# TABLE OF CONTENTS

Roll Call................................................................................................................................................. 4
Approval of Agenda ................................................................................................................................. 4
Approval of Minutes................................................................................................................................. 4
Report from Chair........................................................................................................................................ 4
Executive Session......................................................................................................................................... 5
Academics and Student Success Committee ............................................................................................. 6
  RESOLUTION 2020 - 3826 ....................................................................................................................... 8
  RESOLUTION 2020 - 3827 ....................................................................................................................... 9
  RESOLUTION 2020 - 3828 ..................................................................................................................... 10
  RESOLUTION 2020 - 3829 ..................................................................................................................... 11
  RESOLUTION 2020 - 3830 ..................................................................................................................... 12
  RESOLUTION 2020 - 3831 ..................................................................................................................... 13
  RESOLUTION 2020 – 3832 ..................................................................................................................... 14
  RESOLUTION 2020 – 3833 ..................................................................................................................... 15
Resources, Facilities, and Affordability Committee .................................................................................. 16
  RESOLUTION 2020-3834...................................................................................................................... 18
  RESOLUTION 2020 - 3835 ..................................................................................................................... 19
  RESOLUTION 2020 - 3836 ..................................................................................................................... 22
  RESOLUTION 2020 -- 3837 ..................................................................................................................... 23
  RESOLUTION 2020 -- 3838 ..................................................................................................................... 25
  RESOLUTION 2020 - 3839 ..................................................................................................................... 27
Governance and Compensation Committee ............................................................................................ 28
  RESOLUTION 2020 - 3840 ..................................................................................................................... 31
  RESOLUTION 2020–3841 ......................................................................................................................... 33
  RESOLUTION 2020 – 3842 ..................................................................................................................... 34
Audit and Risk Management Committee ................................................................................................. 35
Report from the President ....................................................................................................................... 35

**About Ohio University** Ohio University strives to be the best student-centered, transformative learning community in America, where students realize their promise, faculty advance knowledge, staff achieve excellence, and alumni become global leaders. OHIO is committed to fostering, embracing, and celebrating diversity in all its forms. Our Athens Campus offers students a residential learning experience in one of the nation’s most picturesque academic settings. Additional campuses and centers serve students across the state, and online programs further advance the
University’s commitment to providing educational access and opportunity. Visit www.ohio.edu for more information.

Adjournment.
Chair David Scholl called the May Meeting of the Ohio University Board of Trustees to order at 8:30am.

Roll Call

Board Secretary David Moore called roll.

Present: Chair David Scholl; Vice Chair Janelle Coleman, Trustees Steve Casciani, Cary Cooper, Matthew Evans, Victor Goodman, Eileen Sheil, Diane Smullen, Peggy Viehweger; National Trustee Anna Harvey, Alumni Representative Casey Christopher, Student Trustee Justin Kelley, President Duane Nellis, and Board Secretary David Moore. * Given the online nature of this meeting, this list applies to all subcommittees. Additionally, faculty representative Susan Williams attended the Resources, Facilities, and Affordability Committee and Faculty Representative Sara Helfrich attended the Academics and Student Success Committee.

Approval of Agenda

Chair Scholl asked to approve the agenda for the May 2020 Meeting of the Board of Trustees; Trustee Coleman moved to approve the agenda; Trustee Goodman seconded; Chair Scholl called for a vote; with all in favor, the agenda was approved.

Approval of Minutes

Chair Scholl asked to approve the minutes of the January 2020 meeting of the Board of Trustees; Trustee Coleman moved to approve the minutes; Trustee Sheil seconded; Chair Scholl called for a vote; with all in favor, the minutes were approved.

Report from Chair

Chair Scholl stated that we have not been together physically since mid-January and, our lives, and the world have certainly changed in dramatic fashion since then. Words cannot express the tremendous upheaval our nation and our state and our citizens are experiencing over the events brought about by the coven 19 pandemic.
Our thoughts go out to those individuals and families directly impacted by the coronavirus and we commend the heroic efforts of health care professionals first responders, volunteers, and essential workers across this country and Ohio as we begin to hope and focus on a return to normalcy.

I would ask that we take a brief pause, in silence, for a moment of reflection and respect.

We don’t need to look beyond our virtual meeting format to appreciate how much things have changed since we were last together. In spite of using this new format I am confident with patience and understanding we will make this meeting as productive as those when we are physically together.

Chair Scholl started the meeting by stating that the state legislature has passed language allowing the BOT to meet via teleconference under the following conditions:

- The board must provide public notice at least 24 hours, prior to the meeting.

- Public access to the meeting must be provided via any of the following: live streaming, local radio, television, cable or public access channels, or by other similar electronic technology.

- The board is able to vote on items, during a meeting held via teleconference.

- The authority to meet via teleconference expires December 1, 2020.

### Executive Session

Chair Scholl stated that the Board needed to move into Executive Session for the purposes of conferring with university counsel regarding pending or imminent litigation and to discuss the hiring, compensation, and evaluation, of a public employee.

Trustee Evans moved the committee; Trustee Goodman seconded the motion; Chair Scholl asked for a roll call vote; Secretary Moore called the roll; The motion passed unanimously at 8:35am. Chair Scholl announced that the Board is now in Executive Session and that the public video stream will resume at approximately 10:00am.

At 10:12am the Chair Scholl called for a motion to exit Executive Session. Trustee Evans motioned; Trustee Goodman seconded the motion; Chair Scholl asked for a roll call vote; Secretary called the roll; Secretary called the roll; the motion passed unanimously.

Chair Scholl announced that the Board would move to the subcommittees and that for expediency the Board will vote on resolutions immediately following each subcommittee’s proceedings.
Chair Scholl asked Committee Chair Cooper to conduct the Academics and Student Success Committee.

Committee Chair Cooper invited VP Robin Oliver to conduct her presentation on the University’s Branding Project. This presentation provided a progress update on the brand project launched in January 2020 in partnership with higher education agency Truth & Consequences. Based on the discovery phase conducted in January and February, the project steering committee has arrived at a recommended brand positioning statement that has been endorsed by the President, Provost and members of President’s Council.

Committee Chair Cooper invited Faculty Senate Chair, Robin Muhammad to present her annual Faculty Senate Report. Dr. Muhammad provided an overview of faculty senate’s committee work (both pre-COVID crisis and currently) as well as faculty activity in the spring semester in response to the crisis and how preparations are occurring in for the fall semester.

Committee Chair Cooper introduced a set of Consent Resolution as follows:

CONSENT RESOLUTION Program Suspension - Office of Administrative Technology
CONSENT RESOLUTION New Program EDU Hospitality Management
CONSENT RESOLUTION New Program EDU Theater Education
CONSENT RESOLUTION New Program ENT Project Management
CONSENT RESOLUTION New Program GRAD Translational Biomedical Science
CONSENT RESOLUTION New Program GVS Sustainability, Security, and Resilience
CONSENT RESOLUTION Name Change EDU Retail Merchandising and Fashion Product Development
CONSENT RESOLUTION Name Change ENT & HTC Computer Science

Committee Chair Cooper moved the committee to send the Consent Agenda Resolutions to the Board with the recommendation for approval; Trustee Evans seconded the motion; Committee Chair Cooper called a Roll Call Vote; Trustees Cooper, Evans, Goodman, Sheil unanimously passed the motion.
Committee Chair Cooper stated that the Committee’s work was complete.

Chair Scholl thanked Committee Chair Cooper.

Chair Scholl called for a motion to approve the Consent Resolutions introduced by the Academics and Student Success Committee.

Trustee Evans moved the committee; Trustee Sheil seconded the motion; Chair Scholl called for a vote; the motion passed unanimously.
WHEREAS, Regional Higher Education has requested the Associate in Applied Business degree program in Office Administration Technology be suspended, and

WHEREAS, the notification requesting the suspended status has been approved by the University Curriculum Council on April 14, 2020, and

WHEREAS, the suspended status is based on decreasing demand and enrollments, lack of resources, and technical programs’ content overlap, and

WHEREAS, enrollments have been suspended and draft plans for currently enrolled students have been developed toward degree completion.

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees of Ohio University hereby accepts placing the Associate in Applied Business degree program in Office Administration Technology offered at Regional Higher Education campuses on suspended status.
WHEREAS, the Department of Human and Consumer Sciences in the Patton College of Education has developed a new Bachelor of Applied Human and Consumer Sciences degree program in Hospitality Management, and

WHEREAS, the proposed degree program was approved by the University Curriculum Council in January 2020, and

WHEREAS, the 120-credit hour program will be an online program for hospitality professions and included in the American Association of Family and Consumer Sciences accreditation, and

WHEREAS, the program will be supported by the resources and faculty within the Restaurant, Hotel, and Tourism program in the department.

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees of Ohio University hereby approves establishing the Bachelor of Applied Human and Consumer Sciences online completion degree program in Hospitality Management in the Department of Human and Consumer Sciences in the Patton College of Education.
WHEREAS, the Department of Teacher Education in the Patton College of Education has developed a new Master of Education in Theater Education, and

WHEREAS, the proposed degree program was approved by the University Curriculum Council in February 2020, and

WHEREAS, the program permits the student to receive both a master’s degree and complete teacher licensure requirements, and accreditation will be sought, and

WHEREAS, the 46-semester hour program has been developed at the request of the College of Fine Arts to provide opportunities for post-baccalaureate theater students with relevant classroom experience, and

WHEREAS, the program will be supported by the financial resources and faculty from both the Department of Teacher Education and the School of Theater.

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees of Ohio University hereby approves establishing the Master of Education in Theater Education in the Department of Teacher Education in the Patton College of Education.
RUSS COLLEGE OF ENGINEERING AND TECHNOLOGY
DEPARTMENT OF ENGINEERING TECHNOLOGY AND MANAGEMENT
NEW DEGREE PROGRAM
MASTER OF SCIENCE IN PROJECT MANAGEMENT

RESOLUTION 2020 - 3829

WHEREAS, the Department of Engineering Technology and Management in the Russ College of Engineering and Technology has developed a new Master of Science degree in Project Management, and

WHEREAS, the proposed degree program was approved by the University Curriculum Council in February 2020, and

WHEREAS, the program focuses on project managers in pursuit of a graduate experience that fulfills continuing education requirements for professional certification, and

WHEREAS, the 30-credit hour program is built upon specifications of a widely recognized Project Management Body of Knowledge professional curriculum, and

WHEREAS, the program utilizes existing financial resources and an interdisciplinary faculty including professors from the Russ College of Engineering and Technology and the College of Business, and appropriately credentialed working professionals.

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees of Ohio University hereby approves establishing the Master of Science in Project Management offered through the Department of Engineering Technology and Management in the Russ College of Engineering and Technology.
GRADUATE COLLEGE

NEW DEGREE PROGRAM

MASTER OF SCIENCE IN TRANSLATIONAL BIOMEDICAL SCIENCES

RESOLUTION 2020 - 3830

WHEREAS, the Graduate College has proposed a Master of Science in Translational Biomedical Sciences, and

WHEREAS, the proposed degree program was approved by the University Curriculum Council in February 2020, and

WHEREAS, the program is designed for students who have completed requirements toward a Doctor of Philosophy in Translational Biomedical Sciences, but who do not ultimately submit an acceptable dissertation, and

WHEREAS, the degree will require a minimum of 30 credit hours beyond the baccalaureate degree as well as successful completion of coursework and a qualifying exam, and

WHEREAS, the degree program will utilize existing resources and faculty affiliated with the doctoral degree in Translational Biomedical Sciences.

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees of Ohio University hereby approves establishing the Master of Science in Translational Biomedical Sciences in the Graduate College.
GEORGE VOINOVICH SCHOOL OF LEADERSHIP AND PUBLIC AFFAIRS
ENVIRONMENTAL STUDIES PROGRAM
NEW DEGREE PROGRAM
MASTER IN SUSTAINABILITY, SECURITY, AND RESILIENCE

RESOLUTION 2020 - 3831

WHEREAS, the Environmental Studies program in the George Voinovich School of Leadership and Public Affairs has developed a new Master of Sustainability, Security, and Resilience, and

WHEREAS, the proposed degree program was approved by the University Curriculum Council in February 2020, and

WHEREAS, the program focuses on training professionals to plan for more sustainable, secure, and resilient communities and organizations in the face of rapid environmental change, and

WHEREAS, the 30-credit hour online program consists of three certificates and a capstone experience that supports students in development of a resilience plan for their community or organization, and

WHEREAS, the program is supported by the financial resources and faculty in the Environmental Studies program.

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees of Ohio University hereby approves establishing the Master of Sustainability, Security, and Resilience in the Environmental Studies program in the George Voinovich School of Leadership and Public Affairs.
WHEREAS, the Department of Human and Consumer Sciences in the Patton College of Education supports a name change for its Bachelor of Science degree in Retail Merchandising and Fashion Product Development, and

WHEREAS, the proposed name change was approved by the University Curriculum Council in February 2020, and

WHEREAS, the proposed name change reflects curricular revision and will be more consistent with programs across the country, and

WHEREAS, the name change will not impact required resources or faculty staffing.

NOW THEREFORE, BE IT RESOLVED that the Retail Merchandising and Fashion Product Development program in the Department of Human and Consumer Sciences in the Patton College of Education be renamed Retail and Fashion Merchandising.
RUSS COLLEGE OF ENGINEERING AND TECHNOLOGY
DEPARTMENT OF ELECTRICAL ENGINEERING AND COMPUTER SCIENCE
AND
HONORS TUTORIAL COLLEGE
NAME CHANGE FOR
BACHELOR OF SCIENCE IN COMPUTER SCIENCE

RESOLUTION 2020 – 3833

WHEREAS, the School of Electrical Engineering and Computer Science in the Russ College of Engineering and Technology in conjunction with the Honors Tutorial College supports a name change for the Bachelor of Science in Computer Science offered by the Honors Tutorial College, and

WHEREAS, the proposed name change was approved by the University Curriculum Council in January 2020, and

WHEREAS, the proposed name change will distinguish the Honors Tutorial College program from the Accreditation Board for Engineering and Technology accredited program in the Russ College of Engineering and Technology, and

WHEREAS, the name change reflects the advanced nature of the work Honors Tutorial College students complete and will not impact required resources or faculty staffing.

NOW THEREFORE, BE IT RESOLVED that the Bachelor of Science in Computer Science degree in the Honors Tutorial College that is supported by the School of Electrical Engineering and Computer Science in the Russ College of Engineering and Technology be renamed the Bachelor of Science in Advanced Computing.
Chair Scholl handed the meeting over to Committee Chair Viehweger to conduct the Resources, Facilities, and Affordability Committee.

Committee Chair Viehweger stated that the committee had the following resolutions to consider:

RESOLUTION Undergraduate Zero Percent Increase 2020-21 Academic Year

Committee Chair Viehweger called for a motion to move the resolution to the Board with a recommendation for approval; Trustee Casciani moved the committee; Trustee Viehweger seconded the motion; Trustee Viehweger called for a vote; the motion passed unanimously.

RESOLUTION Graduate Tuition, Rate and Fee Increases 2020-21 Academic Year

Committee Chair Viehweger called for a motion to move the resolution to the Board with a recommendation for approval; Trustee Casciani moved the committee; Trustee Smullen seconded the motion; Trustee Viehweger called for a vote; the motion passed unanimously.

RESOLUTION In-State Tuition, Ohio Graduate Students 2020-21 Academic Year

Committee Chair Viehweger called for a motion to move the resolution to the Board with a recommendation for approval; Trustee Casciani moved the committee; Trustee Smullen seconded the motion; Trustee Viehweger called for a vote; the motion passed unanimously.

RESOLUTION Undergraduate Scholarship Match Program Extension

Committee Chair Viehweger called for a motion to move the resolution to the Board with a recommendation for approval; Trustee Casciani moved the committee; Trustee Smullen seconded the motion; Trustee Viehweger called for a vote; the motion passed unanimously.

RESOLUTION Quasi-Endowments

Committee Chair Viehweger called for a motion to move the resolution to the Board with a recommendation for approval; Trustee Casciani moved the committee;
Trustee Smullen seconded the motion; Trustee Viehweger called for a vote; the motion passed unanimously.

RESOLUTION Capital Projects

Committee Chair Viehweger called for a motion to move the resolution to the Board with a recommendation for approval; Trustee Smullen moved the committee; Trustee Casciani seconded the motion; Trustee Viehweger called for a vote; the motion passed unanimously.

Committee Chair Viehweger stated that the Resources, Facilities, and Affordability Committee had concluded its business.

Chair Scholl thanked Committee Chair Viehweger.

Chair Scholl stated that the Board had a set of resolutions before it recommended for approval from the Resources, Facilities, and Affordability Committee.
WHEREAS, on March 9, 2020, the Governor of Ohio declared a State of Emergency in Executive Order 2020-01D in response to the COVID-19 pandemic; and

WHEREAS, Ohio University, through its Board of Trustees recognizes that the pandemic has caused and will continue to cause a financial hardship on our students and their families; and

WHEREAS, recognizing the financial impact, the Board of Trustees supports our students and their families by not increasing the undergraduate tuition, room, and board rates for the 2020-2021 academic year.

NOW THEREFORE, BE IT RESOLVED that the Ohio University Board of Trustees hereby supports a zero percent increase in undergraduate tuition, room, and board rates thereby foregoing the inflationary rate increase allowable under the Ohio Revised Code Section 3345.48 for Guarantee students.

BE IT FURTHER RESOLVED that the undergraduate tuition, room, and board rates as adopted in Board Resolution 2019-3736 will be maintained for the 2020-2021 fiscal year.

Chair Scholl called for a motion to approve this resolution introduced by the Resources, Facilities, and Affordability Committee.

Trustee Evans moved the committee; Trustee Coleman seconded the motion; Chair Scholl called for a vote; the motion passed unanimously.
RESOLUTION 2020 - 3835

WHEREAS, the appropriate planning and consultations within the University have been completed, resulting in the recommendations for graduate tuition, fee, and rate increases for purposes of investment in strategic priorities and to support quality academic programming; and

WHEREAS, all institutional tuition, fee and rate increases must be authorized and consistent with legislation enacted by the General Assembly.

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees adopts the fee schedules attached hereto as Exhibits A through C, effective Fall Semester 2020 unless otherwise noted.

Chair Scholl called for a motion to approve this resolution introduced by the Resources, Facilities, and Affordability Committee.

Trustee Evans moved the committee; Trustee Casciani seconded the motion; Chair Scholl called for a vote; the motion passed unanimously.
Exhibit A

<table>
<thead>
<tr>
<th>Graduate</th>
<th>Increase Request</th>
<th>Exhibit</th>
</tr>
</thead>
<tbody>
<tr>
<td>HCOM</td>
<td>2.0%</td>
<td>B</td>
</tr>
<tr>
<td>Off-Campus Graduate Program</td>
<td>See Exhibit</td>
<td>C</td>
</tr>
</tbody>
</table>

Effective Fall 2020
### Exhibit B

**OHIO UNIVERSITY**

**College of Osteopathic Medicine**

**2020-21 Graduate Student Tuition & Fee Schedule**

*(PER SEMESTER)*

**Medical Students**

<table>
<thead>
<tr>
<th>Credit Hours</th>
<th>Instructional Fees</th>
<th>General Fees</th>
<th>Resident Total</th>
<th>Non-Resident Surcharge</th>
<th>Non-Resident Total</th>
<th>NCOM Technology Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>684</td>
<td>24</td>
<td>708</td>
<td>251</td>
<td>992</td>
<td>23</td>
</tr>
<tr>
<td>3</td>
<td>1,368</td>
<td>48</td>
<td>1,416</td>
<td>602</td>
<td>1,988</td>
<td>46</td>
</tr>
<tr>
<td>4</td>
<td>2,052</td>
<td>71</td>
<td>2,124</td>
<td>878</td>
<td>2,997</td>
<td>69</td>
</tr>
<tr>
<td>5</td>
<td>2,735</td>
<td>96</td>
<td>3,591</td>
<td>1,164</td>
<td>4,595</td>
<td>92</td>
</tr>
<tr>
<td>6</td>
<td>3,420</td>
<td>120</td>
<td>3,540</td>
<td>1,355</td>
<td>4,900</td>
<td>115</td>
</tr>
<tr>
<td>7</td>
<td>4,104</td>
<td>144</td>
<td>4,248</td>
<td>1,746</td>
<td>5,994</td>
<td>138</td>
</tr>
<tr>
<td>8</td>
<td>4,783</td>
<td>168</td>
<td>4,951</td>
<td>2,037</td>
<td>6,957</td>
<td>161</td>
</tr>
<tr>
<td>9 and above</td>
<td>5,472</td>
<td>192</td>
<td>5,664</td>
<td>2,378</td>
<td>7,992</td>
<td>184</td>
</tr>
<tr>
<td>9 and above</td>
<td>10,534</td>
<td>639</td>
<td>19,173</td>
<td>7,830</td>
<td>27,071</td>
<td>594</td>
</tr>
</tbody>
</table>
WHEREAS, the Governor and Ohio Department of Higher Education are asking universities to adopt policies to provide in-state tuition rates to graduate students who have received their bachelor's degrees from an Ohio institution to enhance the likelihood that they will remain in Ohio to be part of our state’s economic future; and

WHEREAS, the goal is to strive to establish graduate tuition policies that support this request in as many disciplines as achievable; and

WHEREAS, preliminary discussions have determined that tuition for the College of Osteopathic Medicine should be exempted from this policy; and

WHEREAS, From Section 381.170 of Am. Sub. H.B. 166 of the 133rd GA:

“The board of trustees of a state institution of higher education shall not authorize a waiver or nonpayment of instructional fees or general fees for any particular student or any class of students other than waivers specifically authorized by law or approved by the Chancellor,”; and

WHEREAS, the Chancellor has asked universities to submit this policy for approval through the ODHE tuition waiver process to comply with the above legislation,

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees adopts the policy to provide in-state tuition rates to graduate students, with the exception of students in the College of Osteopathic medicine, who have received their bachelor’s degrees from an Ohio institution of higher education.

NOW THEREFORE, BE IT FURTHER RESOLVED that this policy be submitted to the Chancellor for approval through the ODHE tuition waiver process effective Fall term 2020.

Chair Scholl called for a motion to approve this resolution introduced by the Resources, Facilities, and Affordability Committee.

Trustee Casciani moved the committee; Trustee Coleman seconded the motion; Chair Scholl called for a vote; the motion passed unanimously.
ESTABLISHMENT OF UNIVERSITY QUASI-ENDOWMENTS

Extension of the

UNDERGRADUATE SCHOLARSHIP INVESTMENT PROGRAM

RESOLUTION 2020 -- 3837

WHEREAS, The Board of Trustees of Ohio University is responsible for oversight of the financial condition of the institution, and

WHEREAS, The Board of Trustees has the ability to establish quasi-endowments, or funds functioning as endowments, to be utilized at the discretion of the University, and

WHEREAS, The Ohio University Foundation Board of Trustees and, specifically, the Investment Committee is entrusted by The Board of Trustees of Ohio University with the oversight to invest funds established as University quasi-endowments, and

WHEREAS, University quasi-endowments are invested alongside endowments of the University and The Ohio University Foundation and managed in accordance with The Ohio University Foundation’s investment policy and spending policy, and

WHEREAS, the Undergraduate Scholarship Match Program, initially established in July 2013 and revised effective July 2018, was scheduled to continue as a $25 million matching program that provides $.50 in quasi-endowed scholarship funds for every dollar committed to eligible scholarship endowments from July 1, 2013 to June 30, 2019, and

WHEREAS, subject to program requirements, match eligible endowments will provide renewable undergraduate scholarship awards that are designated either to a college or university-wide. Donors may also continue to specify whether awards are based on merit, need and/or talent, with the specifics of those terms defined at the University’s discretion, and

WHEREAS, the program was revised and expanded at the October 2018 and January 2019 Board of Trustees meeting, as follows:

• Previous funding allocations that limited available match funding by college were abolished, with all match funding being made available university-wide on a first come, first served basis.
• Donors may designate a preference for scholarship funds to be directed to particular academic departments, programs, or majors. The University will endeavor to meet the donors stated preference while reserving the right to award funds at the college-level or university-wide basis in the event that eligible recipients who meet the donor preference cannot be identified in any given year.
• Other donor preferences, including but not limited to geographic restrictions, may be considered on a case-by-case basis and approved by the Vice President, University Advancement in conjunction with the Senior Vice President Finance & Administration, CFO and Treasurer. In all cases, approved donor preferences must be broad enough to provide for easily administered scholarships and an ample number of eligible recipients.

• The previous program stipulation that limited available match funding to the Athens campus was removed, with match funding being made available on a first come, first served basis to endowed scholarships that support undergraduate students studying on the Athens, Chillicothe, Eastern, Lancaster, Southern, or Zanesville campuses. All other program requirements apply to match-eligible scholarships established for the benefit of regional campus students, and

WHEREAS, the program has been well received by donors and beneficial to the University in encouraging the establishment of scholarship endowments that will support University undergraduate students into perpetuity, and

WHEREAS, the program was previously scheduled to expire on June 30, 2020, but an extension of the program is desirable while future fundraising strategies are refined.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Ohio University approves the extension of the Undergraduate Student Matching Program to accommodate donor gifts and pledge payments made on or before June 30, 2024.

BE IT FURTHER RESOLVED that the Board of Trustees of Ohio University hereby approves the establishment of the above listed quasi-endowment funds in accordance with the revised program parameters.

BE IT FURTHER RESOLVED that the Treasurer of Ohio University be, and hereby is, directed and authorized to administer policies and procedures to manage these quasi-endowments.

Chair Scholl called for a motion to approve this resolution introduced by the Resources, Facilities, and Affordability Committee.

Trustee Casciani moved the committee; Trustee Evans seconded the motion; Chair Scholl called for a vote; the motion passed unanimously.
ADDITIONS TO QUASI-ENDOWMENTS

RUSS VISION SCHOLARSHIP MATCH PROGRAM

EDISON RESEARCH QUASI-ENDOWMENT

and

STRATEGIC RESEARCH ENHANCEMENT QUASI-ENDOWMENT

RESOLUTION 2020 -- 3838

WHEREAS, The Board of Trustees of Ohio University is responsible for oversight of the financial condition of the institution, and

WHEREAS, the Board of Trustees has the ability to establish quasi-endowments, or funds functioning as endowments, to be utilized at the discretion of the University, and

WHEREAS, The Ohio University Foundation Board of Trustees and, specifically, the Investment Committee is entrusted by The Board of Trustees of Ohio University with the oversight to invest funds established as University quasi-endowments, and

WHEREAS, University quasi-endowments are managed in accordance with The Ohio University Foundation’s spending policy, and

WHEREAS, University executive staff recommend additions to three existing quasi-endowments, as follows:

Russ Vision Scholarship Match Program ($0.5 million addition): A matching program, which was originally approved by the Foundation Board of Trustees during FY14 and was renewed in FY15 and FY16 with total match authority not to exceed $0.9 million. The College requests additional match authority of $0.5 million, bringing the program total to a maximum of $1.4 million. The program provides a Russ College match of $0.50 in quasi-endowed scholarship funds for every donor dollar contributed to scholarship endowments where donor commitments total at least $50,000, and the scholarship endowment is eligible for the University match provided under the Undergraduate Scholarship Match Program. Match funds will be transferred as the external scholarship dollars are received.

Edison Research Quasi-Endowment ($3.0 million addition): Sourced from intellectual property licensing royalties, this fund provides general support for activities conducted by the Edison Biotechnology Institute (EBI) in furthering its mission of research, education, and technology commercialization. The increased spending distribution that results from this request will allow EBI to make additional strategic investments to advance its goals.

Strategic Research Enhancement Quasi-Endowment ($2.0 million addition): Sourced from intellectual property licensing royalties, this fund provides resources in support of activities in the university’s Technology Transfer Office. The increased spending
distribution that results from this request will allow the Technology Transfer Office to
achieve a sustainable model for its operational needs.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Ohio University
hereby approves additions to the above listed quasi-endowment funds.

BE IT FURTHER RESOLVED that the Treasurer of Ohio University, be and hereby is,
directed and authorized to administer policies and procedures to manage these quasi-
endowments.

Chair Scholl called for a motion to approve this resolution introduced by the Resources,
Facilities, and Affordability Committee.

Trustee Casciani moved the committee; Trustee Coleman seconded the motion; Chair Scholl
called for a vote; the motion passed unanimously.
CAPITAL PROJECTS
APPROVAL TO PROCEED WITH DESIGN AND CONSTRUCTION

RESOLUTION 2020 - 3839

WHEREAS, construction and renovation projects with a total project budget of $500,000 or more require Board approval; and

WHEREAS, projects presented and recommended for Board approval have been subject to a multi-step planning process culminating in executive leadership review and approval by the Capital Funding and Priorities Committee (CF&PC); and

WHEREAS, the following projects are presented for Board approval:

<table>
<thead>
<tr>
<th>Design &amp; Construction Requests:</th>
<th>Current</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Terrace Realignment</td>
<td>$1,870,000</td>
</tr>
</tbody>
</table>

NOW THEREFORE, BE IT RESOLVED that the Ohio University Board of Trustees approves the requests described above; authorizes the receipt of appropriate bids or proposals; and authorizes the President, the Senior Vice President for Finance and Administration, or either’s authorized designee to accept and award contracts and execute all necessary agreements, easements and documents to effectuate the transaction and related transactions within the total project budgets identified.

Chair Scholl called for a motion to approve this resolution introduced by the Resources, Facilities, and Affordability Committee.

Trustee Sheil made the motion; Trustee Evans provided a second; Chair Scholl called for a vote; the motion passed unanimously.
Governance and Compensation Committee

Chair Scholl asked Committee Chair Goodman to proceed with the Governance and Compensation Committee.

Committee Chair Goodman stated that Governance and Compensation Committee had four resolution to consider.

1. Resolution to Approve a Collective Bargaining Agreement between Ohio University and AFSCME, Ohio Council 8, Local 1699

Senior Vice President and Treasurer Shaffer reported that on or about March 10, 2020 representatives of Ohio University and AFSCME, Ohio Council 8, Local 1699, reached a tentative agreement utilizing the financial and organizational data available at that specific time. The COVID-19 pandemic has since created unforeseen business circumstances that have significantly altered the financial condition of Ohio University. Due to the latest financial concerns, Senior Vice President and Treasurer Shaffer suggested that the terms and conditions of the tentative agreement may no longer be in the best interests of Ohio University.

Chair Goodman opened the floor for questions of Senior Vice President and Treasurer Shaffer. There were none.

Chair Goodman moved to forward the Resolution to Approve a Collective Bargaining Agreement between Ohio University and AFSCME, Ohio Council 8, Local 1699 to the full Board with a recommendation that the Board of Trustees reject the resolution. Trustee Cooper seconded the motion. The Committee unanimously voted to approve the motion. The resolution was forwarded to the full Board, with a recommendation the resolution be rejected.

2. Resolution regarding the Authority of the President in Time of Public Health Emergency and Other Declared Disasters

General Counsel Bennett stated that the COVID-19 pandemic has required that Dr. Nellis make urgent and unprecedented decisions in the interest of protecting the health, safety and well-being of the Ohio University community. While the authority to make such decisions is implicit in the authority granted the Board of Trustees’ Bylaws, the duties set forth in the Presidential Employment Agreement, and Sections 3337 and 3345 of the Ohio Revised Code, General Counsel Bennett advised that it would be in the best interest of the community to clarify the authority of the university president and also to ratify the decisions Dr. Nellis has made to date.
Trustee Evans moved to approve the Resolution regarding the Authority of the President in Time of Public Health Emergency and Other Declared Disasters. Trustee Cooper seconded the motion. The Committee unanimously approved the motion. The resolution was forwarded to the full Board with a recommendation of approval.

3. Election of Vice Chair

Trustee Evans moved to approve the Resolution that Cary Cooper be elected Vice Chair of the Board of Trustees for the year beginning May 14, 2020 and ending May 13, 2021. Trustee Sheil seconded the motion. Trustees Goodman, Sheil, and Evans voted to approve the motion. Trustee Cooper abstained. The resolution was forwarded to the full Board with a recommendation of approval.

4. Election of Chair

Trustee Cooper moved to approve the Resolution that Janelle Coleman be elected Chair of the Board of Trustees for the year beginning May 14, 2020 and ending May 13, 2021. Trustee Evans seconded the motion. The motion passed unanimously, and the resolution was moved to the full Board with a recommendation of approval.

New Title IX Regulations

Trustee Goodman requested that General Counsel Bennett and her staff review the newly issued regulations regarding Title IX and provide a report at the Board’s next meeting.

Chair Scholl thanked Committee Chair Goodman.

Chair Scholl stated that the Board had four resolutions to consider from the Governance and Compensation Committee.
RESOLUTION TO APPROVE A COLLECTIVE BARGAINING AGREEMENT BETWEEN

OHIO UNIVERSITY AND AFSCME, OHIO COUNCIL 8, LOCAL 1699

THIS RESOLUTION WAS REJECTED. No resolution number assigned.

WHEREAS, the American Federation of State, County & Municipal Employees (AFSCME), Ohio Council 8, on behalf of Local 1699, is recognized as the exclusive representative for certain employees of the Facilities and Culinary Divisions of Ohio University; and

WHEREAS, Ohio University and AFSCME, Ohio Council 8, Local 1699 are parties to a collective bargaining agreement dated March 1, 2017 to March 1, 2020 (by mutual agreement, parties extended the terms of agreement beyond the expiration date in furtherance of good faith negotiations); and

WHEREAS, representatives of Ohio University and AFSCME, Ohio Council 8, Local 1699 participated in good faith negotiations and reached a tentative agreement on a subsequent collective bargaining agreement for the period March 1, 2020 to March 1, 2023; and

WHEREAS, the tentative agreement between the parties is subject to ratification by the membership of AFSCME, Ohio Council 8, Local 1699 and approval by the Ohio University Board of Trustees.

NOW, THEREFORE, BE IT RESOLVED that the collective bargaining agreement between Ohio University and AFSCME, Ohio Council 8, Local 1699, for the period March 1, 2020 to March 1, 2023, is hereby approved by the Ohio University Board of Trustees.

BE IT FURTHER RESOLVED that the Senior Vice President of Finance and Administration, or their designee, is hereby authorized to execute this agreement.

Chair Scholl stated that this resolution was not recommended for approval by the Governance and Compensation Committee. Chair Scholl called for a motion to reject this resolution.

Trustee Goodman moved the committee to reject the resolution; Trustee Casciani seconded the motion; Chair Scholl called for a vote; the motion to reject the resolution was passed unanimously.
AUTHORITY OF THE PRESIDENT
IN TIMES OF PUBLIC HEALTH EMERGENCY AND OTHER DECLARED DISASTERS

RESOLUTION 2020 - 3840

WHEREAS, on January 30, 2020, the International Health Regulations Emergency Committee of the World Health Organization (WHO) declared the outbreak of COVID-19 a public health emergency of international concern; and

WHEREAS, on January 31, 2020, the United States Health and Human Services Secretary, Alex M. Azar II, declared a public health emergency for the United States to aid the nation’s healthcare community in responding to COVID-19; and

WHEREAS, on March 9, 2020, Governor Mike DeWine issued Executive Order 2020-01D Declaring a State of Emergency to protect the well-being of Ohio citizens from the dangerous effects of COVID-19 and to coordinate the state response to COVID-19; and

WHEREAS, on March 11, 2020, the WHO declared COVID-19 a global pandemic; and

WHEREAS, Ohio University Board of Trustees is the governing authority of the Ohio University as set forth in Chapters 3337 and 3345 of the Revised Code; and

WHEREAS, the Board of Trustees has placed the authority for the administration and discipline of the university in the president pursuant to the Article IV, Section 3 of its bylaws, and in the duties and responsibilities of the president set forth in the Presidential Employment Agreement; and with the authority of the president further set forth in Sections 3337 and 3345 of the Revised Code; and

WHEREAS, during the current declared statewide State of Emergency and rapidly evolving public health crisis, and in any time of national, state, or local state of emergency for reason of public health or safety crisis or natural disaster, whether or not a campus emergency is also declared pursuant to University Policy 40.051, there is a need for the University to act expeditiously on operational, administrative, and financial matters, responding to crucial developments as they occur.

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees authorizes the president, now and in the future, when faced with a national, state, or local state of emergency declaration, in consultation to the extent practicable with leadership of the Board of Trustees
and the University, to oversee and direct all steps necessary to protect the health, safety, and welfare of the University and its campus communities.

**BE IT FURTHER RESOLVED** that the Board of Trustees hereby ratifies and affirms all lawful decisions made by the president related to the COVID-19 pandemic, including the cessation of in-person instruction, the extension of Spring Break, the closure of campus buildings, the prorated refunding of student housing and meal fees, the direction to employees to work from home, and other substantially related orders in furtherance of the health, safety, and welfare of the University and its campus communities since the State of Emergency declaration issued by Governor DeWine on March 9, 2020.

Chair Scholl called for a motion to approve this resolution introduced by the Governance and Compensation Committee.

Trustee Evans moved the committee; Trustee Goodman seconded the motion; Chair Scholl called for a vote; the motion passed unanimously.
RESOLUTION 2020–3841

RESOLVED that Janelle Coleman be elected Chair of the Board of Trustees for the year beginning May 14, 2020 and ending May 13, 2021.

Chair Scholl called for a motion to approve this resolution introduced by the Governance and Compensation Committee.

Trustee Goodman moved the committee; Trustee Evans seconded the motion; Chair Scholl called for a vote; the motion passed unanimously.
RESOLUTION 2020 – 3842

**RESOLVED** that Cary Cooper be elected Vice Chair of the Board of Trustees for the year beginning May 14, 2020 and ending May 13, 2021.

Chair Scholl called for a motion to approve this resolution introduced by the Governance and Compensation Committee.

Trustee Scholl moved the committee; Trustee Viehweger seconded the motion; Chair Scholl called for a vote; the motion passed unanimously.
Audit and Risk Management Committee

Chair Scholl asked Committee Chair Smullen to proceed with the Audit and Risk Management Committee.

Committee Chair Smullen stated that the Audit and Risk Management Committee had no agenda items to consider.

Committee Chair Smullen reported that the development of the FY21 audit plan is underway. And that the external auditor, Crowe, has begun their audit activities and they will present at the Audit and Risk Management Committee at the June Meeting.

Chair Scholl thanked Committee Chair Smullen.

Report from the President

Chair Scholl asked President Nellis to present his President’s Report.

President Nellis congratulated Chair Scholl and thanked him for his service as Chair of the Board of Trustees over the last two years.

President Nellis also thanked Trustee Goodman as he completes his 18th year as a Trustee.

President Nellis congratulated incoming Chair Coleman and Vice Chair Cooper.

President Nellis thanked Faculty Senate Chair, Robin Muhammad, for her remarks. He stated that although he was disappointed in the vote of “no confidence” from the Faculty Senate, he reiterated his commitment to shared governance and collaboration as the University moves forward. President Nellis stated that he would not avoid his responsibilities to make decisions.

President Nellis described the profound effects of the COVID 19 Crisis. He stated that the CARES ACT funding provided 19.4 million dollars for emergency grants to support students directly, and those students are the most financially needy students, so this will allow us to focus the Bobcat Take Care Fund, which we started after the virus outbreak, to which we’ve had over 900 donors give $180,000 in commitments to students who are not eligible for that federal emergency funding to help them with their special financial needs.

President Nellis stated that they are exploring several possible scenarios and beginning to frame how we can safely return to our campuses.

President Nellis asked Provost Sayrs for a few comments.
Provost Sayrs discussed the formation of a rapid response group to look at summer offerings and have started fall planning and within the parameters of the recommendations from the IUC group that President Nellis mentioned. We’ve established an ad hoc academic scenario planning group that includes associate or assistant deans from all colleges, these representatives are working within their colleges and involving faculty chairs and directors to ensure alignment of scheduling and curricular offerings with student needs under a variety of delivery scenarios.

We’re also establishing a student experience / student life group that will explore how to ensure the safety and functionality of student spaces across all our campuses in response to all possible contingencies. We’re also working within shared governance structures our university curriculum council and faculty senate committees and subcommittees for any policy changes or adjustments to academic processes that are identified in this planning process.

President Nellis shifted to budget related issues. Provost Sayrs stated the University had begun shifting away from RCM model which had created a lot of decentralized services and costs. Before the COVID 19 Crisis the University had experienced declining enrollments. The COVID 19 pandemic has significantly altered university operations and our financial position in ways that were unimagined and unimaginable at the beginning this year. As a result of COVID 19 we cannot responsibly operate business as usual on the administrative side or within our current academic structure, in fact, our enrollments do not support the current level of academic or administrative staffing and we must resize to remain sustainable.

We’ve worked very hard to minimize the financial impact on faculty lines and, in fact, that is reflected when you look at the preservation of faculty lines during this difficult time. Since 2016 the National Center for Educational Data IPEDS data indicates that our student faculty ratio has declined from 18:1 to 15:1. based on most recent data. Since 2017 faculty positions declined at a lower percent rate than administrative positions by about half and when we’ve added administrative positions in the past 10 years this has been in response to needs and areas that support our academic mission in areas like compliance and regulatory units to better support our researchers and their compliance with the National Science Foundation and the National Institutes of Health and related agencies.

Many of these positions enhance student success for higher education, for higher graduation rates, and enhancing enrollment management. We recently analyzed our expenditures using a methodology suggested by the American Council of Trustees and Alumni (ACTA). In July of 2017 ACTA issued a report that reviewed administrative and instructional spending data at over 1200 public and private not-for-profit colleges and universities in the United States. The data ACTA developed for evaluating the balances between expenditures for administrative activities and instructional activities at universities. They found that for four-year public R2 institutions, similar to us, the data suggests that effective institutions operate at a ratio of administrative spending to instructional spending at about 0.19. Based on provisional data, OHIO’s ratio has been trending lower in the past few years than that ratio for R2 institutions.
President Nellis stated that he could not promise to hold any area harmless from budget reductions if we are to ensure the stable future of our university; such decisions must be strategic and be focused on preserving as much as possible our academic core. We face difficult and painful decisions, but we will endure and will emerge ever more ready to meet the changing needs of our students. It’s our responsibility to focus our efforts on making Ohio University more sustainable for today and the future. The decisions we make must look far beyond the fall of 2020. They must consider the institution we want to be in the years to come and they must recognize the impact of this global pandemic and its impact in years far out. We must do this together as we have been; we also must quicken our pace in order to make the decisions necessary to secure the future of Ohio University.

President Nellis asked Senior Vice President Deb Shaffer for additional comments.

SVPFA Shaffer stated that she was asked to update the board on what we do know so far related to financial impacts related to COVID-19. What we know so far is that we have refunded about 18 million dollars in housing, dining, parking, and other fees. That’s an impact on the current fiscal year budget.

We know there will be additional impacts related to losses in NCAA revenue distributions related to the cancellation of the winter and spring NCAA championships. Those are revenue losses that athletics is making adjustments to their budget to accommodate. We know that we have had to forfeit study abroad programming fees for the summer as well as those generated by similar revenue streams.

We know that our investments since July 1, 2019, through March 31$, we had recorded 100 million dollars in unrealized losses on our investment portfolio now offset by dividends investment income and some of the realized gains; that’s still 70 million dollars in reduction in value of that portfolio. For comparison, we know on July 1, at the start of this fiscal year, we had two underwater accounts in our endowment; as of March 31st we had 878 underwater accounts in our endowment.

We know that with the recommendation that we do not take a tuition increase for 2021 which means that 2.5 million dollars of loss revenue will be compounded in future years. The leadership team strongly supports this action and yet it will have an impact on the budget.

We know that the state announced that all state agencies, including higher education, were asked to plan for 20 percent reductions in state support for remainder of 2020 and then also into 2021.

We did learn last week that higher education did slightly better than we expected, higher education only had what was about a 15 percent reduction for the fourth quarter; we know that’s six and a half million dollars in state support that we will not be receiving in the current fiscal year. We’ve been asked to continue to plan for 20 percent reductions in our state support
for FY21 as the state analyzes revenue impacts from COVID 19 on the state operating budget, and that, for Ohio University, that’s an, approximately, 35 million dollar impact in FY21.

We know that we can’t look to the state for additional help as we try to navigate our way through this financial crisis. The state is projecting a 2.4 billion dollar deficit by the end of June and the state’s constitution requires that they balance that budget, which is why all agencies were asked to take a reduction. We know that the state has a 2.7 billion dollar rainy day fund and that they have already planned to use that and deplete it in the next fiscal year.

We also know that there’s about 4.5 billion dollars coming to the state from the CARES Act, without restrictions on its use, but that the state has significant commitments that they need to balance as they try to utilize those funds and support the economy of Ohio.

Summarizing all of that what we know, we started this fiscal year with the expectation and the Board’s approval to utilize about 26 million dollars in reserves for the fiscal year ending June 30th 2020. We’re now anticipating this fiscal year that we will use somewhere between 50 and 55 million dollars in reserves by the end of June. For FY21 as we are planning to use 56 million dollars in reserves.

President Nellis thanked VP Shaffer

President Nellis stated that he strongly believes that we’re in a position to survive this financial challenge and the uncertainty provided by COVID 19. We have the benefit of a reasonably strong reserve, but we must act quickly and prudently to avoid depleting our reserves. As the board has endorsed, we must be bold in our strategic efforts to reshape the university and create positive changes that will help us make Ohio University stronger and better able to teach our students and serve our communities. One of the concerns we have is related to enrollment and you know we’ve been working hard on that; but, now with the disruption of COVID 19 we anticipate a very disruptive impact on enrollment, in fact, even today the Chronicle had an article about COVID 19 and the enrollment crash; surveys are starting to indicate that students are less likely to attend college in the fall and more likely to take a gap year or will alter their plans to attend different institutions closer to home.

Continuing students may be more likely to stop out. We don’t know if students are planning to postpone or stop out for a year or whether they will return a year later when they stop out or if those that are taking a gap year will eventually come to college. There’s a lot of uncertainty right now.

President Nellis asked Provost Sayrs to continue.

Provost Sayrs stated that what is essential is to ensure the success of our students, the delivery of a quality experience that they expect and deserve, and the resources for our academic core to deliver on that experience and on the advancement of knowledge.
We are limiting all operational spending to essential purpose purchases or services for the remainder of FY20. We’re looking at all contracts for vendors software and other services which have any kind of clause that lets us cancel and are in the process of canceling many of those.

As previously announced, President Nellis and I are taking a 15 percent pay reduction I have asked the Deans and my senior staff to take at least 10 percent pay cuts. President Nellis has done the same with his leadership team and many of them are taking more than the requested amount.

When it comes to the colleges, I’ve asked every dean to look at what is critical and to consider every option to conserve resources or to generate revenue both in the short term to help weather this pandemic but also with an eye to where we want to be when the pandemic is over.

No one at the institution is going to be unaffected by this crisis. We will follow the faculty handbook in all of these decisions which would include a year of continued employment after a notice of non-renewal for most faculty as defined in the faculty handbook. Here are the criteria we’re using for making academic budget decisions: we must preserve the core mission of serving our students, creating knowledge, and serving our communities including the distinctive and engaged educational experience that Ohio University is known for, that means we’re not just considering data like numbers of majors or degrees awarded or credit hour production, while those are very important, we’re also striving to understand the impact on curriculum and on the experience of our students. We also realize that we cannot sustain everything that we’re doing across all our colleges and campuses.

Other actions that we have taken to date: we have implemented a hiring freeze across the campus for all positions unless they are absolutely essential, during this period we are in the process of reviewing our capital plan and all of our capital projects. We’ve suspended new capital projects that are not funded specifically by external dollars or already issued debt that is required to be utilized for those projects. We are evaluating the projects that are in process to make sure that they are still essential and critical and support the direction of the university moving forward.

We’ve asked all administrative and support units to look at their units and identify what is absolutely essential in order to maintain operations and service in this new environment over the next couple of years. We’ve asked all of those units to model 20 percent reductions (many are doing higher than 20 percent and this includes the restructuring of some of those units); it also includes looking at and removing layers of management and merging organizations to the extent possible.

We want to be careful that we don’t damage some of the units that are critical to providing services like information technology that is so much a core part of our future, so although they
are being asked to contribute to reductions they are not being asked to contribute necessarily at that same 20 percent level we want to be strategic in how we make these reductions.

Athletics is making adjustments to their expense base relative to their external revenues, but they are also modeling along with every other administrative unit reductions to their university support trying to achieve 20 percent if possible: remember they have to absorb those external revenue losses simultaneously.

We did implement the first of our personnel reductions that was driven not only by the COVID 19 impacts, but also was part of what we had been discussing and planning prior to COVID 19 to continue to reduce the administrative costs within the institution, that included the elimination of almost 190 positions, about 140 employees that are on the payroll for an estimated savings of about 11.3 million dollars per year. Later this week we will be announcing an institutional furlough plan.

One of the most significant changes that was included in the interim furlough policy, that the president approved, was to allow us to implement a tiered furlough structure that was based on compensation or salary level. The prior policy that was in place required an across the board furlough which did not support either the institution’s values or the feedback we were getting from across the university on the principles they would like us to employ when we consider a furlough policy. Nonetheless, furloughs are temporary; they are short-term actions; they will not permanently adjust the university’s operating position and will not be enough to address the significant longer-term challenges that the president has outlined, that we will face here at Ohio University and that all of higher education will face nationally.

President Nellis stated that he understands the foundational role of the faculty across all parts of our university from the delivery of courses to student mentoring to research and service to our communities and beyond. He also stated that he believes our administrative and classified employees play a significant role in our academic mission. It’s all of us together, collectively, that allows us to create this strong academic core and student success well. He stated he understood the call for administrative cuts and will help assure that necessary reductions are made.

We don’t take any cuts of jobs lightly and understand the dramatic impact these decisions have on individuals’ families and our communities. All these major measures are not enough to address the significant shortfalls we’re facing. As you know we paused planning and process for personnel reductions in March until we knew more about the scope of the COVID -19 pandemic and while much is still unclear, the magnitude is larger than we ever anticipated and we'll need to move forward with significant measures to ensure the continuation of our core academic mission.

Finally let me say that guiding us through this process, our principles for moving forward, include certainly prioritizing the health safety and welfare of our students, faculty, staff, and
communities. While we hope to deliver a face-to-face educational experience in the fall, a return to business as usual is not likely to occur in the short term. Particularly, our planning must allow for the flexibility of course delivery and limited density on our campuses for as long as is necessary. In addition, we continue to hold fast to the principles we had previously defined: to act in the best interests of Ohio University’s core mission of teaching research and creative activity and service that are foremost, and as articulated through the “fearlessly first” strategic framework, to protect and prioritize student success, academic quality, and scholarly excellence; to embrace accountability, shared governance, and shared responsibility; to ensure data informed decision making, to communicate with one another about the decisions we make; to eradicate internal competition and duplication of courses programs and services; to streamline programs and course offerings with a focus on clear pathways to completion with higher impact particularly in support of our students; to take necessary near-term action in the context of longer-term institutional strategy.

While we’re facing this crisis, we’re responding through efforts designed to answer our significant financial challenges, while we also better position Ohio University so it is more able to meet the needs of today and the future needs of our students; we must adapt to the new reality for higher education. We must be nimble and dynamic and emerge as a university that is able to grow stronger in the years ahead.

Chair Scholl thanked President Nellis, Vice President Shaffer, and Provost Sayrs.

Chair Scholl stated that he appreciated the breadth and the depth and the transparency of each of the presentations. He also stated that he and Vice Chairman Coleman appreciated how they have been kept updated over the past six weeks as the crisis unfolded and deepened.

Chair Scholl suggested that a clear picture of the University’s reserves and budget would be a difficult to obtain by the June meeting but encouraged the administration to provide the board with whatever summaries they could and to consider a continuing budget resolution in June till we have a better sense of fall revenues and costs.

Chair Scholl remarked how much he appreciated the efforts of the executive team.

Chair Scholl opened the floor to the Trustees for comments.

Trustee Viehweger thanked President Nellis for providing them with information to help the Trustees understand the situation. She encouraged them to continue to stand tall and show courage in the face of something that nobody could possibly have predicted.

Trustee Sheil thanked President Nellis for his leadership in these unprecedented times and encouraged the university community to work together.

Chair Scholl stated that the Board of Trustees will be issuing an independent news release after the board meeting; it will be posted on the university website (* as follows):
Ohio University Board of Trustees Stand Firmly Behind President Nellis
and his Leadership Team

Unprecedented challenges related to COVID-19 require bold decisions and immediate action

(Athens, Ohio – May 11, 2020) – Today, the Ohio University Board of Trustees reaffirmed their support of President M. Duane Nellis based on his strong performance, progress aligned to the implementation of the strategic framework and for the leadership stability and continuity he and his team are providing during the COVID-19 pandemic.

Industries across the United States, including higher education, are facing unprecedented challenges at rapid speed due to this global pandemic. Leading in a crisis requires careful planning, difficult decision-making, exceptional teamwork and immediate yet coordinated execution to ensure long-term viability and competitiveness in today’s deeply uncertain environment. Implications from COVID-19 are significantly impacting finances across every industry, including higher education – and Ohio University is not immune.

“The Ohio University Board of Trustees stand firmly behind President Nellis and his leadership team in their commitment to transparency, efforts to encourage collaboration and a collective development of a strong strategic vision to navigate these unparalleled times so Ohio University can emerge as a leader in higher education,” said Dave Scholl, Chairman of the Ohio University Board of Trustees.

In the past year, substantial progress has been made on key strategic initiatives with the diligent and persistent work of the faculty and valuable support provided by administrative leadership and staff. The Trustees recognize and appreciate these ongoing contributions made by these valuable and dedicated members of the faculty and broader University employees.

President Nellis called for the combination of collaborative work and leadership across the University’s shared governance structure, which produced One OHIO, a major strategic initiative to fully integrate all of OHIO’s campuses under one leadership model. When fully implemented, this initiative will strengthen and unite the University’s campuses, academic strategy, and ensure accountability for student success, quality of experience, and physical footprint. President Nellis also enthusiastically supported the faculty’s desire to review and reform the general education curriculum, which had not been addressed in 40 years. Similarly, he emphasized a need for investment in instructional innovation and digital transformation as a major campus-wide initiative, contributing to a more rapid and effective transition for students and faculty to move toward online learning much earlier than expected during the COVID-19 crisis. With student achievement being top of mind, President Nellis also established the OHIO Honors Program, a new, experience-based program that offers a rapidly
expanding menu of curricular and co-curricular experiences that guide students’
development and lead to a senior capstone project and portfolio. He also created a
heightened experiential learning opportunity through the Presidential Scholars
program, an elite society of student volunteers who give their time and talents to
advance Ohio University’s priorities and initiatives.

The President, his leadership team and the Board of Trustees remain solidly
committed to making the best, albeit difficult decisions and investments through
strategic use of reserves, to position the University for a strong future, as in the
case of the above major initiatives.

Nonetheless, the COVID-19 pandemic has significantly altered OHIO’s
operations and financial position in ways that were unimaginable at the beginning
of this year. “OHIO is certainly not unique in this regard,” Scholl offered, “and
President Nellis is not the only University President leading institutions forward
under such disruptive and challenging scenarios.”

“As an OHIO Trustee for eight years and an alumnus of this great University,”
Scholl continued “I have learned that a university president and executive
leadership frequently operate in a relatively threatening environment, even when
operations are smooth, enrollments are high, and alumni are pleased,” said Scholl.
“Inclusive of the distractions, and challenges, how President Nellis leads is
essential to the university’s future and its impact on the Ohio Appalachian
Region. The Trustees are confident that President Nellis’ steady, consistent and
resolute leadership for the state and the region has been indispensable in this
period of unmatched volatility for higher education, the University, and society
under strained and highly uncertain economics brought on by the pandemic.”

Change is taking place rapidly in public higher education nationally, with much of
that change driven by restrictive funding impacting a traditional business model.
There is a clear need to re-design the enterprise to be more agile and nimble in
how it delivers education and value-driven in how it provides educational,
research and service value to students, faculty, staff and the public. President
Nellis is leading that effort at Ohio University and the Trustees have been clear in
their support for this to happen.

General financial trends below indicate a consistent erosion of resources from
state subsidies, placing more pressure on tuition revenue and financial aid
(including support provided via philanthropy) to solve for the reduction in state
funding:

- Ohio’s higher education state appropriations increased by over twice the
  inflation rate from FY 1980 to 2000, but then increased by LESS than a
  quarter of the inflation rate from FY 2000 to FY 2020.
- In FY 2010, Ohio’s support for the state subsidy for instruction (SSI) was
  $1.987 billion and its support for other higher education programs was
  $508.2 million for a total of $2.495 billion. This total is less than the FY
2001 total of $2.518 billion with SSI inflating marginally and the other category declining by nearly 30%.

• Compared to FY 2010, in FY 2020, SSI had grown by only 0.6% to $1.999 billion while the “other” higher education category had increased to $692.6 million for a total of $2.691 billion. This is a 7.866% increase over 10 years. The inflation rate from 2010 to 2020 is an estimated 18.37%, according to the Bureau of Labor Statistics.

In addition, higher education as a whole is undergoing a fundamental shift. The number of incoming students is beginning to flatten, diversify, and decline nationwide after decades of consistent growth. In response, universities have become more competitive in their pursuit of students, increasing the institutional cost of student financial aid and scholarships.

The way in which students pursue their education has also changed. There are an increasing number of “non-traditional” students – those who are taking all of their classes online, or not doing so immediately after high school. More and more students are taking advantage of programs like College Credit Plus in high school, reducing the number of hours they need to take at a university. These changes and others are why we must proactively realign our university, including the budget, to ensure we are providing a cutting-edge educational opportunity for our students. More recently, COVID-19 related factors are now impacting our revenue base and the expected loss of resources must be addressed:

• The State of Ohio recently cut higher-education budget by $110 million over two months; an immediate, unexpected decrease to Ohio University of $6.6 million.
• The University has been advised to anticipate a major cut in SSI in the fall, such that if instituted at the proposed 20% reduction would eliminate $35 million in SSI revenue for the upcoming budget year.
• This past winter quarter, the University refunded pro-rated housing, dining and parking fees to students resulting in $18 million in lost revenue.
• University athletics experienced significant reductions in NCAA revenue distribution because of the cancelation of winter and spring NCAA championships and additional external revenue impacts (over $1 million this spring).
• National surveys are indicating that recessionary pressure along with uncertainty related to the pandemic could alter college-going plans. According to a national survey from SimpsonScarborough, 20 percent of high school seniors say it is likely they will not go to college in the fall due to COVID.

Under the exceptional leadership of Provost Dr. Elizabeth Sayrs, CFO and VP of Administration Deb Shaffer, their talented teams, and in consultation with the representative senate leaders, these difficult realities are being identified and
confronted head-on as they affect the academic and administrative units and personnel levels of the University.

“In the spirit of shared governance, the process of developing and modifying the strategic framework that was articulated in September 2019 demanded broad input from across the academy and so does its successful implementation”, said Scholl. “However, decisions and actions required to implement sustainable solutions to structural, financial, and staffing reform in response to trends that influence revenue or the significant negative financial impact of COVID-19 must ultimately remain the purview of the President and senior executive leadership. The risk to the Institution and the Region if we did not act now to significantly reduce expenses in a balanced manner is unfortunately too great.”

During these uncertain times, and looking forward, President Nellis is focused on several key priorities:

- Safety and well-being of all to protect from COVID-19 and develop “return to campus” scenario planning.
- Academic success for students and faculty, and “return to class” scenario planning.
- Support students to complete their educations.
- Attract new students through virtual recruiting efforts.
- Protect the finances to weather the crisis and position OHIO for a strong future.
- Establish transition services for University employees displaced by budget-reducing personnel decisions.
- Continue to openly support & engage with faculty on solutions for the future of Ohio University.

“President Nellis is skillfully navigating many critical issues,” according to Scholl, “while continually displaying presidential core values of constructive engagement and dialogue, integrity, civility and a decisiveness driven by data, broad input, and the potential to achieve positive transformation by attending Ohio University. There is certainly much to consider and many to engage when considering so many unknowns. However, the Trustees are especially pleased to know the President is recommending resources be earmarked to develop transition services to provide dedicated coaching and tailored assistance geared toward the higher education sector to help with networking and career counseling to those most affected by the recent need to reduce the University’s workforce.”

**About Ohio University**

Ohio University strives to be the best student-centered, transformative learning community in America, where students realize their promise, faculty advance knowledge, staff achieve excellence, and alumni become global leaders. OHIO is committed to fostering, embracing, and celebrating diversity in all its forms. Our Athens Campus offers students a residential learning experience in one of the
nation’s most picturesque academic settings. Additional campuses and centers serve students across the state, and online programs further advance the University’s commitment to providing educational access and opportunity. Visit www.ohio.edu for more information.

Chair Scholl asked if there was any unfinished business, new business, or additional communications.

Chair Scholl recognized and acknowledged 18 years of service on the part of Trustee Goodman.

Chair Scholl recognized Student Trustee Austin McClain as his term comes to an end.

President Nellis stated that he appreciated the support of the board and values your input and dialogue during this extraordinary time.

Adjournment
Chair Scholl asked Secretary Moore to announce the date and location of the next meeting of the Board of Trustees. Secretary Moore reported that the Board of Trustees will meet on Thursday and Friday, June 18th and 19th, 2020; this meeting will be held online.

Chair Scholl adjourned the meeting at 12:27pm.