

**Board of Trustees Meeting
October 28, 2021
Reynolds Center 210 /Zoom
1:30 p.m.**

The Southern Arkansas University System Board of Trustees met on Thursday, October 28, 2021 at 1:30 p.m. in Reynolds Center 210 and via Zoom. The following were in attendance: Trey Berry (SAU President), Monty Harrington, Therral Story, Erica Woods, Laura Winning, Nate Evers, David Lanoue, Donna Allen, Josh Kee, Shawana Reed, Roger Giles, Jennifer Rowsam, Sarah Jennings, Sheryl Edwards, Jason Morrison (SAU Tech Chancellor), Edward Rice and Valerie Wilson. Guests included Shannin Schroeder, Shelly Whaley, Dan Marsh (SAU Communications) and Cledis Stuart.

[00:00:12.06] Monty Harrington: Good afternoon. I want to welcome everyone to the SAU Board of Trustees meeting for October 28, 2021. It is good to be here in person. We never know, but we are here in person and that is a good sign. I just want to welcome everyone. Sheryl do we have anybody on Zoom that you know of? (The meeting was called to order at 1:30 pm.)

[00:00:35.13] Sheryl Edwards: Just Dan Marsh from SAU Communications and Faculty Senate President, Dr. Shannin Schroeder.

[00:00:40.27] Monty Harrington: Thank you. If others join, please let us know. I am going to call roll to get this meeting started. Therral Story, Erica Woods, Laura Winning and Nate Evers. (All replied "Here.") I'm Monty Harrington, Chairman of the Board of Trustees. Glad to have everyone here on a nice, brisk fall day. As Dr. Berry said when we came in, "We have some power outages on the campus, but hey, with Covid and power outages, I think we can adjust and go as we can." You have gotten good at adjusting. The next order of business is the approval of the minutes from June 9, 2021 meeting. If everyone has had time to review those in your packets, we just need a formal motion to approve those.

[00:01:46.04] Nate Evers: I move that we accept the minutes.

[00:01:48.14] Erica Woods: Second

[00:01:48.14] Monty Harrington: Motion by Nate Evers and second by Mrs. Woods. All those in favor say, "Aye."

[00:01:50.13] Therral Story: "Aye."

[00:01:50.13] Nate Evers: "Aye."

[00:01:50.13] Erica Woods: "Aye."

[00:01:50.13] Laura Winning: "Aye."

[00:01:50.13] Monty Harrington: "Aye." "Aye's have it and passed. We are going to move forward and Dr. Berry, you are next on the agenda. I do want to thank everyone for adjusting and moving over to the science building. It is kind of nice seeing different parts of the campus as well so I don't think it is a bad idea.

[00:02:27.26] Trey Berry: I want to start by saying, yes, we are very use to crisis management now. I woke up this morning and get a beep and whenever, I get a beep before 7:00 am, I know it's not a great thing. It was Mrs. Edwards saying that half of the campus is out of electricity. We sprung into action and I think all of us, including SAU Tech, are used to crisis management so we are here. I agree that this is probably a good thing to start moving the meetings around so that you can see different parts of the campus.

I do want to start before getting into this, just thanking the SAU campus, SAU Tech campus for everything that they have done over the past 19 months. It has been joyful to watch everybody come together and try to weather, hopeful, the crisis of our generation. I hope there is not another one on the horizon. I will tell you as I speak, where we stand right now. I'm sure Dr. Morrison will tell you about SAU Tech campus. As we stand right now, we have 4,430 students and three positives students with Covid. They are all off campus and we have no faculty/staff. No positives. We have had for the past 19 months, no transmission in our classrooms which is nothing short of a miracle. It is absolutely incredible. Those are all good things. As we sit right now, we are in a very, very good place.

To give you a quick campus update. Fall enrollment, i just told you we were are 4,430 students. We did have a downturn in undergraduates which was the case across the country. We did have an uptick, a very significant uptick, in our graduate programs. Our graduate programs were up by 25%. That kind of leveled out our undergraduate enrollment and so overall we were up by two (2) students. Guess what, we will take it all day long. Especially, in light of the situation our world is in. That was very, very fortunate. The spring enrollment is looking good, especially on the graduate side. We have a lot of graduate applications for the spring. More that we have had in a while so that is a very positive sign for our spring. 4,430 is not bad folks.

In academics, some of our new programs. We have talked about some of these before but I just want to show you now that they are up and running as of this fall. One is Healthcare Administration in the Rankin College of Business. We believe that this is going to be very attractive. In fact we already know. Here we are already in the third month of school and we already have majors in this area so we already know that it is attracting students and we know that the jobs are there because healthcare is such an enormous, enormous industry. We are excited about the new major in Rankin College of Business.

We have our first batch of chicken. The picture there in the middle is when the chicks first arrived which was September 7. That picture on the right when taken about a week ago. I thought I knew a little bit about chickens, I didn't know they grew that fast. I guess they are really well fed. We have between 250-300 chickens and we already have our new poultry science professor. He is here and he is going to do great work for us so now if you want to study poultry science and get a degree in poultry science, there are two places in the state of Arkansas where you can do that and they are at either end of the state. Fayetteville and Magnolia. We are excited about this new addition to Agri and bringing back a tradition here and even more so, a major in poultry science.

We also have some good news from our College of Education and Human Performance. They just received a Forward Arkansas grant worth \$100,000.00. There were 16 college that applied and only eight (8) received the grant. In essence, what this is, it is a grant to encourage young people in the state to enter the education field or enhance people that are already in the education field. We are excited to be one of the eight that has this new grant for our campus.

Our game design and animation is still going strong. As you remember, some of you were here when that first started. We were the first to have games design and animation in the state. It is still going strong. We have festivals as you see were we bring people to campus from all over. It is still extremely attractive. This morning we had preview day. I meet about four or five

perspective freshman in that crowd that are interested in this major. We know that is going full blast.

Engineering is still going really well. I met a lot of students this morning in engineering and nursing is still, as you know, doing very, very well including all of our majors across the campus. It seems like things are going really, really well and it is good to see all of this life come back to our academic programs after what happened in the past 18 months.

We have had a tremendous, tremendous end to our Love and Loyalty campaign. I just want to kind of give those with you right quick and let you know what has happened over the past five (5) years since we enacted the Love and Loyalty campaign. If you remember, we wanted to touch every part of the campus. I just want to show you a few of the things that have just happened recently since our last board meeting. We received \$100,000.00 grant from the Roy and Kristine Sturgis Charitable and Educational Trust for new band uniforms. As you know our band continues to grow and in fact a little later, you guys will get to see our band hall. It may be a little dark, but you will get to see it. Our band uniforms are 17 years old and it was time. This is a mock-up of what they will look like and we will have those for next fall. We are really excited about this new addition for our band.

Bussey Hall received almost \$700,000.00 historic restoration grant from the Arkansas Natural and Cultural Resources Division and it is really something to see. It has been restored to what I call the 1950 grandeur. It is absolutely gorgeous. As of to date, the ANCRC has granted the institution over 3 million dollars to preserve our buildings.

Also, we received a \$25,000.00 grant for band instruments to replace some of our old band instruments and that will go a long way. All of this is just from the last time we met.

Also, since the last time we met, we had giving day like we have every year. This year we received a record of gifts and raised almost \$200,000.00 in that one single day. These money's go to every part of the campus.

Then I wanted to show you, as you probably already know this. Our campaign goal five years ago was 22.2 million and at the end of September we reached almost 30 million in gifts. We exceeded our goal by 33%, almost 4,200 donors and 17,000 gifts. That is incredible. I can't thank our

advancement team enough, Josh Kee, and everybody involved because really this has been a campus wide venture. This is just to break it down to show you where we raised money and where it went. As you can see it went all over campus. Student life, to scholarships, to facilities, to faculty/staff benefits, community enrichment, academic programs. It really has done an amazing thing for our campus. Our endowment has reached over 54 million dollars.

Mulerider Service - a lot of things last year kicked in because we couldn't have athletics. So, our athletic teams and all of our campus got more involved in service because that is what they could do outside. I just want to show you something that we did. Because of the recent hurricane, we packed up a trailer, our student body and faculty and staff lead this effort. We packed up the trailer and picked one town, Raceland, Louisiana to benefit. We had a faculty member who had a connection in Raceland and we sent that trailer down for relief. It was something that the whole campus was involved in. Our athletic teams have done things like clean up around town, clean up around the county and the campus. As you see touching the lives of our young school children. In fact, just this morning, I saw that they were at Central Elementary, greeting the kids as they came in and it is a great thing for those kids to give high fives to our student athletes. Speaking of athletics, it is in full swing. It is so nice to be back in some type of normalcy in athletics. We are in the middle of football season, in the middle of volleyball season and just about to start basketball season. We are also in the middle of cross country. It is wonderful to see that part of the campus so active. We just retained the trophy to the Murphy USA Classic and brought it back to Magnolia and we hope it just continues to stay here.

What you will also see in just a bit on our tour is our new Dawson Athletic Complex. This is going to be a transformational facility. We have needed this for a long time. Our high school recruits come to us from high schools that have these facilities, and say, "where is your indoor facility?" Now we can say, it's right there. If you drove in from highway 82, you see it. You can't ignore it. We are very, very pleased to have this facility.

Then I want to give you this - we try to do an alumni spot. This is Kristi Bennett. SAU class of 2012. You may have seen in the news that she was appointed Police Chief of Texarkana, Arkansas. The first female Police chief in department history. She is a Mulerider! WE are extremely proud of Kristi.

Any questions? Mr. Chairman that is my report.

[00:15:07.03] Monty Harrington: Any questions for Dr. Berry? Good report and good to see all of the kid's activity around the campus. When I walk the farm road and I see kids out playing cricket, soccer and volleyball, it's neat to see all of that going on. Dr. Morrison?

[00:15:29.05] Jason Morrison: I was going to start off with our enrollment. This is the first time since I have been at the institution, we have been slightly down in enrollment for the fall semester. That is our core, when adding all of the numbers including concurrent, we were up. We were slightly down in our concurrent number and we feel like this is the first time we saw the impact of Covid and not being from the students because the day before drop date for non-payment, we were up 35 students. After drop for non-payment, we were down 35 students. It was those who had not completed financial aid, not turned in documents for verification and other various reasons. It is the first time since I have been at the institution and even through Covid we saw a decrease in our college core enrollment. Although our housing was full at 100 percent on the first day of class, so we were probably backed by the addition of some new beds on campus this fall. As far as spring and next fall, we have added two new recruiters. One is a graduate of SAU and they have been hitting the ground running and we have actually seen our applicants and inquiries sky rocket from last year.

One thing we did in the summer was spend a lot of time on the beautification of our campus. If you drive into the front of the campus, in the main entrance of our administration building, you will see a new rocket among the flag poles. Mrs. Gaye Manning, who is not with us today, she is on her way to Little Rock for a meeting at the capitol, has been working tirelessly to bring some beauty to our campus. I look forward to having everybody on our campus at the next Board meeting and to see the changes that are happening. We have plans right now to add additional rockets throughout the campus. We are really into that rocket thing. We are going to have a couple in the outfield behind the fence so they will have something to hang their home runs on. (laughter) I do want to say a thank you to Dr. Rice and our team, Courtney Haygood because they really busted it this summer in getting all of our projects done. Try getting your hands on some wood at a reasonable cost to build things. They really worked hard to make sure the 34 additional beds that we opened up this fall were ready for the students at move in. This kind of gives you a picture. How many of you remember the old fire dorm? That is the bottom floor of the fire dorm. We have been working hard to do some internal renovations and help transform that with new fixtures in the bathrooms, redone the showers, and new lighting. All done to help our students. This fall and in the spring, we are going to be working on the second floor because I have got to have 45 more beds next year for the baseball team. Of course the reason we are doing that, on September 10, the Governor was on campus to dedicate the new Fire Training Residential Facility and that is a picture of it, if you haven't seen it. It is probably one of the nicest residential facilities you will come across. It is 120 bed facility, exercise room, meeting rooms, full kitchen - which we will be going out for bids for dining services early next year for both on

campus and at the fire training. It is a super nice facility. Of course, like I mentioned, we will be working on...I talked to the architect this morning, as we expect to have the bidding process to take place in November and we will start the construction. You know we received 1 million dollars from the historical society for a grant and we will be working on the external of what we call C and D dorm. It really needs a name to it. If there is anybody interested (laughter) because we call it C and D dorm. We will be working on the external, drainage, windows, all that and that should start taking place with bids in November and probably construction in January. This was brought to us by that grant. You remember that last time we had a Board meeting and I was talking to you about the DRA Round II grant that we received for our sonogram program. We just added our second instructor, we are waiting on HLC approval and that program will be starting in the fall of 2022. The new sonogram program, just to remind you, will be the only sonogram program at a two year college in the state of Arkansas and the only sonogram program south of Little Rock. We are excited about that program. The inquiries for that program have been tremendous.

If you have been paying attention and following our social media feed, we received a million dollar technology grant to update our Wi-Fi on campus and also to create 31 synchronized classrooms. My goal is to create a global campus idea. So, if you would like to be sitting in Florida and take a live class with us at Tech, we are going to provide that. We had a consultant that just, he is the point person at the University of Central Oklahoma and he basically designed all of the rooms at UCL and he is going to come on board and help us design 31 of our classrooms to fully synchronized classrooms. That is going to open up a lot of doors for us to create more offerings to wherever you would like to take a class. We think this will be especially good for our non-traditional students who may not fare well with strictly online classes that would like to interact with an instructor and have that exchange, with what I call, transfer of knowledge. We just received that about a month ago. Then a couple of weeks ago, we received another DRA grant for 1.5 million dollars and that is a training grant. This is directing our workforce training. We will provide training to over 600 new workers and current workers, to all the industries in our industrial plant and also six surrounding counties. This could be pre-employment training, advancement training, and fully customized training so this is a great opportunity for our workforce to advance what they are doing and really, each year, it is \$350,000.00 of revenue in the college just for workforce training. We are really proud of receiving that grant. You know it is hard to get one DRA grant, to get two DRA grants within six months is a testament to our grant writer Kim Coker and what she does for our institution.

Big news coming to our campus. We are getting ready to start the conversion. If anybody knows about student information systems and PX, which we are currently on, we are starting the transition to J1. We have made that commitment through proper budgeting processes, Cares Act money and we will be starting that process. It is about a 24 month process. 1.5 million dollar price tag over the next five years. We really think this will be a better intake of our information,

student information, data reporting, you name it. If you have ever used PX, you know the difficulty. If you do not have an on-campus coder, PX can be a nightmare if you don't have your own coder. This will be a big part of the institution because we think it will aid us in the process of increasing our enrollment by filling in gaps where we are losing students.

Athletics - we got to participate last year in athletics so we were excited about that. We tip off on Monday night so if you are free, have nothing to do at 7:00 o'clock, our men's basketball team will be in action. Remember, our men's basketball team finished seventh in the country at the National Tournament. We are excited about getting the ball tipped off. We also have a singing day on November 1. As of this morning we will be signing our first 15 baseball players on November 1 from all over, Arkansas, Texas, Florida, you name it. We have been bringing in and I think we have a total of 20 commits at this time. That will be an exciting day on our campus at noon for the signing and we also have some softball signings as well.

On Tuesday, we had "Meet the Rockets" We had a good showing for the community to come out and meet our basketball team, softball team, cheer squad and to start all of the excitement to the start of the season. Our women will be in action on Thursday at 5:00 o'clock on campus and the big news...both teams are ranked in the pre-season polls. Our men are 12th in the country and our women entered the pre-season polls as number 20 in the country. Think about this folks, this is our fourth season. We were not eligible our first season and both teams are nationally ranked. You need to check us out this year. Our men have on their schedule last year's national champion division I, the number five team in the nation, division one and the number 12 team in the nation, division one. That is our non-conference schedule. You play better to get better. Our women are taking on the number six team in the country, division I and also the number four team, division I in the country. You need to come check us out. You will be really pleased with what you see. Our first ever baseball camp will be on November 13 and hosted at UALR. Here are some of the names here that we committed and signing on Monday. Like I said, these are names from all over the state, all over Texas, Florida and various other places. I think Sheryl knows a few of those names.

I want to give a shout out to one of our alumni also. Cindy Reynolds graduated from SAU Tech in 1981 then she spent a career working for a US Ambassador for over 30 years. We are proud of Cindy and how she represents SAU Tech and I am glad we made a connection with her.

I'll take any questions, are there any questions?

[00:26:35.07] Monty Harrington: Any questions? Good report. I think SAU Tech has been just equally as busy as SAU so appreciate all of the work you do up there and the dedication to the students that you do up there as well. Next on the agenda is Dr. Valerie Wilson for SAU Tech academic program changes. I think she has an addition that is not in our packet.

[00:27:06.27] Valerie Wilson: Good afternoon, we just have three items on your memo and I have added a fourth item. The first item on the agenda is a revision for our certificate of proficiency in fire and emergency response. The students that go through our fire training academy are able to complete a certificate of proficiency when they are done. Right now we have two courses on that credential that they don't complete while they are there. This revision is to remove those two courses and that will increase the number of students that are able to get that CP.

The second revision is for our technical certificate in cybersecurity. That is still a fairly new program and we are still making tweaks to that program.

The third item is an addition of a certificate of proficiency in software development. That is going to feed in our AAS degree in information systems technology.

The fourth item is the closure of our Texarkana facility. We were offering our aviation program there to secondary students and the enrollment over the years has declined, declined, declined and we have closed that facility. I failed to get action on the Board on that. So we need to make that closure official through the Board.

Any questions?

[00:28:30.16] Monty Harrington: You have heard the four recommendations, so does anybody have any questions?

If not, do I have a motion to accept the changes?

[00:28:44.16] Laura Winning: Motion

[00:28:44.16] Therral Story: Second

[00:28:46.02] Monty Harrington: Motion by Mrs. Winning and second by Mr. Story. All those in favor say "Aye."

[00:28:47.21] Nate Evers: "Aye."

[00:28:47.21] Laura Winning: "Aye."

[00:28:47.21] Erica Woods: "Aye."

[00:28:47.21] Therral Story: "Aye."

[00:28:49.08] Monty Harrington: Motion carries. I would like to add that I went to the Fire Training Academy Ribbon Cutting and it was wonderful. I blow me out of the water what we have done up there. I had no idea so I said when we go back up there I want to tour that facility again for everyone so they whole Board can see it. The Governor came down and was very impressed as well. Dr. Morrison and staff did a great job on getting that facility done. Thank you Dr. Morrison for that.

Next, Mr. Roger Giles on the Social Media Resolution Policy.

[00:29:24.19] Roger Giles: As you know social media has become the way many, many people in the country communicate. Unfortunately, if not used properly, it can be detrimental to the communication that is being attempted by people or organizations and the communication is important but, in addition, we have the first amendment to the United States Constitution that we want to make sure we don't do anything to conflict with. We have done some research and we have come up with a resolution for you to adopt the policy that has been submitted. It basically states that when you post to the SAU social media page, your post has to relate to the topic that is addressed and we give some examples. If you are commenting about English being required and you talk about BBQ in Texas that is inconsistent. We don't care if you say good things or bad things, well actually we care, and we are not going to restrict the good or the bad. We are going to restrict you to being on topic for the information that is being provided. That is basically for the purpose of this policy because we can't really enforce it, unless the Board has adopted something that sets a standard for us to follow. Are there any questions?

[00:31:22.18] Monty Harrington: Somebody monitors the website 24 hours or all the time?

[00:31:30.05] Roger Giles: All social media whether it be Facebook, Twitter, etc. I am not the most technologically savvy person on social media. Mrs. Edwards can be of assistance to me in this area.

[00:31:49.15] Monty Harrington: Okay, we have the policy and resolution in front of us? Any questions? If not...

[00:31:58.08] Nate Evers: Right off hand, approximately, how many universities has this kind of policy?

[00:32:02.07] Roger Giles: I don't have any idea. I looked at several when I worked on this policy and others also looked at other examples. I would call it a trend across the country. The one we liked best was Texas A&M system and that is the one we sort of patterned after. In today's society, some people don't always concentrate on the particular topic they are commenting on.

[00:32:40.20] Nate Evers: Motion about the resolution

[00:32:40.20] Monty Harrington: Motion by Mr. Evers. Do I have a second?

[00:32:43.05] Erica Woods: Second.

[00:32:44.08] Monty Harrington: Second by Mrs. Woods. All in favor say "Aye."

[00:32:44.08] Therral Story: "Aye."

[00:32:44.08] Nate Evers: "Aye."

[00:32:44.08] Laura Winning: "Aye."

[00:32:44.08] Erica Woods: "Aye."

[00:32:47.03] Monty Harrington: "Aye's" have it. Thank you Sir.

[00:32:57.19] Roger Giles: This is sort of Jason and I both. SAU Tech has property in Lincoln under the control of the Fire Training Academy that they no longer utilize in training and this is a resolution that allows SAU Tech to follow the state proceeds and sell the property and get the income from it. The process involves first this Board authorizing it then we take the appraisal that they have already gotten and some other check list kind of documentation and we send it to Building Authority and then they do the advertising, accept the bids and ship them to SAU Tech for approval and acceptance and ultimately back to this Board.

[00:33:53.21] Nate Evers: How much was the appraisal?

[00:33:55.24] Jason Morrison: It was around \$391,000.00 plus an additional portion of the land that was \$60,000.00 so around \$450,000.00, I believe was the total. That was probably about a six or seven month old appraisal.

[00:34:16.12] Monty Harrington: Any other questions? If not, do we have a motion to approve?

[00:34:24.11] Therral Story: I make a motion.

[00:34:24.11] Monty Harrington: Motion by Mr. Story.

[00:34:25.22] Nate Evers: Second

[00:34:25.26] Monty Harrington: Second by Mr. Evers. All in favor say "Aye."

[00:34:26.26] Therral Story: "Aye."

[00:34:26.26] Erica Woods: "Aye."

[00:34:26.26] Laura Winning: "Aye."

[00:34:26.26] Nate Evers: "Aye."

[00:34:30.02] Monty Harrington: Motion carries.

Next, Dr. Lanoue. The 2020-2021 Minority Recruitment and Retention Report for SAU.

[00:34:40.18] David Lanoue: Good afternoon everybody. I am happy to present our report. A lot of good things going on at SAU. A lot of good numbers this year. As far as student numbers, as far as minority enrollments, they have been like our overall numbers have been stable and in fact, slightly up. Some really good news on retention. We measure retention as retention between the freshman year and the sophomore year. The retention rate for African American students is now almost 10 percent of the last year. Up from where it was in the previous cohort. What we are even more pleased with, is within that increase, we did close that small gap that we did have between African American students and other students on campus so the retention rates are both up and we closed the gap and we are very happy about that. Our graduation rate for African American students increased from the previous cohort and that is good news on that front as well. There is always one year lag in the report so we are talking about the previous year. We have hired eight more additional minority faculty members to the SAU faculty. Like I said there is a one year lag. I look forward to coming to you next year because the group that came in this year is a very strong, very diverse group that has continued that trend and that pattern.

A few things we are doing on campus. We have put together a faculty/staff diversity committee that is looking for ways to make our campus more inclusive. That committee is going to be working on a campus wide diversity forum which we have been planning for a while and then Covid came in. It is a type of thing we didn't want to do on Zoom. We really want to bring people together because that really is what it is all about. We are hoping to have that in the spring semester of 2022.

We are also looking at our general education requirements as we do look periodically and make sure that serves student's needs, keeps up with trends as it should and we are looking right now to see whether our general education can be improved in ways of emphasizing issues of diversity, globalization and so forth. We have some proposals that we are taking to the faculty and working with the Faculty General Education committee to try to implement those.

Another thing we noticed in going through our statistics for the past year is Hispanic students are still a relatively small portion of our student body. Still under five percent. We noticed over the past three years that the Hispanic student population has increased by 25 percent, which again, is a small number but pretty substantial increase. One of the things we are talking about now in my unit and in Dr. Allen's unit as well, is what sorts of things that we can do, both to attract Hispanic students as we are doing but also, to look at academic opportunities and other services that will serve those students when they come to campus.

That is a brief outline of the report and I am happy to take any questions.

[00:38:07.15] Monty Harrington: Any questions? We need a motion to accept this report.

[00:38:21.10] Laura Winning: Motion.

[00:38:21.16] Monty Harrington: Motion by Mrs. Winning.

[00:38:23.29] Erica Woods: Second.

[00:38:24.03] Monty Harrington: Second by Mrs. Woods. All in favor say "Aye."

[00:38:26.11] Nate Evers: "Aye."

[00:38:26.11] Erica Woods: "Aye."

[00:38:26.11] Therral Story: "Aye."

[00:38:26.11] Laura Winning: "Aye."

[00:38:28.19] Monty Harrington: Motion carries.

Alright, Dr. Rice.

[00:38:37.06] Edward Rice: First of all, good afternoon and thank you for this opportunity to present to the Board. This is my very first time to present to the SAU Board. First, I want to tell you thank you for the opportunity to work at SAU Tech and be a part of the SAU family. I am really excited. This is my 10th month. My 11th month will be November 4 so I am really thankful for this opportunity working in the SAU family.

I humbly present to you our Minority Retention and Recruitment report for the 20-21 school year. In the fall of 2020 semester, we had 426 minority students attending SAU Tech. Of our total head count of 769 students, our minority population represented 55 percent of our total head count which was up a little bit this year within over the past few years. During the 20-21 academic year, there were 153 minority graduates. The total number of completers for the year was 420 which represented 36 percent of the population. So 36 percent of our population that graduated were minorities. In the fall of 2020 semester, there were 49 minorities employed as full time faculty or full time staff which gave us 33 percent of our employees were minorities. We have 20 new hires in 20-21, 11 of those hires were minorities which consisted of 55 percent of our new hires. In the fall semester of 2020, our full time faculty consisted of 16 percent minorities, adjunct or part time faculty consisted of 10 percent minorities and our staff consisted of 42.28 percent minorities. We have seen some increases across the board and we are really excited about that. One thing about Dr. Morrison, he wants us to make sure that we work diligently to hire the most qualified candidates for our positions and we are excited about what the future is going to look like. Does anybody have any questions?

[00:41:07.26] Nate Evers: Very good report.

[00:41:07.26] Edward Rice: Thank you sir, I appreciate it.

[00:41:09.17] Monty Harrington: Motion to approve?

[00:41:10.22] Nate Evers: So moved.

[00:41:11.17] Monty Harrington: Mr. Evers. Do I have a second?

[00:41:14.05] Therral Story: Second.

[00:41:15.09] Monty Harrington: Second by Mr. Story. All in favor, say "Aye."

[00:41:15.09] Nate Evers: "Aye."

[00:41:15.09] Laura Winning: "Aye."

[00:41:15.09] Erica Woods: "Aye."

[00:41:15.09] Therral Story: "Aye."

[00:41:18.04] Monty Harrington: Good job and welcome aboard for the first time.

Ok, that covers everything in regular session. Right now we are going to adjourn to executive session. (2:34 p.m.)

[00:00:23.16] Monty Harrington: (2:54 p.m.) We are back from executive session. Thank you for your patience while we were in executive session. Do we have anything from executive session?

[00:00:54.29] Nate Evers: I move that we adopt the personnel changes for Southern Arkansas University and SAU Tech.

[00:01:03.20] Monty Harrington: We have a motion by Mr. Nate Evers. Do we have a second?

[00:01:05.26] Erica Woods: Second.

[00:01:05.26] Monty Harrington: Second by Mrs. Erica Woods. All in favor say "Aye."

[00:01:07.29] Erica Woods: "Aye."

[00:01:07.29] Therral Story: "Aye."

[00:01:07.29] Laura Winning: "Aye."

[00:01:07.29] Nate Evers: "Aye."

[00:01:10.15] Monty Harrington: I think that is all we have to report from executive session. Thank you for attending on Zoom and in person. The next Board meeting is scheduled for Thursday, February 3 at SAU Tech. We have graduation on December 10 and Distinguished Speaker Series on November 16 with Terry Bradshaw.

[00:01:55.10] Monty Harrington: Anything else we have from the Board members? Any questions?

If not, do I have a motion to adjourn?

[00:02:42.04] Nate Evers: So moved.

[00:02:42.09] Monty Harrington: Motion by Mr. Evers. Second?

[00:02:43.14] Therral Story: Second.

[00:02:43.30] Monty Harrington: Second by Mr. Story.

[00:02:45.22] Monty Harrington: All in favor say "Aye."

Meeting adjourned. (2:57 p.m.)