

**UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA
BOARD OF REGENTS MINUTES
April 10, 2024**

The Board of Regents for the University of Science and Arts of Oklahoma met Wednesday, April 10, 2024, in the Regents Room of the Student Center on the University of Science & Arts campus. Before the meeting was called to order, President Kayla Hale stated that advance public notice of this meeting was properly filed and displayed in compliance with the Open Meeting Law.

1. **Call to Order:** Chairman Cale Walker called the meeting to order at 1:03 p.m.
2. **Roll Call:** Roll call was taken with all regents present: Amanda Conley, JJ Francais, Diane Ming, Chris Mosley, Suzanne Reynolds, Kelly Wilkerson and Cale Walker.

Others in attendance were VP Donna Miles, VP Sheppard McConnell, VP JP Audas, VP Nick Hathaway, Mike Ross, Angela Harris, Dawn Reitan-Brockman, Dr. Sarah Layman, Dr. Brenda Brown, Nicole McMonagle, Jennifer Dooley, Marissa Moore, Adeel Siddiqui, Robyn Rogers, Amy Goddard, Cathy Perri.

3. **The Pledge of Allegiance** was recited.
4. **Introductions:** President Hale introduced Redlands Community College President, Jena Marr, to the meeting.
5. **Presentations:** Chairman Walker called upon Vice-President Miles to present the **Regents Faculty Achievement Award** recipients for 2023-24. Those receiving awards were:
 - Dr. Holly Hatfield for Superior Teaching Award;
 - Dr. Rachel Jones for the Scholarly Activities Award;
 - And Dr. Jason Shaw for the Faculty Service Award.

Chairman Walker called upon Athletic Director Mike Ross to announce the **Bill & Pat Smith Scholar-Athlete Awards**. Awards were then presented to Lainey Morrow and Matija Malenovic.

6. **Approval of Minutes of the February 15, 2024 Meeting:** Kelly Wilkerson made a motion to accept the minutes as presented. Diane Ming seconded the motion, and the motion carried with 6 yes votes and one abstaining vote.
7. **Communications to the Board:** President Hale gave the following communications and upcoming events at USAO:
 - Update on The Palms apartment complex at 17th and Alabama.

- Dr. James Finck is representing USAO as a board member at the General Tommy Franks Leadership Institute and Museum. www.tommyfranksmuseum.org
- Open Educational Resources (OER) Institute. Dean Rachel Jones has developed a team of faculty to better prepare our faculty to more fully embrace OER resources. OER has been shown to increase student learning while breaking down barriers of affordability and accessibility.
- USAO will be partnering with the Oklahoma Cyber Innovation Institute on a GenCyber grant from the National Security Agency. This grant is designed to increase awareness in cybersecurity college and career readiness pathways at the secondary and post-secondary level.

Upcoming Events:

- 4/11/24 *Free Speech workshop at UCO (32 USAO representatives will be attending)*
- 4/18/24 *Minerva Awards. Student Center Ballroom. 11 am to 12:30 pm.*
- 4/26/24 *Pre-Commencement Reception. Jourdan House. 5:30 pm to 7:00 pm.*
- 4/27/24 *Commencement. Robing at 10:30 am. Processional at 11 am.*
- 6/24-25/24 *USAO Administrative Leadership Retreat. Sulphur, OK*

8. Personnel matters were presented as follows:

Appointments:

Robert Blakley, effective April 1, 2024; Head Coach, Women's Volleyball
Diane Carroll, effective March 4, 2024; Administrative Assistant
Adelina Flores, effective March 11, 2024; Administrative Assistant
Joshua Grady, effective March 5, 2024; Custodian
Karean Jumper-Barron effective February 1, 2024; NASNTI Financial Literacy Coach
Esther Lynn, effective April 1, 2024; Cashier
Chloey Orosco, effective March 11, 2024; Recruitment and Admissions Specialist
Robert Sikes, effective February 19, 2024; Security Officer
Sean Stehr, effective March 4, 2024; Custodian
Lisa Wegener, effective February 12, 2024; NASNTI Coordinator of Accessibility Support and Equity

Change in Status:

William Berumen, effective April 1, 2024; promoted to NASNTI Experiential Learning Coordinator
Danielle McAllister, effective April 1, 2024; promoted to Maintenance Coordinator
Dawn Reitan-Brockman, effective March 12, 2024; promoted to Dean of Students

Resignations:

Isabel Almendarez, effective February 16, 2024; Head Coach, Women's Volleyball
Lacey Dutton, effective March 1, 2024; Print Services Coordinator
Kristi John, effective February 23, 2024; Institutional Research Analyst
Ginger London, effective February 19, 2024; Director of Instructional Technology
Sean Risinger, effective March 8, 2024; Associate Director-Neill Wint Neurodiversity Center

Retirees:

Paula Brashears, effective February 29, 2024, Administrative Assistant

Diane Ming made a motion to accept the list as presented, with Chris Mosley seconding the motion. Motion carried.

The third quarter (summer 2024) adjunct list was inadvertently left off the personnel listing. Third quarter adjuncts are:

Summer Adjunct List 2024

Julianne Annesley
Alfredo Baeza
Jennie Casey
Mary Anne Chalaire
Clayton Hampton
Nicole McMonagle
Andrew Myers
Daniel Pool
Emily Schumacher
Marissa Moore

Diane Ming made a motion to amend the previous motion to include the adjuncts listed for Summer 2024. Amanda Conley seconded the motion and the motion carried.

9. Monthly Financial Statements: There were no financial reports available.

10. Request Approval of Proposed Curriculum Changes: Chairman Walker called upon Regent Ming, chair of the Academic and Administrative Affairs committee. The committee met at 10:00 a.m. on April 10, 2024, to discuss and review the list of curriculum changes, deletions and additions. Dr. Miles fielded questions from the Regents. Having no other discussion, Regent Ming, upon recommendation of the committee, motioned to accept the changes to the curriculum as presented. Regent Francois seconded the motion, and the motion carried.

Type	Name
FINE & PERFORMING ARTS	
Change Program	Art (BA)
Change Program	Art (BFA)
Delete Course	ART 1212 Ceramic Handbuilding
Delete Course	ART 1312 Sculpture Studio I
Change Course	ART 2322 Sculpture Studio
New Course	ART 2323 3D Foundations
New Course	ART 2342 BIO-ART

Change Course	ART 2413 Painting Composition Studio I
New Course	ART 2702 ART + MARKETING
New Course	ART 3332 Advanced Performance Studio
New Course	ART 3342 Advanced BIO-ART
Change Course	ART 3413 Painting Composition Studio II
Change Course	ART 3443 Advanced Ceramics Studio I
Change Course	ART 3463 Advanced Oil Painting and Composition Studio I
Change Course	ART 3473 Advanced Oil Painting and Composition Studio II
Change Program	Art with Teacher Certification (BA)

SCIENCE & PHYSICAL EDUCATION

New Program	Computer Science (BS)
New Course	CSCI 2113 Fundamentals of Algorithms
New Course	CSCI 2253 Programming in Python I
Delete Course	CSCI 2343 Programming in COBOL
Delete Course	CSCI 2353 File Organization
Delete Course	CSCI 2443 System Analysis & Design
Change Course	CSCI 3143 Data Structures
New Course	CSCI 3253 Programming in Python II
New Course	CSCI 3353 Computer Networks
Change Course	CSCI 4053 Database Design
New Course	CSCI 4112 Computer Science Internship
Change Course	CSCI 4163 Software Engineering
New Course	CSCI 4202 Artificial Intelligence, Privacy, and Ethics
Delete Course	CSCI 4900 Workshop
Delete Course	CSCI 4901 Workshop
Delete Course	CSCI 4902 Workshop
Delete Course	CSCI 4903 Workshop
Delete Course	CSCI 4904 Workshop
Delete Course	CSCI 4911 Senior Colloquium

SCIENCE & PHYSICAL EDUCATION

Change Course	KINE 1222 Foundations of Kinesiology
Change Course	KINE 2222 First Aid and CPR
Change Course	KINE 3202 Socio-Cultural Studies in Sport
New Course	KINE 3203 Concepts of Strength and Conditioning
Change Course	KINE 3213 Biomechanics
New Course	KINE 3223 Concepts in Personal Training
New Course	KINE 3303 Sports Analytics
Change Course	KINE 3402 Sport Psychology
New Course	KINE 3403 Sports Management
New Course	KINE 4002 Internship

New Course	KINE 4213 Exercise Testing
Change Course	KINE 4223 Measurement and Evaluation in Kinesiology
Change Program	Kinesiology (BS)

HUMANITIES & INTERDISCIPLINARY STUDIES	
New Program	Museum Studies
New Course	MUST 2003 Introduction to Museum Studies
New Course	MUST 2011 Introduction to Collections Management
New Course	MUST 2021 Digital Collections Management
New Course	MUST 3003 Museum & Gallery Curation
Change Course	IDS 1223 Contemporary Math
New Course	IDS 2113 Internship Level I
New Course	IDS 4113 Internship Level II

11. Review and discussion of Human Resources Policies:

- A. Religious Accommodation Policy 2024
- B. Family and Medical Leave Policy Revision

The Policy and Procedures Committee met the morning of April 10, 2024 to discuss and review the two policies set forth. Human Resources Director, Angela Harris, presented the new Religious Accommodation Policy 2024, as well as the update to the Family and Medical Leave Policy. Director Harris answered questions pertaining to the policies. After discussion ceased, Regent Mosley made a motion upon recommendation of the Committee, to approve the policy updates as presented. Regent Ming seconded the motion, and the motion carried.

Religious Accommodation Policy

Objective

The University of Science & Arts of Oklahoma (USAO) respects the religious beliefs and practices of all employees and will make, on request, an accommodation for such observances when a reasonable accommodation is available that does not create an undue hardship on the company's business.

Requesting a Religious Accommodation Request Form

An employee whose religious beliefs or practices conflict with his or her job, work schedule, or with USAO's policy or practice on dress and appearance, or with other aspects of employment, and who seeks a religious accommodation must submit a written request for the accommodation to his or her immediate supervisor. The written request will include the type of religious conflict that exists and the employee's

suggested accommodation. Contact Human Resources for a Religious Accommodation Request Form.

Providing Religious Accommodation

The immediate supervisor will evaluate the request considering whether a work conflict exists due to a sincerely held religious belief or practice and whether an accommodation is available that is reasonable and that would not create an undue hardship on USAO's business. An accommodation may be a change in job, using paid leave or leave without pay, allowing an exception to the dress and appearance code that does not affect safety requirements, or for other aspects of employment. The immediate supervisor will then meet with Dean to approve or deny the suggested accommodation. Depending on the type of conflict and suggested accommodation, the immediate supervisor and Dean may meet with the Human Resource Director before deciding.

Once a decision has been made the supervisor will meet with the employee to discuss the request and decision on suggested accommodation. If the employee accepts the proposed religious accommodation, the immediate supervisor will implement the decision. If the employee rejects the proposed accommodation, he or she may appeal following USAO's grievance policy and procedure.

Family and Medical Leave (FMLA) Policy

The FMLA Policy is designed for employees to balance their work responsibilities while caring for family members or during serious personal illness or injury not covered under Workers' Compensation. All regular faculty and staff who hold continuous appointments with an FTE of .50 or greater can access accrued paid leave as provided by the University's leave policies. In addition, the aforementioned employees are eligible for up to a total of twelve (12) weeks of leave (combined paid and/or unpaid) during a twelve-month period, in accordance with the following provisions.

I. Family Leave

A. Purpose. Family leaves of absence may be taken for the following reasons:

1. Birth of a child of the employee and in order to care for said child;
2. Placement of a child with the employee for adoption or foster care;
3. To care for a spouse, child, or parent who has a serious health condition. A serious health condition is one that requires in-patient care and/or continuing treatment by a health care provider.

B. Terms:

1. FMLA leave may be used as paid or unpaid. Accrued paid leave, as provided by university policy, may be used by the employee concurrently with available twelve (12) weeks of FMLA leave. When leave with pay is no longer available, the remainder of the twelve (12) weeks of FMLA leave will be leave without pay.
2. The university will measure the twelve (12) month period as a rolling twelve (12) month period measured backward from the date an employee uses any leave under the FMLA policy.

3. During the twelve (12) weeks of FMLA leave, additional leave with pay will not accrue.
4. During the twelve (12) weeks of FMLA leave, University insurance benefits will continue. While on paid leave, the university will continue to make payroll deductions to collect the employee's share of any benefit premiums. While on unpaid leave, the employee must continue to make this payment, either in person or by mail. The payment must be received in the Business & Finance Office by the 5th day of each month. If the payment is more than 30 days late, the employee's benefit coverage may be dropped for the duration of the leave. The university will provide 15 days' notification prior to the employee's loss of coverage.
5. Family leaves for birth, adoption, or placement of a foster child must fall within the term of employment and are to be taken consecutively without interruption, ending no later than twelve months after the day of birth or placement of the child.
6. Family leave to care for a seriously ill spouse, child or parent may be taken intermittently or on a reduced time basis (by working fewer days in a week or fewer hours in a day) if such schedule is needed for medical reasons. When family leave without pay is taken to care for a spouse, child, or parent, acceptable documentation from the health care provider will be required by the University.

C. Maternity Leave:

1. With pay. Maternity leave with pay is available to eligible employees through utilization of their accrued leave policy. An employee may continue normal duties through pregnancy or use available leave while unable to perform regular duties and shall suffer no penalty, retaliation, or other discrimination.
2. Without pay. Leaves for the birth of a child may be extended beyond that granted for the medical disability to a total of twelve (12) weeks through the utilization of accrued paid leave or leave without pay.

II. Medical Leave

A. Purpose:

1. Medical leaves of absence are available to eligible employees in the event of serious personal illness or injury.

B. Terms:

1. FMLA leave may be used as paid or unpaid. Accrued paid leave, as provided by university policy, may be used by the employee concurrently with available twelve (12) weeks of FMLA leave. When leave with pay is no longer available, the remainder of the twelve (12) weeks of FMLA leave will be leave without pay.
2. The university will measure the twelve (12) month period as a rolling twelve (12) month period measured backward from the date an employee uses any leave under the FMLA policy.
3. During the twelve (12) weeks of FMLA leave, additional leave with pay will not

accrue.

4. During the twelve (12) weeks of FMLA leave, University insurance benefits will continue. While on paid leave, the university will continue to make payroll deductions to collect the employee's share of any benefit premiums. While on unpaid leave, the employee must continue to make this payment, either in person or by mail. The payment must be received in the Business & Finance Office by the 5th day of each month. If the payment is more than 30 days late, the employee's benefit coverage may be dropped for the duration of the leave. The university will provide 15 days' notification prior to the employee's loss of coverage.
5. Medical leave may be taken intermittently or on a reduced time basis (e.g. by working fewer days in a week or by fewer hours in a day) if such a schedule is needed for medical reasons. The University will require acceptable medical documentation of illness or disability.

III. Procedures

Employees requesting FMLA leave must provide a written notice of the need for leave to their supervisor and Human Resources department. All requests must include the reason for the request and the anticipated time period for the leave. All requests for family and medical leaves of absence shall be made at least thirty (30) days in advance, to the extent practicable. If the leave is for planned medical treatment, the employee is expected to schedule the treatment so as to create minimum disruption for the employer. When leave is used for the employee's own serious health condition or to care for a spouse, child, or parent with a serious health condition, acceptable medical documentation from the health care provider will be required.

Within five (5) business days after the employee has provided this notice, the Human Resources department will complete and provide the employee with a Notice of Eligibility and Rights and request a medical certification or other supporting documentation as necessary.

Within five (5) business days after the employee has submitted the required certification or other documentation, the Human Resources department will complete and provide the employee with a written response to the employee's request for FMLA leave using the FMLA Designation Notice.

IV. Return to Work

Eligible employees who take up to twelve (12) weeks of FMLA leave from a position within the University will be able to return to the same or equivalent position and employment benefits. In the event of budgetary or organizational changes during the period of absence, the employee shall be treated as if he or she was occupying the same position at the time of the change. If an employee does not return to work as agreed upon, at the end of their available FMLA leave, unless other arrangements are made, he or she shall be considered to have resigned from the University effective the last day worked.

V. Extended Leaves of Absence Without Pay

A. Purpose:

Leaves of absence without pay for personal reasons may be recommended by the department head to the appropriate vice president for approval when it appears to be in the best interest of the University and the employee.

B. Terms:

1. Leave of absence without pay may not exceed one year in length.
2. A personal leave of absence without pay does not count as service time for computation of benefits, other than for retirement as specified, and insurance benefits will be paid by the employee. Leave without pay for monthly employees may not be for absences of less than one day's duration.
3. When employees are granted leaves without pay for personal reasons, the University is obligated to reemploy the individual in either the same or similar position with the recommending department. Therefore, prior to granting a leave without pay, departments should carefully consider whether they will be in a position to reemploy the individual at the conclusion of the leave. If the position cannot be held open or filled on a temporary basis, the department should make it clear in writing to the employee that the leave is being granted with the understanding that the University is not obligated to reemploy the individual at the conclusion of the leave.

NOTE: FMLA limits the leave that may be taken by spouses who work for the same employer to a combined total of twelve (12) work weeks during any twelve (12) month period. (Regents 7-19-94)

12. Review and discussion of Housing Related Policy Changes:

A. Housing Rate Adjustment Proposal

The Housing and Physical Plant Committee met the morning of April 10, 2024 to discuss and review the two policies set forth. Vice President Sheppard McConnell presented the Housing Rate Adjustment Proposal. Regent Reynolds made a motion upon recommendation of the Committee to approve the housing rate increase as presented. Regent Francois seconded the motion, and the motion carried.

B. Violations and Consequences for Approved Emotional Support Animal (ESA) Owners Policy

The Housing and Physical Plant Committee also discussed and reviewed the updates for Violations and Consequences for Approved Emotional Support Animal (ESA) Owners Policy. Vice President Sheppard McConnell answered questions for clarification from the group. Regent Reynolds made a motion upon recommendation of

the Committee to approve the update to the policy as presented. Regent Conley seconded the motion, and the motion carried.

13. Presidents Report:

President Kayla Hale gave a detailed report to include the following topics:

- Expansion of our partnership with Redlands Community College, with President Jena Marr, President, in attendance
 - Partnership began in September 2022 by President John Feaver and President Jack Bryant
 - Initial shared operational areas include: Academic Affairs, Enrollment Management, Network Security, Canvas Specialist, Webmaster, and Printing Services
 - Fall 24 implementation of AA to BA pathway in Education
 - Fall 24 implementation of certificate in Film Studies (Redlands) to a BA in Digital Media & Technology (USAO)
 - Reverse transfer initiative to award former USAO students with 64+ college credit hours an Associate of Arts degree from Redlands Community College
 - Embedded USAO faculty at Redlands Community College to offer BA degrees on the Redlands Community College campus
 - Joint funding of a shared counselor in Career and Workforce Development Readiness position to begin on July 1, 2024

- New outreach to Oklahoma City Community College for partnership
 - Initial meeting with President Mautra Jones and her senior leadership team on April 8, 2024, using the Redlands CC Partnership model to frame our conversation
 - Additional opportunities include significant expansion and integration of USAO's micro credential offerings, concurrent learning, shared professional development opportunities, and non-credit opportunities for workforce upskilling/development
 - USAO and OCCC already have a large number of articulation agreements. This is the natural next step.
 - A verbal agreement in principle was reached and institutional liaisons from both entities have been identified to develop the formal Memorandum of Understanding.
 - An announcement of the partnership will soon be announced. A formal signing ceremony will occur in May or June.

- Strategic Plan 2030
 - Academic and Administrative Leadership Teams will engage in a summer retreat on June 24 and 25.
 - From this retreat, the framework of the university's next strategic plan will be articulated, and all university constituents will be engaged in the full development of the plan.

- The timeline for completion will be no later than May of 2025

- Administrative Updates
 - Search committees for the new Vice President of Academic Affairs and the new Dean of the School of Business are nearing completion.
 - Employee evaluations are underway!
 - Artificial Intelligence and its impact on the academy is a hot topic. We are exploring opportunities to strategically incorporate this new technology into our curriculum and operations.

- Fiscal Affairs Update – VP Nick Hathaway
 - First Nine Weeks Report Card:
 - Significant progress made identifying and addressing non-functional processes, particularly in financial data extraction and reporting
 - Engagement of Chris Kuwitzky to aid in financial data management and reporting
 - Engagement of Emily Pierce to aid in budgeting, process improvements, and shared services
 - Improvements made in financial reporting have already delivered positive results, particularly with required HLC reporting
 - Proactive engagement with State Treasurer and State Regents regarding finances and reporting
 - Business office personnel updates
 - CRM conversion has necessitated engagement with IT and database experts for report development
 - The Ellucian system will standardize and improve data tracking and trend analyses for future financial monitoring

- Academic Affairs Update – VP Dr. Donna Miles
 - Higher Learning Commission report
 - Faculty Handbook
 - Open faculty positions
 - Student enrollments for summer and fall
 - Graduation checks

- Legislative Session Update – Cathy Perri
 - Oklahoma Promise Day
 - Deferred Maintenance
 - Property Insurance Revolving Fund
 - Campus Security Grant Program
 - Overall allocation

- Enrollment Management Update – VP Sheppard McConnell
 - Status report on applications, admissions, and yield
 - Junior Day

- Droverstock

- External Affairs Update – VP JP Audas
 - USAO Giving Day results
 - Chickasaw Nation Scholarship Match achieved
 - Presidential Professorships campaign
 - FY Fundraising Goal - \$2,000,000

- Athletics Update
 - Two Drovers athletics teams ranked in Top 20
 - Search starting for new women’s basketball coach
 - Upcoming events

14. Remarks from Representatives to the Board

Reports were submitted in advance from Faculty Association (Dr. Dany Doughan); Alumni Association (Dawn Reitan-Brockman) and Staff Association, (Marissa Moore). No report was received from Student Government Association (Chandler Leamon-Webb).

15. Time and Place of Next Meeting – Thursday, June 13, 2024, 1:00 p.m., Regents Room, USAO Student Center

16. Consideration of “any matter not known about which could not have been reasonably foreseen prior to the time of posting” of the agenda.

None.

17. Executive Session:

A. Possible discussion and vote to enter into executive session pursuant to 25 O.S. § 307 (B) (1) for employment, hiring, promotion, demotion, disciplining or resignation of any individual salaried public officer or employee;

1. Consideration of Reappointment of Professional and General Staff for FY2024-2025

2. Consideration of Promotion Decisions for 2024-2025
 - a) Blake Morgan, Visual and Performing Arts
 - b) Dany Doughan, Science and Physical Education
 - c) Jordan Vinyard, Visual and Performing Arts

3. Consideration of Reappointment of Faculty and Deans for 2024-2025

Regent Reynolds made a motion to enter into executive session. Regent Mosley seconded the motion, and the motion carried, with executive session commencing at 2:48 p.m.

At 3:14 p.m. Regent Ming made a motion to end the executive session and move to open session. Regent Wilkerson seconded the motion and the motion carried.

Consideration of Reappointment of Professional and General Staff for FY 2024-2025: Upon recommendation from the Academic and Administrative Affairs Committee, Regent Ming made a motion to approve the reappointment of Professional and General Staff for FY 2024-2025. Regent Wilkerson seconded the motion and the motion carried.

CONSIDERATION OF REAPPOINTMENT OF ADMINISTRATIVE, PROFESSIONAL, AND GENERAL STAFF FOR FY 2024-2025

Administrative Staff

Amy Goddard, Director of Communications and Marketing
Chelsea Phillips, Registrar and Director of Enrollment & Records
Dawn Reitan-Brockman, Dean of Students
J.C. Sanders, Director of Institutional Research
Kelli Monroe, Director of the Student Success Center
Nicole McMonagle, Director of Nash Library
Robyn Rogers, Director of Financial Aid

Professional Staff

Sharon Greene, Executive Assistant to the President and Secretary to the Board of Regents
Emily Baker, Associate Registrar
Lisa Hanks, Assistant Director of Financial Aid
Jennifer Dooley, USAO Foundation Director of Operations
Marissa Moore, Associate Director of Alumni Relations and University Development
Tarah Kinney, Associate Director for Neill-Wint Center for Neurodiversity
Chad Wollenberg, Database Manager
Barry Feuerborn, Director of Recruitment, Scholarships, and First Year Retention
April Lawrence, Director of Admissions and Enrollment
Riley Coop, Recruitment and Admissions Specialist
Kyla Patterson, Admissions Technology Specialist
Chloey Orosco, Recruitment and Admissions Specialist
Jana Ware, Human Resources Specialist
James (Dwight) Yokum, Staff Accountant - Accounts Payable Specialist
Monica Trevino, Grants Coordinator
Daniel Pool, Librarian – Emerging Technology Specialist
Autumn Dalman, NASNTI Grant Program Director
Karean Jumper-Barron, Financial Literacy Coach for NASNTI
Anne Tsonetokoy, Instructional Designer for NASNTI
Lisa Wegener, Coordinator of Accessibility Support and Equity for NASNTI
William Berumen, Experiential Learning Coordinator for NASNTI
Jeff Rutherford, Technical Director for Theatre Arts
Coltyn Harrill, Creative Services Coordinator/Graphic Designer
Tailor Sutherland, Digital Media Coordinator
Malisa Rawlings, Communications Coordinator
Rachel Drechsler, Coordinator for Student Wellness and Accommodations
Annie Roberts, Student Life and Housing Coordinator

Sidney Wilson, Success and Retention Coach
Craig Caffrey, Success and Retention Coach
Dan Harper, Success and Retention Coach
Galen Phillips, Residential Outreach and Housing Coordinator
Skyler Sturgis-Garneau, Housing Facilities Coordinator (part-time)
Andrea Freymiller, Head Athletic Trainer
Tanner Shoemaker, Assistant Athletic Director for Media Relations and NIL
Conner Darnell, Assistant Sports Information Director (part-time)
Robert Blakley, Head Coach - Volleyball
Luke Burns, Head Coach - Men's Golf (part-time)
Steven Holden, Head Coach – Women's Golf (part-time)
James Hampton, Head Coach - Men's Soccer
Anthony Orsi, Assistant Coach – Men's Soccer Coach (part-time)
Niall Crick, Head Coach -Women's Soccer
Dria Hampton, Assistant Coach – Women's Soccer (part-time)
Tyle Hankins, Head Coach - Baseball
Joey Pavlovich, Assistant Coach - Baseball (part-time)
Jadyn Wallis, Head Coach - Softball
Dakota Clouse, Assistant Coach - Women's Softball (part-time)
Darrick Matthews, Head Coach - Women's Basketball
Sirena Matthews, Assistant Coach - Women's Basketball (part-time)
Christopher Francis, Head Coach - Men's Basketball
Joshua Roach, Assistant Coach – Men's Basketball (part-time)
Brian Worthington, Head Coach, Men & Women's Track & Field/Cross Country (part-time)
Wesley Barnhart, Assistant Coach - Pole Vault (part-time)

General Staff

Sharon Ast, Accounting Clerk/Foundation Bookkeeper
Brittany Banker, Enrollment and Records Specialist I
Sharla Bare, Payroll Specialist
Esther Lynn, Cashier
Magdalene Perry, Financial Aid Specialist and Work-Study Program Coordinator
Melanie Bilyeu, Housing and Student Life Specialist
Sarah Coburn, Administrative Assistant for Nash Library
Tom Coker, IT Technician – Level II
Allen Kaulaity, IT Technician – Level I
Erin Kelley, Print Shop Clerk (part-time)
Danielle McAllister, Maintenance Coordinator
L.D. Turner III, HVAC Technician
Michael Brand, Maintenance Technician
Tony Harris, Building & Structure Supervisor
James (Jim) Davis, Carpenter
Andy Blevins, Carpenter
Angela Kinzinger, Lead Custodian
Joshua Grady, Custodian
Glenda Franks, Custodian
Vienna Gamez, Custodian
Jose Gonzalez, Custodian
Derek Green, Custodian
Oralia Delong, Custodian
Donna Little, Custodian
Maria Lopez, Custodian
Sean Stehr, Custodian
Michael Tartsah, Custodian
Laura Morris, Custodian

Russell Pool, Coordinator for Security and Emergency Preparedness
Thaddeus Komula, Security Officer
Robert Sikes, Security Officer
Michael Erwin, Security Officer
Rebecca Snider, Administrative Assistant for NASNTI
Lana Souders, Administrative Assistant for Academic Affairs and Athletics
Eileen Thomas, Administrative Assistant, Teacher Education (part-time)
Adelina Flores, Administrative Assistant for NASNTI
Jani Houtz, Administrative Assistant for the Schools of Fine and Performing Arts, Science and Physical Education, and Social Sciences and Business
Dianne Carroll, Administrative Assistant to Human Resources (part-time)
Lucretia Scott, Groundskeeper Supervisor
Tristan Percy, Groundskeeper
Kirk Irby, Groundskeeper
Douglas Pearson, Groundskeeper (part-time)
Douglas Bohay, Groundskeeper (part-time)
Jacob Bohay, Groundskeeper (part-time)
Jerrod Medrano, Groundskeeper (part-time)
Richard Miller, Groundskeeper (part-time)
Emily Hector, Drover Dance Coach (part-time)

Consideration of Promotion Decisions for 2024-2025: Upon recommendation of the Academic and Administrative Affairs Committee, Regent Ming, committee chair, recommended all three candidates be promoted to full professor:

- a) Blake Morgan, Visual and Performing Arts
- b) Dany Doughan, Science and Physical Education
- c) Jordan Vinyard, Visual and Performing Arts

Regent Conley seconded the motion, and the motion passed.

Consideration of Reappointment of Faculty and Deans for 2024-2025: Upon recommendation from the Academic and Administrative Affairs Committee Chair, Regent Ming made a motion to approve the reappointment of Faculty and Deans for FY 2024-2025, with the exception of Dr. James Vaughn, who stepped down from the Social Sciences & Business Dean position. Regent Conley seconded the motion and the motion carried.

HUMANITIES AND INTERDISCIPLINARY STUDIES

Annick Bellemain	Professor of Foreign Language
Brenda Brown	Professor of English
J.C. Casey	Professor of Communication
Alex Coleman (non-tenure)	Instructor of Creative Writing
David Duncan (non-tenure)	Instructor of Video Production
Brian McWilliams	Assistant Professor of English
Zachary Simpson	Professor of Philosophy and Religious Studies
David Smith	Assistant Professor of English
Wade Thompson	Assistant Professor of English

FINE AND PERFORMING ARTS

Wendy Chambers	Assistant Professor of Art
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Katie Davis
Jacquelyn Knapp
Blake Morgan
Jeff Taylor
Layne Thrift
Jordan Vinyard
Stephen Weber

Professor of Theatre Arts
Professor of Art
Associate Professor of Art
Assistant Professor Theatre Arts
Professor of Art
Associate Professor of Art
Professor of Music

EDUCATION AND SPEECH LANGUAGE PATHOLOGY

Shaylee Chester (non-tenure)
Amber Diaz-Goodwin (non-tenure)
Katie Fields

Instructor of Education
Instructor of Speech Pathology
Instructor of Education and Director of Early
Childhood Development Center
Associate Professor of Deaf Education
Professor of Speech Pathology and
Director of Speech Pathology Clinic
Professor of Education
Director of Teacher Education
Professor of Education
Instructor of Education

Yunjae Hwang (non-tenure)
Karen Karner

Sarah Layman

Linda McElroy
Tarah Kenney

SCIENCE AND PHYSICAL EDUCATION

Nicholas Boyde
Yan Cretacci
Dany Doughan
Joshua Hakala
Kassy Hanson
Rachel Jones
Sean Kelley
Jeannette Loutsch
Priscilla Malmstrom
Darrick Matthews

Associate Professor of Chemistry
Instructor of IDS and Lab Coordinator
Associate Professor of Chemistry
Assistant Professor of Biology
Instructor of Physical Education
Associate Professor of Biology
Professor of Physical Education
Professor of Biology
Instructor of Mathematics
Instructor of Physical Education and
Head Women's Basketball Coach
Assistant Professor of Mathematics
Athletic Director
Professor of Physics
Assistant Professor of Environmental Science
Professor of Biology
Professor of Mathematics

Paul Regier
Mike Ross
J.C. Sanders
Zachary Sanders
Jason Shaw
Quan Tran

SOCIAL SCIENCES AND BUSINESS

Tonnia Anderson

Associate Professor History/American Studies
and Director of the Center for Social Justice and
Racial Healing
Professor of History/Education
Assistant Professor of Sociology
Professor of History
Assistant Professor of Economics
Assistant Professor of Psychology
Associate Professor of Psychology
Assistant Professor of Psychology

Kevin Crow
Sakin Erin
James Finck
Holly Hatfield
Misty Steele
James Vaughn
Arin You

LIBRARY

Nicole McMonagle

Director of Nash Library

DEANS

Sarah Layman

Dean of Education and

Speech Language Pathology

Brenda Brown

Dean of Humanities and Interdisciplinary Studies

Rachel Jones

Dean of Science and Physical Education

Jordan Vinyard

Dean of Fine and Performing Arts

18. Adjournment: Having no other business, Regent Mosley made the motion to adjourn, with Regent Reynolds making the second, and the motion carried to adjourn at 3:17 p.m.