by all board members in attendance.

#### **5. Reports of standing committees of the board**

- a. Executive, Audit and Governance Committee**
- b. Academic Strategies Committee**
- c. Finance & Administration Committee**

The board vice chair announced that, in interest of time, the board agenda would move on to action items. She noted that recordings and minutes of committee meetings would be accessible to the public on the board's website.

#### **6. Action items**

- a. Board chair's report: FY2024 presidential assessment and compensation adjustment**

Board Vice Chair Chávez-Haroldson said the board would consider the recommendation made the previous day by the Executive, Audit and Governance Committee (EAGC) regarding the president's 2024 assessment, FY2025 goals and a proposed compensation adjustment.

She gave an overview of Board Chair Hernández's report to the committee, which congratulated President Murthy on her many accomplishments over the past year. She noted that the chair's report included feedback from trustees about the president's outstanding leadership and accomplishments and her commitment to the well-being and success of OSU students.

The vice chair reported that the EAGC voted to recommend that the board accept the president's annual assessment and goals, approve a 4% increase to her total compensation and delegate the responsibility to the board chair to reopen and negotiate her contract, which would be presented to the board for full consideration next fall.

During the discussion, Trustee Brim-Edwards reiterated her comments from the previous day emphasizing the need for stable and effective leadership and the importance of a fair and competitive compensation package for President Murthy to the long-term success of the university.

Trustee Chambers added her appreciation for the president's leadership and stressed the need to stay competitive with marketplace demands for leadership.

Trustee Mirho noted a component of the training the board received at its retreat that addressed uncomfortable conversations and referenced the morning's public testimony regarding the president's compensation. She spoke about OSU's commitment to improving student retention rates, student success and putting students first.

There was no further discussion, and no public comment on this action item. Vice Chair Chávez-Haroldson sought a motion to accept board chair's report on the president's assessment and her goals and approve a 4% adjustment to the president's compensation and delegate the responsibility to the board chair to reopen and negotiate the president's contract, to be presented to the board for consideration in fall of 2025. A motion was made, seconded by Trustee Brim-Edwards and approved by all trustees in attendance. The motion carried.

**b. 2025 board work plan and 2024 assessment results**

Board Vice Chair Chávez-Haroldson provided highlights of trustee feedback on the 2025 board work plan and the 2024 assessment results. She noted the following suggestions and requests:

- Encouraging more discussion among trustees
- Developing a shared understanding of trustees' responsibilities as fiduciaries of the university
- Creating and deepening connections among board members and providing a variety of opportunities to engage with students and faculty
- Updating the format of board dockets to include an executive summary or key takeaways at the beginning of each report
- Continuing the board's commitment to best practices in governance and always seeking improvement where there is an opportunity to do so.

Board Secretary Jackie Bangs stressed the importance of feedback received from the assessment, noting the changes it had produced. She invited new trustees to share their experiences and feedback throughout the year, rather than waiting for the next annual self-assessment.

There was no further discussion, and no public comment on this action item. Vice Chair Chávez-Haroldson sought a motion to approve the 2025 board work plan and 2024 assessment results. Trustee Manning made a motion, which was second and approved by all trustees in attendance. The motion carried.

**c. Public University Fund Investment Policy Amendments**

Board Vice Chair Chávez-Haroldson called on Trustee McClure, chair of the Finance and Administration Committee, to present this agenda item. Committee Chair McClure reported that the committee voted to advance the amendments to the full board for consideration at its meeting the previous day.

McClure explained that OSU is the designated administrator of the state's Public University Fund, which provides Oregon public universities with access to professionally managed investments; more efficient liquidity management; and intermediate-term fixed income investments. She noted that university participants agreed to changes in the investment structure that divested short-term funds from the PUF to be managed separately by the state of Oregon's Treasury, and that those changes required amendments to the policy.

There were no questions and no public comment on this action item. Vice Chair Chávez-Haroldson sought a motion to approve the Public University Fund Investment Policy amendments. Trustee Chambers made a motion, which was second by Trustee Brim-Edwards and approved by all trustees in attendance. The motion carried.

## 7. Discussion items

### a. Advancing Inclusive Excellence: Annual Report

Scott Vignos, vice president and chief diversity officer, began his report with an overview of the university's inclusive excellence mission and its importance in the current social, cultural and political moment. He noted that inclusive excellence is core to OSU's land grant mission and to the goals in *Prosperity Widely Shared*.

Vignos provided an update on the Diversity Action Plan (DAP), noting its alignment with *Prosperity Widely Shared*. He reported that implementation of the DAP began in earnest in the spring, with the development of prioritization criteria and the involvement of the President and Provost Leadership Council for Inclusive Excellence to steward the plan through 2030.

Vignos highlighted the Office of Institutional Diversity's (OID) engagement efforts and noted a 44% increase in the number of engagements compared to last year. His presentation also covered community engagement efforts, particularly in the Portland Metro area, through the Access OSU initiative, which brings together various divisions of the institution to engage students and families and create seamless pathways to higher education, especially from underrepresented communities.

Vignos discussed the state of diversity at OSU, highlighting innovative efforts such as the new Core Education Program; an expanded partnership with the Latino Network on the *Summer Escalera* program; the addition of the first coordinator for veteran mental health and wellness in CAPS (Counseling and Psychological Services); collaboration between the Confederated Tribes of Warm Springs and OSU-Cascades to host the First Peoples of Central Oregon event; and lead sponsorship of the Society of Chicanos and Native Americans in Science (SACNAS) National Diversity in STEM conference.

Vignos noted OID's work with colleges and units across campus about how to have hard conversations more productively. He mentioned the Dialogue Facilitation Lab, a 10-week program for faculty that is currently in high demand.

He emphasized the importance of enhancing "servingness" at the institution, which involves meeting students where they are throughout their journey at OSU. He cited efforts for the university to become a minority-serving institution and mentioned the work of the Minority Serving Institution Task Force, which will deliver recommendations in winter 2025.

Vignos also highlighted the university's commitment to the Native American Graves Protection and Repatriation Act (NAGPRA), which involves intentional consultation with tribal partners and the development of a new facility designed in partnership with Oregon tribes to advance the university's NAGPRA efforts. He added this work has positively impacted relationships with Tribal communities and is seen as a model for other universities.

Vice Chair Chávez-Haroldson commended Vignos and the OID for proactively engaging with students and communities and for leading the way in creating a model for effectively responding to NAGPRA.

Trustee Bonanno asked about reducing financial barriers to graduation, and Vignos cited initiatives like "Finish in Four," adding there were many other things the university could do, like targeted financial aid strategies, completion grants and re-engaging students who have left.



Trustee Manning asked about focus areas for the year and the metrics being developed around inclusive excellence. Vignos reported that data was collected from the inclusive excellence inventory conducted every three years.

Trustee McClure expressed interest in learning about future events at the Portland Center.

In response to a question from Trustee Palmer, Vignos confirmed that the OID had noticed increased requests for engagement from faculty.

**b. Legislative Update**

Katie Fast, executive director of Government Relations, was unable to attend the meeting to provide a legislative update.

**c. OSU-Cascades Innovation District Update**

Sherm Bloomer, chancellor and dean of OSU-Cascades, provided an update on the OSU-Cascades Innovation District.

He provided background on the project, which began in August 2023 after the board approved the land remediation to build the district. Bloomer explained the concept of an innovation district, which is a mixed-use space combining living, retail and work space to foster innovation and economic activity.

Bloomer said the innovation district at OSU-Cascades aims to drive economic development in Central Oregon and the state; create educational opportunities for students through hands-on learning; and catalyze the work of innovators in the community. He added that the district is expected to generate net positive revenue over time, although this is not the primary reason for its development.

Bloomer then provided an overview of the current status of the project, noting that the land remediation is almost complete and the site is expected to be buildable by May. He reported that the first phase will include five buildings and noted that Ernst and Young (EY) had conducted a value-for-money analysis on two types of buildings: a market-rate housing project and a mixed-use commercial building.

He explained that EY's analysis considered two delivery methods: a ground lease, where a developer builds and operates the building, and a traditional delivery, where the university builds and operates the building. The housing project was found to be more financially viable with a ground lease approach, while the mixed-use commercial building was better suited for traditional delivery due to the need for control over tenancy to achieve mission outcomes.

Bloomer emphasized the importance of balancing financial returns with mission outcomes. He also discussed the next steps, including developing a request for proposals (RFP) for developers.

In discussion, Vice Chair Chávez-Haroldson commended the innovative nature of the project and its contribution to communities the university serves. Bloomer credited the engineers involved in the long-range development plan.

Trustee McClure shared positive comments about her visit to the Cascades campus. She noted the energy and excitement on campus and encouraged trustees to visit Bend if they haven't already.

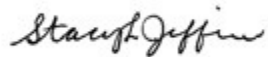
Trustee Macpherson positively commented on the market-rate housing project and asked about the interest in mixed-use commercial space. Bloomer said there was significant interest pre-pandemic but noted that OSU-Cascades has had to restart that process because companies that previously expressed interest had to move on. He noted tentative partnerships with nonprofits and government entities.

Trustee Manning expressed enthusiasm for the project and asked about potential tenants in the space. Bloomer said that, ideally, they would see a mix of established companies and those in the early stages. Manning asked a follow-up question about operational models and the possibility of leasing residential space for employees, and Bloomer indicated there was room for that discussion.

## **8. Adjournment**

With no further discussion or business before the board, Vice Chair Chávez-Haroldson adjourned the meeting.

Respectfully submitted,



Stacy Jeffries  
Executive Assistant, Office of the Board of Trustees