

BOARD OF TRUSTEES

June 8, 2022

PRESENT: Trustees Butts, Contreras, DeSimone, Maldonado, Mattera, Russell and Lutts. Also participating at the meeting were President Keenan and Board Secretary Montague.

ABSENT: None

In accordance with Chapter 22 of the Acts of 2022, which includes an extension until July 15, 2022, of the Remote Meeting Provisions of Governor Baker's March 12, 2020, Executive Order, suspending parts of the Open Meeting Law to allow public remote participation and participation by the public body remotely, the Salem State University Board of Trustees met remotely on June 8, 2022. All votes were taken by roll call.

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I. CALL TO ORDER - Chair Lutts called the meeting to order at 5:01 pm.

Call to Order

II. CONSENT AGENDA - Chair Lutts read the items contained on the Consent Agenda and asked for any objections or modifications and hearing none he asked if there was a motion. Trustee *****
duly offered a motion to approve which was seconded by Trustee *****
Following a roll call it was,

Consent Agenda

VOTED: To approve the Consent Agenda of June 8, 2022 (CA- 21-04)

Voting in the affirmative:	Butts, Contreras, DeSimone, Maldonado, Mattera, Russell and Lutts (Chair)
Voting in the negative:	None
Absent:	None

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III. Student Focus Segment – Chair Lutts noted that there would be no Student Focus Segment at the meeting. He extended congratulations to the board's newly elected student trustee, Billy Walsh who would be taking his oath over the summer. Chair Lutts said that the board looked forward to welcoming Trustee Walsh at its next meeting.

Student Focus

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IV. Faculty Focus – Chair Lutts introduced Dr. Oliver as a sociologist and shared some of background. Lutts continued to share that Oliver's students' refer to Dr. Oliver as "simply awesome". Chair Lutts then turned the meeting over to Dr. Oliver who shared a power point presentation with the meeting attendees.

Faculty Focus

Dr. Oliver began his presentation by stating that come the fall, he will have been teaching for ten years at Salem State. Dr. Oliver is originally from New York. He teaches courses in foundations, including courses in diversity, equity and inclusion. He mentioned how Salem State University is “a powerful impact in our region” especially our School of Education. He stated that he was hired to teach foundations courses and how he requested to teach graduate level courses in the Higher Education Student Affairs program. The primary course he teaches is EDC 115 – Exploring Education. He also teaches “Urban Education” and “Culturally Responsive Teaching”, one of the most challenging courses to teach as you have to teach diverse populations. “Men of Color First Year Seminar” is in partnership with the Office of First Year Experience and it evolved into a seminar for women of color also. His scholarship has focused on the effects of the pandemic on learning. Dr. Oliver concluded his presentation and Chair Lutts thanked him for being present. A few of the trustees including Trustee Contreras, Trustee Mattera and Trustee Butts provided feedback and also thanked him.

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V. COMMITTEE ACTIONS:

Academic Affairs & Student Success – Trustee Maldonado read all four of the committees recommended motions. Trustee Mattera seconded the motions, hearing no further discussion it was unanimously,

VOTED:

- 1 To recommend to the full board the personnel actions for Faculty Tenure as presented.
- 2 To recommend to the full board the personnel actions for Faculty Tenure with Promotion to rank as Associate Professor and Associate Librarian as presented.
- 3 To recommend to the full board the personnel actions for Faculty Promotion to the rank of Professor as presented.
- 4 To recommend to the full board the personnel actions for Faculty Promotion to the rank of Professor Emeritus and Associate Professor Emeritus as presented.

These actions shall be effective immediately upon approval by the Board of Trustees. (See Attachment A) (AA&SS-21-02)

Voting in the affirmative:	Butts, Contreras, DeSimone, Maldonado, Mattera, Russell and Lutts (Chair)
Voting in the negative:	None

Committee Actions:

Academic Affairs & Student Success

Personnel Actions

Absent: None

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Finance & Facilities – Trustee DeSimone presented the committee motions. The first motion pertained to financial contracts. Trustee Contreras seconded the motion and it was unanimously,

VOTED: **The Board of Trustees authorizes the university to enter into two contracts above the \$500 thousand delegation threshold, which had not been included in the original FY22 budget, as follows:**

1) Lease Termination Agreement for Bates between DCAMM and MSCBA, with SSU joining in the agreement to pay MSCBA the amount required to fully defeasance the outstanding bonds and all costs associated with the defeasance and termination, approximately \$4.2M.

2) Project management agreement between SSU and MSCBA for Meier Hall Emergency Repairs for \$1,050,000. (FF-21-02)

Voting in the affirmative: Butts, Contreras, DeSimone, Maldonado, Mattera, Russell and Lutts (Chair)

Voting in the negative: None

Absent: None

Trustee DeSimone then moved on to the committee's second motion which pertained to the FY23 all funds budget. Trustee DeSimone presented the committee's recommended motion which was seconded by Trustee Morales. Hearing no further discussion, it was unanimously,

VOTED: **The Board of Trustees of Salem State University hereby approves the Fiscal Year 2023 All Funds Budget as recommended by the president and as shown in the attached FY23 Salem State University All Funds Budget at the level of \$177.7 million in Managed Expenses and a use of \$2.9 million of reserves. This action includes approval of the FY23 Trust Fund Budgets and the Potential Contracts Exceeding \$500,000 each as included in the budget package. The president, the vice president for finance and facilities, and other officers of the university are hereby authorized to do all things and take all actions deemed necessary to implement this decision. FF-21-03)**

Finance
&
Facilities:

Financial
Contracts

All Funds
Budget
FY23

Voting in the affirmative: Butts, Contreras, DeSimone, Maldonado,
Mattera, Russell and Lutts (Chair)
Voting in the negative: None
Absent: None

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Risk Management & Audit – Trustee Contreras presented the Risk Management and Audit Committee motion which referred to the Independent Auditor’s Report. *****
Hearing no further discussion, it was unanimously,

VOTED: The Board of Trustees hereby accepts the Salem State University Independent Auditor’s Report as Required by the Uniform Guidance and Government Auditing Standards, June 30, 2021. (RMA-21-03)

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Governance –

VOTED: The Board of Trustees hereby elects Cherie Butts as chair and Ruthanne Russell for the position of vice-chair of the Board of Trustees for FY2023, effective July 1, 2022. (GV-21-01)

VOTED: The Board of Trustees of Salem State University presents the following slate for the Executive Committee for FY 2023:

Cherie Butts, Chair
Ruthanne Russell, Vice Chair
Teri Chisholm, Committee Member
Paul Mattera, Past Chair
Rob Lutts, Immediate Past Chair
(GV-21-02)

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Advancement, Marketing & Communication – Trustee DeSimone

Risk
Managemen
t & Audit:

Independen
t Auditor’s
Report

VOTED: That the Board of Trustees of Salem State University hereby approves endowment certification procedures pursuant to the requirements of the Massachusetts Board of Higher Education and M.G.L. c. 15A, § 37. The Board authorizes the President or his/her designee to periodically review private contributions recorded by the Salem State University Foundation, Inc., to certify to the Department of Higher Education for conveying to the House and Senate Committee on Ways and Means the actual amount received in private contributions in keeping with eligibility criteria. This procedure shall include all necessary safeguards for protecting the anonymity of donors who indicate their desire not to be identified.
(AMC-21-02)

Voting in the affirmative:	Butts, Contreras, DeSimone, Maldonado, Mattera, Russell and Lutts (Chair)
Voting in the negative:	None
Absent:	None

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Presidential Review – Vice Chair Butts began the segment by discussing the thorough evaluation process that had been undertaken by the Presidential Review Committee and the 360-Comprehensive Review as required by the Board of Higher Education. Due to technical difficulties Trustee Mattera picked up the topic, He discussed the Board’s approval of President Keenan’s evaluation and that the president was due to a two to three percent compensation increase so that his compensation would be on par with his peers. Trustee ***** presented the committee’s recommended motion which was seconded by Trustee *****. Hearing no further discussion, it was unanimously,

VOTED: This evaluation has been conducted in accordance with the Compensation and Evaluation Guidelines and Procedures for State University and Community College Presidents issued by your office in June 2013. We have also included the required review of performance with respect to statewide and system priorities as detailed in your memo of April 6, 2021.

With the completion of President Keenan’s comprehensive review (360 evaluation) the Board of Trustees of Salem State University hereby accepts and submits the review, as presented and the 2020-2021 annual report of President John D. Keenan as approved at its April 13, 2022, meeting. Included in the Board’s approval of the review is a recommendation, based on President Keenan’s review that he be given

the maximum merit-based compensation adjustment consistent with Department of Higher Education (DHE) and Non-union Personnel (NUP) Guidelines.

Furthermore, considering the recent Market Assessment of Presidential Compensation for MA Public Higher Education System, the Salem State Board of Trustees supports an adjustment by Commissioner Carlos Santiago to President Keenan’s salary to align with the competitive presidential salaries of public peer universities.

If any further action is necessary this summer to achieve same, in accordance with the Board’s bylaws, the Executive Committee is authorized to take action (See attached evaluation) (PRC – 21-01)

Voting in the affirmative:	Butts, Contreras, DeSimone, Maldonado, Mattera, Russell and Lutts (Chair)
Voting in the negative:	None
Absent:	None

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VI. Chair’s Report – Chair Lutts opened his portion of the BOT meeting by thanking President Keenan and Lynne for their support during this tenure. He stated he was happy to serve as Chair these last two years. He mentioned how Vice Chair Butts will be very effective in her role as board Chair. He then went on to state how President Keenan is one of the hardest working leaders of any university and how “our institution has very high standards on everything that we do”. He then went on to mention some recognitions that occurred during a very difficult time, the pandemic. The first being the 85 million program BOLD which will bring new facilities to take care of students. The second being the NECHE review and the third being the AACSB Accreditation of the Bertolon School of

Business which has been achieved by only five percent of the business schools in the world.

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VII. President's Report – President Keenan began his report by thanking Chair Lutts for his leadership and friendship. He then spoke briefly regarding the 1,700 new graduates who participated in the commencement ceremonies and the honorary degree recipient speakers. Regarding orientation, President Keenan stated how excited he is to see new students. He mention the 40th anniversary of the Salem State series and how he looks forward to at least 5 more years as president. He thanked everyone for his 360 review and for working with Dr. Andrews. Lastly he stated how the budget was approved and congratulated Chair Butts on her new position.

VIII. SSU Community Forum – No questions were submitted for the meeting so there was no SSU Community forum.

IX. New Business - Trustee Contreras opened up this portion of the BOT meeting. She discussed the work of the Strategic Planning Committee with the Committee's Co-chair's Mary-Jo Grenfell and Cynthia Lynch. Cynthia Lynch briefly discussed the committee's timeline for development and Opening Day.

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X. ADJOURNMENT - There being no further business to come before the Board and on a motion made by Trustee *****
and seconded by Trustee *****
it was unanimously,

VOTED: to adjourn the meeting at *** pm**

Voting in the affirmative:	Butts, Contreras, DeSimone, Maldonado, Mattera, Russell and Lutts (Chair)
Voting in the negative:	None
Absent:	None

Respectfully submitted,

Adjournment



John Keenan
President



Lynne Montague
Secretary to the Board of Trustees

June 8, 2022

Consent Agenda:

Approval of the following meeting minutes and committee reports:

Governance: March 30, 2022

Advancement, Marketing & Communications: March 30, 2022

Academic Affairs & Student Success: March 30, 2022

Finance & Facilities: March 30, 2022

Risk Management & Audit: March 30, 2022

Presidential Review: March 30, 2022

President Keenan

**Finance and Facilities: May 25, 2022

**Risk Management & Audit: 25, 2022