

UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA

MINUTES OF THE BOARD OF REGENTS REGULAR MEETING

Thursday, November 13, 2025

1727 W. Alabama Avenue, Chickasha, OK 73018

1. **Call to Order:** Chair Diane Ming called the meeting to order at 1:00 p.m.
2. **Announcement of the Filing of Meeting Notice and Posting of Agenda in Accordance with the Open Meeting Act:** President Hale announced the filing of the meeting notice and posting of agenda was done in accordance with the Open Meeting Act.
3. **Roll Call** was taken. Regents in attendance were Amanda Conley, Diane Ming, Suzanne Reynolds, Cale Walker and Kelly Wilkerson. Regent JJ Francais and Regent Chet Hitt were absent.
4. **The Pledge of Allegiance** was recited by those in attendance.
5. **Introductions:** President Hale introduced and welcomed Whitney Herzog-Scimeca, Supervisory Assistant Attorney General, Legal Counsel Division, of the Oklahoma Office of the Attorney General.
6. **Presentations: none**
7. **Discussion and vote to approve/disapprove the minutes of the September 11, 2025 Special Meeting:** A correction was noted that the September 11, 2025 meeting was a regular meeting, and not a special meeting as printed. With that correction on record, Regent Wilkerson made a motion to accept the minutes of the Sept. 11, 2025 meeting, Regent Walker seconded the motion and the motion carried.
8. **Discussion and vote to approve/disapprove the minutes of the October 30, 2025 Special Meeting:** The minutes of the special meeting on October 30, 2025 were presented. Having no corrections or additions, Regent Wilkerson made a motion to accept the minutes as printed, with Regent Walker seconding the motion. The votes were as follows: Regent Ming: yes; Regent Reynolds: yes; Regent Walker: yes; Regent Wilkerson: yes; Regent Conley: abstained. The motion carried.
9. **Communications to the Board On Upcoming Events and Special Programs:**
President Hale shared several dates with the Regents to include:
 - 11/13/25 Men's basketball versus Arkansas Baptist University. 7:00 pm. Fieldhouse.
 - 11/14-15/25 Shepherd's Pageant: Concert Choir. 7:30 pm – 8:30 pm. Davis Hall Little Theater.
 - 11/18/25 Calculated Measures: Band Concert. 7:30 pm – 8:30 pm. Te Ata Auditorium.
 - 11/20/25 Women's and Men's basketball versus Oklahoma City University. 6:00 pm and 8:00 pm. Fieldhouse.
DWPAS: Grand Ol' Christmas Show. 7:30 pm – 9:30 pm. Te Ata Auditorium.
 - 11/21/25 Senior Day. 9:00 am – 2:00 pm. Concert Choir at Festival of Light. 7:30 pm – 8:30 pm. Shannon Springs Park.
 - 11/22/25 Women's and Men's basketball versus Southwestern Christian University. 2:00 pm and 4:00 pm. Fieldhouse.
Friendsgiving: Voice Recital. 7:30 pm – 8:30 pm. Te Ata Auditorium.
 - 12/04/25 Women's and Men's basketball versus Langston University. 6:00 pm and 8:00 pm. Fieldhouse

- 10. Reports from Association Representatives:** Reports were submitted in advance from the Faculty Association, Alumni Association, Staff Association and Student Government Association.
- 11. Presentation of Monthly Financial Statements:** Vice-President for Business and Finance Brian Maddy presented the financial statements to the Board. No other action was necessary. See appendix A, pp.5-7
- 12. Discussion and vote to approve/disapprove the proposed Personnel Actions:** Personnel actions were presented to include new appointments, changes in status, and resignations. Regent Walker made a motion to accept the personnel actions as listed. Regent Reynolds seconded the motion and the motion passed with a unanimous vote.
- a. APPOINTMENTS:
Llewellyn Evans, effective October 14, 2025; Assistant Men's Soccer Coach
Caitlin Brown, effective November 3, 2025; Student Coordinator
 - b. CHANGE IN STATUS:
None
 - c. RESIGNATIONS:
Michael Brand, effective September 25, 2025; Maintenance Technician
Donald Heddlesten, effective September 16, 2025; Carpenter
Tony Harris, effective September 5, 2025; Building & Structures Supervisor
- 13. Discussion and acknowledgement of Academic Program Reviews:** Vice-President David Evans presented program reviews for:
- a. English
 - b. Biology
 - c. Music
- No action was necessary.
- 14. Discussion and vote to approve/disapprove the proposed Graduation Catalog Policy Change:** The Academic and Administrative Affairs Committee met prior to the meeting to review the Graduation Catalog Policy change. From recommendation from the Committee, Regent Conley made a motion to accept the policy as written. Regent Wilkerson seconded the motion, and the motion carried by unanimous vote.
- 15. Discussion and vote to approve/disapprove the proposed Remote Work Inclement Weather Policy for Faculty:** The Policies and Procedures Committee met prior to the meeting to review the Remote Work Inclement Weather Policy for Faculty. Upon recommendation from the Committee, Regent Conley made a motion to accept the policy as written. Regent Reynolds seconded the motion, and the motion carried by unanimous vote.
- 16. Discussion and vote to approve/disapprove the proposed Purchasing Card Policy:** The Policies and Procedures Committee met prior to the meeting to review the Purchasing Card Policy. Upon recommendation from the Committee, Regent Conley made a motion to accept the policy as written. Regent Reynolds seconded the motion, and the motion carried by unanimous vote.
- 17. Discussion and vote to approve/disapprove the proposed Medical Transport Policy:** Regent Conley made a motion to table discussion on this policy. Regent Reynolds seconded the motion and the motion carried to table the proposed Medical Transport Policy.

18. Discussion and vote to approve/disapprove the proposed 2026 Regents

Meeting Dates: The proposed dates for 2026 Regents' meeting were presented:

February 12; April 9; June 11; September 10; November 12; and December 10. Regent Walker made a motion to accept these dates as presented, and Regent Conley seconded the motion. The motion carried by unanimous vote.

19. President's Report: President Hale updated the Board with the following presentation:

Strategic Plan Update

- Goals and objectives identified; retreat on 12/8 and 12/9 to finalize operating strategies.
- Ten identified goals will fall under four strategic pillars: 1) Education; 2) People; 3) Growth; 4) Stewardship

Enrollment and Retention

- USAO overall enrollment increased by 7% (18% freshman increase)
- Oklahoma state system overall enrollment increased by 3%
- Fall 2024 Cohort
 - Persistence 78% (Fall24 to Spring25)
 - Retention 61% (Fall24 to Fall25)

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- Spring 2026 enrollment totals are very strong
 - Headcount: 510 (+12.6% v Spring 2025)

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2026 First Year Student Recruitment Cycle*

- Started Applications: 734 (+35)
- Submitted Applications: 489 (+40)
- Admitted Students: 271 (+62)

**Numbers reflect today v. last year on the same date.*

2026 OSRHE Legislative Agenda

- Advancing workforce alignment through credentials of value, outcomes, and adult learner support
- Supporting campus research capacity and partnerships
- Oklahoma's Promise

1-Year and 5-Year State System Employment Outcomes

- Oklahoma state system resident graduates after 1-year: 91.1%
- USAO resident graduates after 1-year: 94.5%
- Oklahoma state system resident graduates after 5-years: 82.6%
- USAO resident graduates after 5-years: 82.4%

1-Year and 5-Year State System Employment Outcomes

- Non-resident state system graduates after 1-year: 42.3%
- USAO non-resident graduates after 1-year: 58.1%
- Non-resident state system graduates after 5-years: 35.5%
- USAO non-resident graduates after 5-years: 60.6%

1-Year and 5-Year State System Employment Outcomes

- All graduates after 1-year: 78.3%
- All USAO graduates after 1-year: 86.8%
- All graduates after 5-years: 71.1%
- All USAO graduates after 5-years: 77%

Fundraising

- Total cash in the door as of 11/11: \$2,584,234 (201 donors/365 gifts)
 - 291% ahead compared to FY24
 - Growth not counting the \$2M gift = 27.6% ahead
- \$100K scholarship endowment commitment from a 4th-Gen family
- Establishment of the Friends of the Green and Gold
- USAO Foundation's endowment grew to \$24,440,562
 - 23.1% ahead compared to FY24; 52.2% ahead compared to FY23
 - Trailing year return was 17% (top 1% of our peer universe)
 - 3rd quarter return was 6.6% (top 3% of our peer universe)
- First TRIO Grant awarded to USAO!
 - \$1.3M over three years for student support services
- OSRHE AI grant application for \$500K submitted
- OSRHE Upskill micro-credential grant for \$15,000 received

Fundraising

- Minerals leasing to Camino has realized \$483,929 this year
 - Negotiated 1/5th royalties on resulting production
- Second tranche of deferred maintenance funding received: \$3.6M
 - Willard Hall, Addams Hall, IT equipment replacement, Troutt Hall

Other Items of Note

- Dashboard development progress report
- Successful launch of an Application Programming Interface (API) which allows Slate information to be seamlessly transferred to Colleague
- Successful launch of Go FMX for physical plant requests
- Planned launch of TouchNet to manage online payments, student accounts, and other campus-related transactions

20. Vote to move to Executive Session

- a. Discussion and possible action to convene in executive session pursuant to 25 O.S. § 307(B)(1) discussing the employment and annual review of Kayla Hale, President of USAO.
- b. Regent Walker made the motion to enter executive session. Regent Reynolds seconded the motion and the motion carried by unanimous vote and entered into executive session at 1:45 p.m.
- c. Regent Wilkerson made a motion to return to open session at 2:12 p.m. Regent Walker seconded the motion and the motion carried by unanimous vote.
- d. Upon returning to open session, Chair Ming stated that no votes were taken in executive session and no items not listed on the agenda for discussion in executive session were discussed. No vote was taken on Item 20a.

21. Time and Place of Next Meeting: The date of the next USAO Regents Meeting was incorrectly listed on the agenda as December 13, 2025. The correct date for the meeting is Thursday, December 11, 2025.

22. Discussion and vote to adjourn: Regent Reynolds made a motion to adjourn the meeting, and Regent Walker seconded the motion. The motion carried by unanimous vote and the meeting adjourned at 2:22 p.m.