

BOARD OF TRUSTEES

June 7, 2023

PRESENT: Trustees Lampassi, Maldonado, Mattera, Morales, Russell, Wellman and Butts (chair). Also participating at the meeting were President Keenan and Board Secretary Montague.

ABSENT: Chisholm

In accordance with the General Laws of the Commonwealth of Massachusetts, Chapter 30A and An Act Relative to Extending Certain State of Emergency Accommodations, which, among other things, extends the expiration of the provisions pertaining to the Open Meeting Law to March 31, 2023. Specifically, this extension allows public bodies to continue holding meetings remotely without a quorum of the public body physically present at a meeting location, and to provide "adequate, alternative" access to remote meetings. Governor Healey extended the provision to March 2025. The Salem State University Board of Trustees met remotely on June 8, 2023. All votes were taken by roll call.

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I. Call to Order - Chair Butts called the meeting to order at 5:00 pm.

Call to Order

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II. Student Focus Segment – There were no classes so there was no Student Segment.

Student Focus

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Faculty Focus

III. Faculty Focus – Chair Butts introduced Professor Kiernan, Associate Professor, Theatre and Speech communications, Collaborative Online International Learning (COIL) Program Coordinator. Professor Kiernan shared slides throughout the meeting to facilitate and highlight key aspects of the meeting topics. Professor Kiernan shared the COIL program’s internationalization efforts prior to 2018 and continuing including study abroad, faculty led short term study abroad, dual degree China partners and faculty international research/travel (Fulbright). Professor Kiernan also shared the new initiatives including global engagement SEAL, Collaborative Online International Learning (COIL), China 1-2-1, and building new partnerships. The trustees had many questions for Professor Kiernan and applauded her work and the work that was being done by COIL program. (See attached presentation)

Staff Focus

IV. Staff Focus – Chair Butts then introduced Eliza Bobek, Director, Center for Teaching Innovation. Director Bobek used **slides** throughout the meeting to facilitate and highlight key aspects of the meeting topics. Director Bobek discussed Salem State’s Center for Teaching Innovation and shared the 2022-2023 Report which indicated the center has worked to prioritize equity and innovation, helping faculty adapt to a rapidly changing educational landscape, model consistency in a student-centered course design and foster a faculty community across departments. A conversation with the trustees followed Director Bobek’s presentation. The trustees commended the CTI’s work and thanked Director Bobek for her efforts and time. (See attached presentation)

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V. Committee Actions:

Academic Affairs & Student Success – Trustee Lampassi read all four of the committee 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 with Promotion to rank as Associate Professor as presented.**
- 2 To recommend to the full board the personnel actions for Faculty Promotion as presented.**
- 3 To recommend to the full board the personnel actions for Faculty Promotion to the rank of Professor Emeritus**

These actions shall be effective September 1, 2023, contingent upon approval by the Board of Trustees. (See Attachment AA&SS22-02)

Voting in the affirmative:	Lampassi, Maldonado, Mattera, Morales, Russell, Wellman and Butts (chair)
Voting in the negative:	None
Absent:	Chisholm

Chair Butts congratulated the faculty members on their achievements and noted the milestone in their career. President Keenan echoed the chair’s sentiments and joined the chair in leading a round of applause faculty members.

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Committee Actions:

Academic Affairs & Student Success

Personnel Actions

Finance & Facilities:

Fees for FY24 and All Funds Budget for FY24

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Governance – Trustee Mattera acknowledged that it was bittersweet to undertake the new officer vote as Chair Butts had shown tremendous leadership during the past year and that the board was grateful to have her time and talents. The board joined in acknowledging Chair Butts contributions. Trustee Mattera then turned to this matter and explained that in accordance with its bylaws, the board elects its chair and vice chair at the spring meeting. The Governance Committee puts forward the slate and that this year we are fortunate that Ruthanne Russell and Samanda Morales are willing to serve. Additionally, the Governance Committee has nominated the slate for Executive Committee. Trustee Mattera presented the committee’s recommended motions. Trustee Lampassi seconded the motions which were unanimously,

VOTED: The Board of Trustees hereby elects Ruthanne Russell as chair and Samanda Morales for the position of vice-chair of the Board of Trustees for AY2023-2024, effective July 1, 2023. (GV- 22-01)

VOTED: The Board of Trustees of Salem State University presents the following slate for the Executive Committee for Ay 2023-2024:

**Ruthanne Russell, Chair
Samanda Morales, Vice Chair
Paul Mattera, Past Chair
Teri Chisholm, Member
(GV-22-02)**

Voting in the affirmative: Lampassi, Maldonado, Mattera, Morales,
Russell, Wellman and Butts (chair)

Voting in the negative: None

Absent: Chisholm

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Presidential Review – Chair Butts shared the Presidential Review Committee’s process. The committee met on May 18th to review and approve the AY2021-2022 presidential evaluation and recommendation for merit and salary adjustment. A copy of the committee’s report was included in the board packet and President Keenan’s self-evaluation was shared with the board in April and again last week.

Chair Butts presented the motion, which was seconded by Trustee Mattera, and seconded by Trustee Russell and it was,

VOTED:

The Board of Trustees accepts and approves the AY 2021-2022 presidential evaluation and recommendation for merit and salary adjustment as presented by the Presidential Review Committee on behalf of President John Keenan for submission to the Board of Higher Education for appropriate action. (See attached evaluation) (PRC -22-01)

Voting in the affirmative:	Lampassi, Maldonado, Mattera, Morales, Russell, Wellman and Butts (Chair)
Voting in the negative:	None
Absent:	Chisholm

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VI. Chair's Report – Chair Butts began her report by reviewing how the campus had been able to focus more closely on the campus and the community during the last academic year. The chair expressed how much she had enjoyed learning about the student, faculty and staff's work and the different journeys at Salem State. She shared her optimism for the excellent work of the faculty and administrators, and she wished the campus well as she planned to step away from the chair to attend to pre-commitments.

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VII. President's Report – President Keenan began his report by thanking Chair Butts for her friendship and excellent leadership. He then noted what an incredible year they had shared. They set ambitious goals and achieved all of them. He said that it had been a transformative year in many ways. He noted that the year had been ironically both unremarkable and remarkable at the same time as far as we did not have any significant disturbances or disruptions such as covid or the unwelcome visitor from the previous year.

President Keenan is completing his sixth year said that we are seeing great progress on many fronts including:

Strategic Plan:

The strategic plan has been completed and approved. The plan was the epitome of shared governance both in process and product. Now, we can begin the work of implementation. Next week, senior academic and administrative leaders will convene to set targets and a work plan for the year ahead. President Keenan thanked all involved with the creation of

the plan – Chair MaryJo Grenfell, Vice Chair Cynthia Lynch, all the committee members and the AUC and campus community.

Project BOLD:

President Keenan said that great progress had been made on the planning/study phase of the project and that we were wrapping up and moving into schematic design this summer. While inflationary pressures were causing strain on the budget, we are working towards a solution and hopefully we will have more news when we return in September. It is likely that Board support will be necessary for financial commitment to assure the project's continued progress.

Meet the Moment:

President Keenan said that after some five years of planning, we formally launched the most ambitious comprehensive campaign in state university history – while also celebrating the largest gift - \$10 million Cummings gift creating the McKeown School of Education. President Keenan has every confidence that we will smash the \$75 mil goal enabling us to fund the important financial support and services our students need to be successful.

Emerging Hispanic Serving Institution:

We advanced our path and progress to becoming the state's first, four-year public HSI with two groups focusing on how we can best serve these students while by extension serving all our students better. Dr. Elisa Castillo and Interim VP Keja Valens chaired a working group of almost forty faculty and staff while Professor Yvonne Ruiz lead a group discussion of Gina Garcia's book "Becoming Hispanic Serving Institutions." Many on our campus, including President Keenan, attended several professional conferences to learn more about this work. In October, several administrators will head to Chicago for the next HACU (Hispanic Assoc of Colleges & Univ). And, starting July 1st, Dr. Castillo will begin as our inaugural Assistant Vice President for Hispanic and Minority Serving Initiatives.

Searches:

Vice President for Inclusive Excellence.

We will soon be able to announce. We are just wrapping up the search. President Keenan thanked Dean Shawn Newton who chaired the committee and all the committee members who reviewed the pool of eighty-seven candidates and brought several strong finalists to campus.

President Keenan also thanked Professor Keja Valens for her willingness to step in and the outstanding job as interim Vice President. The president said that the campus had grown and evolved because of Professor Valens passion and expertise in this work. The BOT and PEC also benefited from the additional work with Dr. William Lewis who helped us to better appreciate the "belongingness" of a campus.

President Keenan also thanked Assistant Vice President Corey Cronin for chairing the search for a new CIO and all the members of the committee. President Keenan noted that the committee was down to the finalists in that search as well.

Becoming THE Commonwealth's Civic Engagement University:

President Keenan said that SSU has embraced and highlighted our commitment to civic engagement as our Cabinet started the year discussing another book – “What Universities Owe Democracy” by John Hopkins President Ron Daniels. This too was a campus wide and organic effort. It is who we are.

Question One – Fair Share Revenues:

President Keenan noted that the Question One passed in November, and it will create a dedicated and historic stream of additional revenue to support public higher education in the Commonwealth. We will see how this budget plays out, but we know there will be a historic increase regardless.

Newly Tenured and promoted Faculty:

President Keenan congratulated the faculty on their well-deserved appointments. He said that the university looked forward to their achievements and contributions in the years to come.

New Student Trustee – Brian Wellman:

President Keenan thanked Trustee Wellman for his efforts on campus to date on food insecurity and said that the Board looked forward to working with him in this new role.

Advocacy:

President Keenan spent the day on Beacon Hill yesterday with the Presidents’ Alliance on Higher Education & Immigration advocating for in-state tuition for undocumented students. He met with many of his former colleagues and came away energized and optimistic. As always, the student stories were the most compelling.

The Year Ahead:

President Keenan expressed his appreciation for the support to freeze tuition this year showing our commitment to access and affordability. This positions us well for enrollment success which is already showing signs of stabilizing.

Lastly, President Keenan welcomed the new Board of Trustees leadership – who both also happen to be proud Viking alumni – Chair Ruthanne Russell and Vice Chair Samanta Morales.

President Keenan wished everyone a restful and fun summer break. He looked forward to the first board meeting next year being in person.

VIII. SSU Community Forum – Vice Chair Russell announced that no questions were submitted for this meeting, and there were no submissions for the last meeting. She noted that the student, faculty, and staff focus segments have offered excellent opportunities for the board to engage with – and to hear from the campus community and she said that the trustees looked forward to hearing from the community in the future.

IX. CONSENT AGENDA - Chair Butts read the items contained on the Consent Agenda and asked for any objections or modifications and hearing none she asked if there

was a motion. Trustee Lampassi duly offered a motion to approve which was seconded by Trustee Mattera. Following a roll call it was,

VOTED: To approve the Consent Agenda of June 7, 2023 (CA-22-04)

Voting in the affirmative: Lampassi, Maldonado, Mattera, Morales,
Russell, Wellman and Butts (Chair)
Voting in the negative: None
Absent: Chisholm

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

VOTED: to adjourn the meeting at 6:00 pm

Voting in the affirmative: Lampassi, Maldonado, Mattera, Morales,
Russell, Wellman and Butts (Chair)
Voting in the negative: None
Absent: Chisholm

Respectfully submitted,



John Keenan
President



Lynne Montague
Secretary to the Board of Trustees

Adjournment

CA-22-04

Consent Agenda – June 7, 2023

Board of Trustees: April 12, 2023

Academic Affairs & Student Success: May 31, 2023

Advancement: May 31, 2023

Finance & Facilities: May 31, 2023

Risk Management & Audit: May 31, 2023

Governance: May 18, 2023

Presidential Review: May 18, 2023