

Executive Cabinet Meeting Notes
Tuesday, July 9, 2024
9:00 a.m.

Present: Dr. Carlos Hernandez, President; Ben Telesca, VP for Student Affairs; Amanda Workman, Athletic Director; Natalie Sandoval, Executive Director of Enrollment Management; Betse Esparza, Director of University Communications; Dr. Eric Funasaki, Dean; April Aultman Becker, AVP Institutional Effectiveness; Dr. Laura Payne, Dean; Michelle Lancaster, Director of Academic Affairs; Janice Espinoza-Valenzuela, recorder

Remote: Dr. Jorge Garza, VP for Administrative Services and COO; Dr. Sarah (Sally) Roche, Dean; Bonnie Albright, VP for Finance and Operation; Dr. Barbara Tucker, Dean

Absent: Dr. Bernardo Canteñas, Executive Vice President and Provost; Dr. Suzanne Harris, Dean of Students; Dr. Bonnie Warnock, Dean; Dr. Louis Harveson, Associate Provost of Research and Development; Paul Herring, Vice President of Advancement

Start Time: 9:02 a.m.

APM Policy Format

- Policies were submitted to go on the web, but they didn't follow the same policy format. Betse asked Janice if there were policies on how we submit them, so people don't submit a chapter we already have.
- We think that the policies should be sent to Janice to verify formatting and she will then send them to Webmaster for posting.
- The Webmaster contacted Betse asking if it was okay to post without the same formatting and Betse informed him that it was no, as all should be formatted the same.
- The OIT policies that are replacing chapter 7 were submitted to Webmaster via a ticket, but do not have the headings that all of SRSU's other policies have.
- We would like to have a process where all policies come to Janice for format reviewing and then she will submit to Webmaster for posting.
- All should come to Janice at some point. Since they all get discussed at EC, this can be the stage where we do the editorial review.
- A lot of them are out of date, per April. Is that okay to catch them and reach out to the policy holder and copy Janice. Yes.
- There is software that can manage this but is expensive. The software can give us an alarm of when a policy is up for review.
- President asked April to provide us with a listing of all the stale policies. April mentioned that this has already been done in her office and she will share it with the EC.

APM 1.02-Value Statement Within

- During the SB17 audit, it was found that the value statement at the bottom of APM 1.02 included diversity, equity and inclusion verbiage. How do we amend so that we are compliant?
- President said that we will amend the policy and update it on the web. There were no objections. **Approved by EC.**
- When we search internally, there are some old files that do pop up. But if we access from the outside, you can sometimes see the appended or new stuff. Some are archived copies.
- Auditors were informed that items prior to January 1 would be archived.

SB-17 Compliant CV Statements for Faculty/Staff

- As long as the statements on resumes or CV state that they were a part of the OMA or DEI with a beginning and end date is perfectly fine. It's those that are open-ended that are non-compliant.
- President mentioned that it will be tough to enforce on CVs.
- Ben mentioned that it is ultimately posted on our website, so anything posted should be compliant. As long as they have an end date prior to January 1, 2024, we are okay.

Pool

- It is full of water, and it is not leaking. We had a power outage on Friday, and it shut off a lot of elements.
 - If we know of anyone that wants to train to be a lifeguard, please let us know. Does not have to be an SRSU student.
 - No start or opening date yet. Waiting for the pool vacuum because none of the ones we have are functioning.
 - May open in a couple of weeks.
 - Lifeguards will be paid \$12 an hour.
- Grand reopening of the pool
 - Drive in movie because they have the lights and sound. They want to make it a fun party.
 - It would coincide with the arrival of the athletes at the beginning of August.
 - Really hard to recruit students to train and be certified. It will also coincide with when all of the equipment arrives.
 - We don't know which movie we will watch. There will be food also.
 - We will probably have a similar event for the community after our event.

Follet Custom Ordering

- You can order custom clothing and shirts through the bookstore for your departments.
- There was no pricing available yet.
- Janice has a request to Follet for bigger sized, custom SRSU flags.

College of Business

- President presented on Provost's behalf a proposal from Dr. Sengupta.
 - 1. Dr Sengupta has argued that the business programs in Alpine and RGC should operate as one. He proposes consolidating the departments to form one larger and stronger business program.
 - The consolidation has been discussed with the following: Dean, Dr. Barbara Tucker, Dr. Bill Green, Dr. Jose Mora and Dr. Edwin Moura.
 - Several meetings have been held and the faculty had many questions which were answered by Dean Tucker and Dr. Canteñs.
 - 2. Dr. Sengupta proposed hiring two visiting assistant professors for a one-year term renewable at the end of the year with the possibility of becoming tenure-track positions at a future date. Our CFO has approved the funding for these positions.
 - The first position will cover Marketing and Entrepreneurship and can teach broader core business courses (not Economics or Accounting). This will be a full-time faculty position, and the person will teach courses across both campuses and online.
 - The second position will have a reduced teaching load for one year to focus on Program and Course Innovation and advanced business school accreditation (ACBSP). In year 2, it will transition to a 75% academic position.

- President mentioned that the College of Business did have accreditation with ACBSP but let it lapse.
- Accreditation will assist in increasing enrollment by the following:
 - Ensures that business schools meet the highest standards of excellence in teaching, research, curriculum, and learner success.
 - Raise the reputation of the SRSU College of Business.
 - Attract international partnerships and increase enrollment.
 - Create more accessible pathways for transfer students and increase enrollment.
 - Improve the quality of business programs and student satisfaction.
 - Enhance student learning outcomes and student success.
- Dr. Roche-the difference between English, which is fully aligned, is that English still resides as a department in Alpine and a department in RGC. The consolidation of business would change it a little bit.
 - We need to be careful how we communicate this because it can upset faculty to think they are losing their program.
 - English is fully aligned and resides in both locations, whereas Business will be fully aligned but will reside at RGC. Sally said that the business will still have two department chairs. She wants to be sure that is communicated. The business faculty were concerned and that is why Bernie had the meetings.
- Dr. Payne said that English is aligned and not consolidated.
- Bernie's meeting with the faculty allowed them to express their concerns, such as "will we lose our jobs?" and Bernie put those concerns to rest.
- Dr. Garza asked if the 2nd proposal was regarding marketing. No, the second proposal is to hire professors; recruit professors with a marketing background to teach it. They can focus more on teaching entrepreneurship.
- Marketing is a core part of business school, so you must have marketing.
- President asked if there were any comments or questions regarding consolidation. **Hearing no questions or comments, the consolidation is approved.**
- Concerning the 2nd item of hiring two assistant professors for a one year-term. **Hearing no questions or comments, it's approved to hire 2 visiting assistant professors.**

Online Education

- Dr. Payne wrote this proposal in April to Dr. Canteñis and he is in support of this. It is a proposal to pilot director of online education position. It was also given to Dr. Funasaki and has been written into the newest PPOHA grant to help fund this position. She is bringing to EC so we can contemplate without making a firm decision today.
- Jennifer Haan has a position that is funded partly through grants and partly from online pedagogy/Quality Matters position. She really works closely with faculty.
- She is very much and should be focused on pedagogy and Quality Matters. She has taken on a lot of responsibility for policy with Dr. Payne.
- We had an associate dean that had this position and did this work before.
- She proposes the PPOHA, if funded, would pay 50% of the grant. She proposed that institutional funding be 50%. If not grant approved, then she proposes that we fund this position as an institutionalized stipend at 100%.
- The AI component-We have a faculty member that has post doc in AI machine learning, Dr. Diana Rodriguez.
 - She could take us in terms of policy and program development. This faculty member would take this on.
- Dr. Payne would like to know if we can move forward with this.

- Dr. Canteñs has asked Dr. Payne to come up with a discreet AI dual credit initiative to get this faculty member started in October.
- President asked Dr. Payne if this is an existing faculty member. Dr. Payne said that it is and is proposing a stipend. She is asking for \$30,000 (\$10,000 per term)
- President asked if this work will be in addition to their teaching load or will they be released.
 - Dr. Tucker said that in Jennifer's current position, she has a two-course release for Quality Matters.
- President said we will table this for further discussion, and he will visit with the provost about this proposal.

Enrollment

- Natalie Sandoval has been working out a way to see which students will be here in the fall, but it hasn't been easy since we have over 1,000 students accepted.
- She looked at students who have attended orientation or are registered for an orientation and began there.
 - Going through the listing, 147 that have attended orientation or registered for an orientation.
 - Classified by athletics and rodeo and removed them from the calculation.
 - Predicting, we have a class of about 257 students, if all things are correct: that all the students that have a designation of either a sport or rodeo will be here in the fall.
 - we are looking at 75 students that don't have that designation and the rest have athletics or rodeo as a designation.
- Amanda mentioned that she doesn't know how else to measure until they register and show up.
- We have about 100 athletes that have not signed up for or attended an orientation. About 15 rodeo that have not signed up or attended orientation.
- With this spreadsheet, she can also see what they are missing, so the admissions counselors will begin reaching out to those students.
- President asked how she came up with this number. Natalie said that she began with the students that have attended or signed up for an orientation, which included 147 students. Then she went through and created a column to add if they were an athlete and what sport they were in and she created a rodeo column.
- Of those 147, four were rodeo and 68 were athletes. From there, she looked at the applicants and accepted for athletics, which was 166 and subtracted the difference for the 257 total.
- We don't know what the max is. If the president says 350 is the total, then we will work to get 350 students. Housing will always be a challenge. We will work on increasing occupancy.

Scholarships

- We have had no movement from Monahans. She reached out to the superintendent via email to see if he needed assistance in moving students along. Grace Ibarra is also reaching out to the students because they have not applied. There are 9 students and one from Alpine that have not applied.
- The rest have; most have FASFA and FA is packaging them. Grace will be reaching out to them because they need to be enrolled. Currently, we are assuming that they will be taking 12 hours.
- Nursing students-We have started packaging them. Only one that has not completed FASFA.
- One student from Presidential Plus that has a SAI of \$35,000. They would be partial, and we would still be willing to give them the \$2,500.
 - The rest are SAI negative or of \$2,000 or \$3,000 that entitles them to Pell and TX grant.
- FASFA-packaged 952 students; new freshman 211, 61 freshmen (these students can be second year and still classified as a freshman), 97 sophomores. 185 juniors, 205 seniors and 193 grads.

- What is concerning Natalie is that we have 1,900 students that do not have a FASFA in the system right now. A lot of it is the cleanup. This includes accepted students. We are running campaigns. We are starting a no FASFA campaign. Trellis will also be helping us.
- President asked if they have looked at continuing students that received financial aid last year who have not completed a FASFA this year. How many of those do we have? Natalie said yes, they are, but she did not have a number. They are also looking at those students who did not fill out a FASFA last year and haven't filled one out yet, so they can waive the FASFA and see if there is other aid available.
- Last year's class was 230, so 257 is better. 75 of them don't have a designation.
- President said if she wants a goal, then we can shoot for 300 students.

Community Constituents

- He attended a community constituent dinner last night.
- They aren't interested in distance learning enrollment. One said that he didn't care about distance learning.
- President told him that he should care because that brings money to the institution and expands the activity to bring more students here, improve campus conditions, and to hire more faculty and staff.
- However, we do need to begin to capture some of the information: online only students, the students enrolled in some online and some face-to-face, which we can add to the "some online" category and everyone else that we can assume are attending classes on campus. These numbers should be captured every semester. IR provides this information.
- They are all interested in Alpine numbers.
- Amanda said that there are many athletes that take courses online but are physically here. Those are the ones that are difficult to parse out. Amanda said she can assist.
- Rodeo students that are not going to be residential because they are professionals that travel all of the time, so they will be online only.
- Sally-we align programs as we consolidate at Eagle Pass for far more upper levels students will be online synchronous classes, so that can be a dilemma. What is our goal? I know we want more students in face-to-face classes, but the economics of it interfere with that. Dr. Garza and she have been looking for spaces for those students to come to campus and take those online synchronous courses. The more we consolidate, the more online synchronous courses will be taken.
- This is also another review. RGC students take the classes at home. Maybe we could gather students in Alpine class and those at RGC at local spots in some way.
- How much can we utilize these rooms, so the data can show us. We have consolidated the 4 rooms with SWTJC.
- Data that will be aggregated for Eagle Pass will be informative in different ways than what we gather for Alpine. It was responsive data gathering to the local community constituents that were interested in having other goods and services for the region. In RGC a transition from being an online university to a more a face-to-face residential campus, which is what Eagle Pass has expressed as a community. They want what Alpine has: dorms and athletic activities.
- It is about how we monitor consumer student activities shifting over time, given the appropriate inventory. Until we staff to a level that we can overcome those type of physical challenges, we will continue to have some level of online courses. Interesting to them is to measure the different types of instructional engagement because some appear to be online synchronous but is actually taught face to face at one location and not at the other. Would this be online synchronous or face-to-face.
- We look at sections. Each CRN is a separate entity.

- We need to think about what it is that we want to measure in terms of modality of attendance and give IR the definition. This is important because the business faculty at RGC raised the concern that enrollment decline is due to the shift of face-to-face instruction. They are drawing causality which could only be a correlation. At the end of the day, we need to manage the transition because the goal is to establish a residential in-person class.
- Laura-demographic of students want to sit in their room on the computer. They are very different. They don't go hang out. They sit in their rooms all day. She is interested to see what today's students look like and how we can transition them back into a more traditional learning environment when she attends the RNL conference.
- They are online consumers. We can't get students to go to the games. Amanda says our students are more engaged than in places she's been in the past
- Regarding the argument about Alpine, Amanda asked if we have ever communicated the value of faculty and staff because we hire a lot of people who buy homes and pay for goods. Since she has been here, we have added a lot of jobs that used to be remote that are now working on campus.
- Hopefully the isolation is more associated with the pandemic generation from the pandemic and the others will go back to another pattern.
- General observations-going to college is not just a fact-finding mission but it's a socialization; it is learning through peer participation. Online participants are less likely to comment or less likely to participate than those that are in a group setting.
- Laura mentioned there was a private university that had 500 residential student athletes and she did not want this for us.
- Amanda-Howard Payne a few years ago was all athletes and maybe only 10 that were not. The entire campus population were athletes.
- President- assuming we hit the 300 mark, 50% are athletes. As long as we keep growing programs that are attractive to non-athletes and focus on more personalized experience that can be had here versus other institutions, we will continue to attract residential students. We will never have 5,000 or 10,000 residential students like at Sam Houston or 30,000 at TX State University.
- Where we are in our facilities, will prohibit this.
- As part of the same data, they asked what we have available in dorm space today.
 - Ben put pencil to paper and roughly 600 beds available; 24 are to provide faculty/staff housing
 - 2 beds per unit. Going forward we have the potential by next fall to increase to 750 beds with Fletcher Hall.
 - Capacity to add 375 beds at Mountainside if we move in that direction.
 - We could have 1,100 beds if we did all this.
 - We have plenty of land, but we don't have switch capacity of domestic water capacity.
 - President's perspective-we will never see this university go beyond 1,100 residential students
 - . This leaves us with online programs.
 - Overall student experience with Mountainside, Marquis and Smith before other stuff was built out. We had a lot of movement on campus. A lot of programing did happen along the museum with sand volleyball courts that we don't have anymore.
- Constituents wanted to know why TSUS didn't step up and provide direction about program development, dictate direction or provide funding.
 - President informed them that the Systems aren't designed to work in this manner. They don't hold this treasure trove of resources waiting for campuses to ask for money. The only system that holds a significant amount of assets that is available to doll out funding is the University of Texas System. Only two institutions in Texas receive PUF support: Texas A&M and University of Texas.

- President informed them that in higher education, the academic enterprises are owned by the faculty. Program development occurs from the faculty upward not from administration downward.
- Laura mentioned that the community feels like when Texas Tech came to Angelo State, it made a difference for them. It is a perception for them.
- They had significant change in leadership, and that leadership had a better plan.
- President feels he has a better plan, and we will get there. A lot has changed from those campuses. Higher education as an industry is not the same as it was 20 years ago.
- If they were going through changes today, then it would look like what we are doing and focusing on online and trying to get more students to come to campus.
- Angelo has more residents than we do and is central to more cities than we are. It will be a challenge for us to draw significant enrollments.
- There are those that will say that we need to recruit local, regional high schools. If we recruited 100% of every high school graduate in the region, we would still not be sufficient enrollment because the numbers are so small.
 - The bottom half of the students don't go to college. The top quarter do not come to college here, so we are stuck with only recruiting maybe 50% of the students. All bad news only if we restrict ourselves to focusing on recruiting from the 16 regional schools. Once we look elsewhere, El Paso, Midland/Odessa, which is 60% of our enrollment.
- Betse commented that she thought it was very strange that they would advocate an overarching system in a town like Alpine.
 - Part of our culture and personality is that we can fix it ourselves.
- President said it was about 2 or 3 people actively asking, but there were about 20 or 30 people at this dinner
- The dinner ended with them saying that they supported our ideas, we think you are the right person, and they are behind him 100%.

Updates from April Altman Becker

- Maintaining and updating materials to the core and APR
- Staff referrals.
- We are about a week away from having the EdD SACSCOC application done. She will bring it to the committee in the next couple of weeks. President asked when the visit will occur. April mentioned it depends on when we send it to THECB.
 - Curriculum council will meet on August 7 to consider the EdD
 - Then will go to BOR in November then to THECB and they could take up to 1 year.
 - We wait for THECB to give written approval. Once given to THECB then they have 12 months clock.
 - When can we market? Once we send to THECB, we can market saying pending SACS approval.
 - SACS will not fully approve until THECB approves. President does not want to wait to submit and approve and wait another year for SACS
 - April spoke with the VP of SACS and she mentioned it is due by January, but if you get the THECB approval by March, then they can consider.
 - THECB changed the rule that they have a year to review.
 - Once we submit to SACS, we will kick off the program ASAP and then within 6 months of the program SACS will be on campus.
 - Laura and Bradley, Jessica and Barbara going to Texas State and maybe Sam Houston to meet with graduate programs, specifically their EdD program directors to learn what they can benefit from going through this process. Also to ensure we have a successful process.
 - This will force us to make sure we are ready.

- SACS is more of an after the fact quality review not an approval.
- President will ask chancellor if we can have a special called meeting in September just for this approval.
- She sent the DMO job description to Bonnie to review to get it posted. Data Manager position that we are sharing with Lamar. We have a couple people in mind,.

Updates from Michelle Lancaster

- Transition to Follet operations is complete.
 - Mid July they will be contacting faculty for training in equitable access
 - VP for campus store operations is on campus today.
- CIP code review.
 - This affects reporting and funding.
 - Reviewing the CIP codes for all our courses to see if the code we have accurately reflects what the class actually is. Example: if you have a master level course in agriculture education is, it funded at the teacher education level or at the agriculture level because the ag level funds a lot more than the teacher level funds.
 - This is not an activity that occurs during the course ideation. It is not a faculty artifact. Assigned by the registrar once the course has been approved. It has various rates the states pay per semester credit hour. Laborious undertaking focusing on course offering for the fall semester before reporting to THECB and then it will encompass the whole catalog.
 - Very tedious and very subjective. Up to the reviewer to determine which category is most accurate and it's most accurate when it pays more.
- The new Registrar, Jana Boatright, will be here on August 5th.
- Nominations for the Presidential Award, Service Award and Outstanding Scholar Award remain open.
- The Curriculum Council will meet on August 7th.

Updates from Sally Roche

- Continuing to look at candidates for math. Interviews today for visiting biology instructor.
- Work with Kayla and April on the new faculty orientation.

Updates from Jorge Garza

- SRSU Fest on August 24. Worked with Isaac on inflatables.
- Having registration rally first week in August.
- Did we find the lease agreement that was sent on July 1?
- The Enrollment Process meeting was great.
 - Question that came from that meeting: What are the legal ramifications for recruiters to have a school cell phone to text students to recruit? President said that there are none that he is aware of.
 - The real question is: Why does it need to be a school cell phone? Do they not want to have that traffic on their personal device? We can always purchase a device and pay for service on that device, but inevitably there will be some personal information coming through on the business phone. Also, there is an inconvenience of carrying two devices.
 - Laura's thought was to get recruiters iPads and buy data plans for them. This allows them to text message on them. She uses an iPad when she travels and OIT locks it down.
 - Jorge has not been able to figure out a way to utilize our phone system to text students, which is the best way to reach students.

- Bonnie mentioned that we did pay stipends to employees using their phones at one time. Recruiting to use maybe iPad is better than providing them stipends or using their personal cell phones.
- Telecommunication challenge-cell phones became a thing when President began working. The last arrangement he saw and was widely adopted was a stipend. \$35 to \$50 to reimburse employees for a portion of their planned cost, but rarely would the institution cover the cost of the device.
 - We can consider this, but we need to see some beneficial outcome. Just getting money without any increase in productivity does not make sense.
 - Even though \$50 a month adds up to \$600 per year, it still proliferates through the university.
 - If we do this for this group, then other groups will say that they use their cell phones for work and why don't they get a stipend too. Before we know it, 30% of the organization will be getting \$600 a year.
 - We would really need to drill down with the recruiters what they are being asked to do with their cell phones.
- Natalie mentioned they are working with the recruiters to get an idea of what they are doing and how they think they will be successful.
 - We will be explaining the different levels of the funnel because she doesn't think that they understand that everything starts at the inquiry stage, so we need to start nurturing these things and the importance of it. We also need to set targets for them on emergence and why that is important.
 - Working on the list of expectations and what they things that they will need to provide training for.
- Natalie submitted to Jacob a proposal for 13 iPads a few months ago.
 - Ben mentioned that we can have a second phone line on our devices through Verizon for \$25 a month that is unlimited.
 - Betse-doesn't EMP have a text option? Yes. If they use their iPad and log into EMP and use the text option, that could work and makes more sense.

Updates from Bonnie Albright

- Moving forward with student health insurance. Enrollment starts on July 15. Sending information to provide to the students.
 - Continuing to turn into the help desk with any Banner issue that you have.
- SAAS Ellucian Project, they will be on campus July 24.
 - Needs involvement from key people
- Working on budgets, working through Board documents for the budget and updating the worksheets for the detail.
- Holiday schedule was approved by the Chancellor. It was presented last meeting.
- Update on budget changes-Late last week, the Attorney General's request for an injunction on the FLSA changes was upheld by the 5th Circuit Court. All the DOL changes are on hold right now.
 - Those 11 individuals that would have received a salary increase effective July 1 are on hold. They are currently in a budget role at a different rate. We will need to go back and fix, as they will only receive the merit increase instead of the DOL required increase. They will receive the merit increase along with everyone else.
 - It is expected that the injunction will reverse the DOL policy and that none of this will come to pass. It will delay it indefinitely until the next administration.
- Dr. Funasaki asked what will happen to the approximately 75 individuals that were moving from exempt to non-exempt status. President said that this will still move forward, as a lot of the positions have no reason to be in an exempt status. We will re-classify them to non-exempt independent of the DOL changes. DOL

change did not require us to change them to non-exempt. That was our approach to paying the elevated salaries.

Updates from Eric Funasaki

- Working on a several grants.

Updates from Natalie Sandoval

- Nydia will be sending out an email to most everyone in the room regarding revamping showcases. We want to include as many departments as we can. If you receive an email, then let Nydia know if you are available to assist on this committee.

Updates from Amanda Workman

- Officially now a member of the Lone Star Conference (LSC) as of July 1.
- Our NCAA call is this Thursday, so we are hoping for good news there.
- We will have a baseball candidate; we had 53 applicants.
 - Narrowed it down to 6 interviews virtually: 3 interviews virtually on Monday and a candidate coming to campus on Monday.
- She met with Barry about the Housing Scholarship; he has a spreadsheet for her that she will share
- She is here this week and then will be out for two weeks. If anyone needs assistance, please contact Clayton.
- President is traveling to Santa Fe for LSC conference this coming Friday.

Update from Ben Telesca

- We met yesterday (Ben, Betse, Katy, Isaac and Janice) about the August 29th opening game kickoff and the activities to encourage more participation from faculty and staff. We have a full slew of giveaways. Looking good.

Updates from Laura Payne

- Matthew Marsh texted her that he was receiving texts saying it was Dr. Hernandez.
- His area code is 915. If you received a call from an area code other than 915, then it is not him.
- She wanted to point out that more than one person at the university was receiving these texts. Our cell phones are out there to scammers. Maybe we should send out an email to everyone.
- Michelle is saying that she has been receiving emails that Microsoft will be deleting your account, and she has been forwarding them to abuse@sulross.edu.
- Laura said that there had been a data breach in Lobo Alert a while back. Bonnie said that she will check with our ISO crew and let them know that it is happening.
- The question is if the ISO crew can check if any of our systems have been compromised and they received cell phone data from it. The scammer is not spoofing his cell phone number. The scammer knows the name and they know that they are university employees somehow and leveraging those two pieces of information and their cell phone number to trick people.

Update from President Hernandez

- President is receiving questions regarding the DOL changes, and he responded to Katy Williams.
- The other was regarding the changes to scholarship policy. We are moving forward.
 - The question was: Can we grandfather those who are already participating in the program into not having to pay the \$150 per class? This is not a lot of money to ask anybody to contribute.

- He received an email from an employee today asking if they could grandfather them in for this Fall because it was a big chunk from their paycheck. His inclination at first was to respond no, we will not grandfather anyone. You do not have to pay it all at once, you can get on a payment plan. This is a fair plan and gives individuals a pathway to get a degree or a graduate degree at minimal cost of \$150 per class. We are not trying to create any undo burden on anyone.

Adjourned: 10:54 a.m.