

MINUTES OF THE FORMAL SESSION OF THE BOARD OF TRUSTEES OF MICHIGAN TECHNOLOGICAL UNIVERSITY held via ZOOM Webinar at Michigan Technological University in the City of Houghton, Michigan at nine o'clock on the morning of December 18, 2020.

The Board of Trustees of Michigan Technological University met in formal session via ZOOM Webinar due to the Michigan Department of Health and Human Services (MDHHS) Gathering and Face Mask Order. The place, hour, and date duly established and duly published for the holding of such a meeting.

The meeting was called to order by the Chair, B. Ryan, and a quorum was declared present. The following members of the Board of Trustees were present:

B. R. Ryan, Chair
J. C. Littmann, Vice Chair
W. L. Johnson
J.U. Bacon
R. J. Jacquart
W. L. Johnson
L. D. Kennedy
S. M. Tomaszewski
D. D. Sanders
S.H. Schulte, Secretary
S. E. Kerry, Treasurer
R. J. Koubek, ex officio

Also present during part or all of the session were: Bonnie Gorman, Joe Cooper, Wayne Gersie, Jackie Huntoon, John Lehman, William Kordenbrock, David D. Reed, William Roberts, Suzanne Sanregret; and various members of the faculty, administrative staff, student body, press and public.

Where item numbers are used, they refer to corresponding item numbers in the agenda, in the hands of the Board members.

I. CALL TO ORDER

II. ROLL CALL

III. APPROVAL OF AGENDA

It was moved by W. Johnson, supported by J. Littmann, and passed by voice vote without dissent, that the agenda of the formal session of December 18, 2020, as distributed to the Board, be approved.

IV. OPENING REMARKS

A. Chair's Comments

The end is in sight. We have a vaccine, and current estimates indicate that it will begin to be made available to the general public in late Spring. Our frontline workers and those at higher risk for severe illness will be able to be vaccinated even sooner. Indeed, vaccinations are already being given to healthcare workers. We are optimistic that a resumption of normal academic and campus activities will be possible in the fall of 2021.

These have been extraordinary times and each of us have been called upon to make difficult sacrifices and exceptional contributions. While we have mentioned these before, the accomplishments of the Michigan Tech community during these times bear repeating. To name just a few:

- The COVID-19 lab began processing tests in April, after being stood up very quickly by Caryn Heldt and Dr. Cary Gottlieb, who we are recognizing today; and many others. Since that time, they have analyzed over 10,000 samples, helping protect the health and safety of campus and the U.P.
- The mobile sterilization unit, built by Andrew Barnard and a team of scientists.
- Wastewater testing to detect COVID-19 levels before they are found through symptom tracking and testing, led by Jennifer Becker.
- Open source 3D printing designs to aid with respiration, led by Joshua Pearce.
- 3D printed face shields, designed for safety and tested for comfort, to aid those instructors teaching on campus, also led by Joshua Pearce.

All of these are remarkable achievements in and of themselves. They are also in line with the constitutional mission of Michigan Tech - exemplifying the application of science to industry. Pausing to reflect on the accomplishments of the last 10 months, rather than focusing solely on the stresses it has brought, is a rewarding and worthwhile endeavor.

Michigan Tech will conduct the Spring 2021 semester under the same MTU Flex plan as was in place for Fall. We recognize that a key variable for the modality of academic delivery in Spring

will be the state restrictions on higher education. We are optimistic that the case counts will continue their downward trajectory, and that the restrictions currently in place will ease. Michigan Tech students, faculty, and staff did a remarkable job of controlling the spread of COVID-19 in the fall, and provided the opportunity, we are confident that they will do so again in the Spring.

Finally, I must acknowledge that today we say goodbye to three remarkable and accomplished Board members.

- Bob Jacquart is chief executive officer of Jacquart Fabric Products in Ironwood. He is perhaps most well-known for the Stormy Kromer line of hats and other clothing. Under Bob's leadership, the company has grown from a small storefront business into an 80,000 square-foot facility. The mask that the Husky has been wearing the past many months is a Stormy Kromer product. No matter where you go, Bob seems to know everyone which speaks very highly of his character. Bob's patient and understated leadership always brought perspective, new ideas, and creativity to the Board. Bob - the Board thanks you for your service to Michigan Tech.
- Linda Kennedy is a named partner at Panagos Kennedy, a law firm based in Troy, Michigan. Linda holds a bachelor's degree in Scientific and Technical Communication from Michigan Tech and has a degree in Chemistry and a Juris Doctorate from the University of Minnesota Law School. Linda's many years of service include being a Director on the Alumni Board, an alumni advisor for the STC program, and as President of the Board of Student Publications. For the past 4 years, she has served as Chair of the Board's Academic Affairs Committee. Linda's deep knowledge of the institution and her astute insights will be missed. Linda - the Board thanks you for your service to Michigan Tech.
- Bill Johnson's accomplishments are too long to list. On the short list, he is president and CEO of The Berean Group LLC. He served as chairman, president, and CEO of SEMCO Energy, as CEO of Northern Pipeline Construction Co., and as president and CEO of the Gas Service Co. Bill earned his bachelor's and master's degrees from Central Michigan University. Bill is a visionary leader, who always appears able to see 5-10 years into the future. His generosity in sharing his wisdom, his infectious smile, and his experienced leadership have benefitted us all. Bill - the Board thanks you for your service to Michigan Tech.

We are awaiting word from the Governor's office regarding the next members of the Michigan Tech Board of Trustees and look forward to welcoming them in February.

I would now like to invite President Koubek to provide his comments.

B. President's Comments

Chair, Members of the Board and audience members. Thank you for joining us this morning.

This holiday season, in particular, has provided a much-needed moment of reflection. And, while there were many uncertainties in 2020, the year did bring into focus that which is certain.

For example, we know the hands-on “Michigan Tech Experience” is a hallmark of our institution, but to have that dampened this past semester due to COVID restrictions only amplified its importance.

We know our faculty and staff are committed to student success, but to see their remarkable efforts to deliver the very best educational experience possible, within the constraints provided, brought even greater certainty as to their commitment.

We know that Michigan Tech’s core value of community carried the university and our local area through difficult times in the past, such as the Father’s Day flood. Once again, we see just how important it is for us to all work together. The success of Tech during this past semester has been underpinned by collaboration and community. That is for certain.

And finally, although these are indeed stressful times for all, understanding, mutual respect and might I say, kindness, continues to be a special aspect of Michigan Tech. Without that, where would we be...and who would we be?

Just last week the Foundation for Individual Rights in Education, also known as FIRE, reaffirmed Michigan Tech’s “green” rating for policies and actions protecting free speech on campus. I point out that only 56 universities in the country received a “green” rating and Michigan Tech continues to be the only university in Michigan.

While we strongly support free speech on campus, Michigan Tech does not condone hate speech, acts of violence, hatred, and racism. From ableism and anti-Semitism to white supremacy and xenophobia, we do not welcome such behavior on our campus. This directly opposes our work in creating a just, equitable and diverse community of students and scholars.

I am proud of the many things our faculty and staff have accomplished together to create a welcoming environment for our employees and students. But, we all know, the job is not complete.

And today, I am pleased to formally introduce Michigan Tech’s new Vice President of Diversity and Inclusion, Dr. Wayne M. Gersie. Wayne joins us from Penn State, where he led diversity efforts in the College of Engineering and the Applied Research Lab. Over the next few months, Dr. Gersie will be developing the diversity and inclusion framework for Michigan Tech. I hope you all will support him, and join him, as he assumes this important leadership position for our university.

To our December 2020 graduates, I looked forward to shaking your hand in congratulations and giving you your diploma tomorrow. This is one of the gatherings we will deeply miss due to the pandemic. So, let me say congratulations to all and we can’t wait to see the impact you will have on our world with your degree from Michigan Tech.

And finally, it is with mixed emotions that we also congratulate Dr. Bonnie Gorman, our Vice President for Student Affairs and Dean of Students, as she concludes a 25-year career at Michigan Tech and moves on to retirement. Bonnie, thank you for your remarkable contributions to

Michigan Tech over this time. Your unfailing commitment to the students of Michigan Tech has inspired us all. Best wishes on your next adventure.

In conclusion, to all of you this holiday season...may all good things come your way.

V. PUBLIC COMMENT PERIOD

None

VI. COMMITTEE REPORTS

A. Academic Affairs Committee

Thank you, Chair Ryan, and thank you for your kind remarks. It has been a pleasure to serve this University. The Academic Affairs Committee met on December 17, 2020, for two (2) hours. We reviewed two action items.

First, we considered the appointment with tenure of Dennis Livesay, as the Dean of the College of Computing. We are pleased to have him here at Michigan Tech and we support the appointment. Next, we reviewed three retired faculty candidates for Emeritus/Emerita status, who have served the University with distinction, for at least ten (10) years. We say congratulations to Dr. Kerfoot, Dr. King, and Dr. Kitalong, you have definitely earned this honor.

In addition to the action items, we discussed the upcoming accreditation reviews in Fall 20-21 and heard the external review report out of the graduate degree programs in Civil & Environmental Engineering, Electrical & Computer Engineering, and Material Science & Engineering. These were candid, thorough assessments, identifying strengths and opportunities in the spirit of continuous improvement, to deliver the best possible educational and research opportunities that we can.

Then Provost Huntoon reviewed the status of academic administrator training as well as changes afoot in the Pavlis Honors College. Which as a reminder, is unusual in that it is for all students and not just a select few. Pavlis is also to be a center for academic innovation that can roll out its successes, bench chemistry, and scale up to benefit the whole University. That is the next step and plan for the Pavlis Honors College.

Finally, we met with the USG, GSG, and the Senate. There was a succession planning tone in the Academic Affairs Committee as this is Linda Kennedy's last meeting as chair. We sought the input from each of groups about what the new chair should know about their operations and how, we as Academic Affairs and they in their roles, can help each other succeed in the respective missions. All groups shared their full insights and I'll highlight just a few.

The undergraduates emphasized that learning happens outside the classroom where many leadership opportunities present themselves. The graduate students reminded us that they are distinct from the undergraduate students and have different needs and opportunities. They should not be lumped in when we think of the student body together with the undergraduates. They need

to be treated in a separate category and thought of in that way. The Senate reminded us of their critical role in academic affairs, visive academic policy, and their advocacy in important matters such as diversity and inclusion.

This concludes the Academic Affairs Committee report.

B. Audit and Finance Committee

Thank you, Chair Ryan. The Audit and Finance Committee has met once since the last board meeting.

The committee reviewed the FY2020 Audited Financial Statements provided by Andrews Hooper Pavlik PLC. Randy Morse, the Partner on the engagement, will provide a brief overview of the FY2020 audit process later during the Treasurer's report. The FY2020 Financial Statements are accompanied by a resolution to approve them as presented.

The Composite Financial Index and Debt Ratios were reviewed with a discussion regarding metrics and the near-term focus for the University on the income statement to ensure the University maintains its stable rating and is setting financial health targets.

The committee reviewed the financial position and outlook for fiscal year '21, which included the first-quarter financial results and year-end projections for both the general fund and current fund, as well as the cash position for the University.

In preparation for the planning process for the next fiscal year, the committee discussed the Fiscal Year '22 preliminary budget planning parameters, which included enrollment projections, proposed room and board and apartment rates, and proposed tuition rates.

The committee reviewed the bond refunding analysis provided by the University's Capital advisors, which included the recommendation to proceed with public placement for the 2012A bonds along with additional debt for the State Capital Outlay, H-STEM required University match.

Other items reviewed by the Audit & Finance Committee include:

- The Annual Capital Planning Process
- The Deferred Maintenance Summary
- A Capital Projects Update for the H-STEM Building
- The Annual Review of Key Debt Metrics, Moody's Ratings, and the Debt Market Outlook
- The Pension Impact Statement
- The Investment Performance for the University and Michigan Tech Fund
- The CFO's Goals and Long-Range Plans

As I said in October, the real impacts of the pandemic have required operational and financial flexibility and sacrifice. Many of the unknown factors remain that way.

The pathway of the virus, the timing of the rollout of the vaccines, the ultimate impacts on our State allocation and the pace of the post pandemic economic recovery, to name a few, remain educated guesses, at best. The Tech community has met the challenge to date and will continue to do so.

We all know what it means to have mask fatigue. We also know what it means to have physical and social distancing fatigue. Add to those: budget fatigue. Continued restraints and sacrifices get old when time moves on and it gets harder to see the light at the end of the tunnel. We understand. We should be proud that we have met the challenge to date and optimistic that the vaccines will bring clarity to the outlook soon.

Chair Ryan, that concludes our report.

C. Leadership Committee

Thank you, Chair Ryan and thank you also for the kind remarks. I've enjoyed getting to know all seven (7) of you and working with you the past six (6) years including Terry, Julie, Paul, and Tom, who also served on the Board during my tenure. It has been a pleasure and I've really enjoyed the time.

The Leadership Committee met on December 17, 2020, most of our time was spent reviewing the President's initiatives. President Koubek has sixteen (16) initiatives being tracked over the course of the academic year. One initiative was put on hold at an earlier time and the other fifteen (15) remain on track to be completed, by year end. We reviewed the initiatives individually and ask questions, as necessary and had a good overview and discussion of all fifteen (15) items. The President, the President's Council, staff and faculty are certainly to be commended given the circumstances of the COVID 19 impact on the University and the community. Given the circumstances, they've been able to keep moving forward on all fifteen (15) important initiatives.

We also reviewed and approved the emeritus/emerita status for three (3) Trustees and we had a discussion with Chair Ryan about committee assignment. All members on the Leadership Committee are leaving the Board, so they all need to be replaced. There are also replacements in the Academic Affairs Committee and Audit and Finance Committee, as well. Chair Ryan laid out multiple options with regard to committee assignments, depending on the background and experience of the new Trustees, who are appointed. We are ready to go as soon as we know who is appointed. The appointments should be firmed up by the February Board Meeting. I've enjoyed the opportunity to chair the Leadership Committee and wish you all well.

VII. CONSENT AGENDA

It was moved by W. Johnson, supported by J. Littmann, and passed by voice vote without dissent, that the Board of Trustees approve and adopt the items contained in the Consent Agenda.

VII-A. Approval of Minutes

It was moved by W. Johnson, supported by J. Littmann, and passed by voice vote without dissent, that the minutes of the formal session of October 9, 2020, as distributed to the Board, be approved.

VII-B. Resignations, Retirements, and Off Payroll

It was moved by W. Johnson, supported by J. Littmann, and passed by voice vote without dissent, that the Board of Trustees approve accepts the resignations and confirms the off-payroll determinations.

BOARD OF TRUSTEES OFF-PAYROLL REPORT
(September 6, 2020 – November 14, 2020)

RETIRED

Name	Class	Department	Title	Most Recent Hire Date	Term Date
Denise Laux	Staff	Chemistry	Departmental Coordinator	08/22/1989	09/19/2020

OFF-PAYROLL

Name	Class	Department	Title	Most Recent Hire Date	Term Date
Jessica Apper	Staff	Residential Dining	Food Service Helper	03/12/2018	10/06/2020
Danielle Bankemper	Staff	Facilities Management	Custodian	01/26/2013	10/04/2020
Yvette Dickinson	Faculty	College Forest Resources & Environmental Sciences	Associate Professor	08/18/2014	09/05/2020
Nora Eck	Staff	Facilities Management	Custodian	01/04/2016	09/22/2020
Michael Goldsworthy	Staff	Manufacturing & Mechanical Engineering Technology	Research Associate	08/18/2014	09/20/2020
Kallan Green	Staff	Ford Center	Operation Manager - Ford Center	10/14/2018	09/15/2020
Kimberly Gronlund	Staff	Residential Dining	Food Service Helper	02/24/2020	11/04/2020
Karen Hall	Staff	Student Affairs Information Systems	Director of Student Affairs Information Systems	10/26/1998	11/07/2020
Chito Kendrick	Staff	Electrical and Computer Engineering	Managing Director Micro Fabrication Facility	05/25/2015	10/04/2020
Laurie Kirkish	Staff	Facilities Management	Custodian	01/02/2019	10/23/2020
Donelle Lefebvre	Staff	McNair Hall Food Service	Food Service Helper	07/21/2015	10/23/2020
Ryan Lesosky	Staff	Retail Dining	Food Service Helper	09/08/2020	09/13/2020
Melissa Michaelson	Staff	University Relations & Enrollment	Assistant Director, Presidential Operations	01/29/2018	09/18/2020
Nolan Miles	Staff	Facilities Management	Energy Plant Engineer	10/08/2018	10/12/2020
Melissa Nummendor	Staff	Facilities Management	Custodian	09/10/2018	10/04/2020
Elizabeth Reed	Staff	Facilities Management	Custodian	05/11/2015	11/03/2020
Malissa Sanon	Staff	Center for Diversity & Inclusion	Coordinator of Multicultural Programs	02/25/2019	09/18/2020
Cheryl Simpkins	Staff	Sponsored Programs Accounting	Office Assistant 6	06/29/2015	10/03/2020
Sean Thorpe	Staff	Center for Technology & Training	Software Engineer I	05/06/2013	11/14/2020

VII-C. Funding Productivity Report

It was moved by W. Johnson, supported by J. Littmann, and passed by voice vote without dissent, that the Board of Trustees acknowledges the gifts to Michigan Technological University.

Michigan Technological University
Michigan Tech Fund
Fundraising Productivity Report

July 1, 2020 through October 31, 2020
Compared to Prior Fiscal Year

FY21

Source	YTD Total	Adjustment	FY Goal <small>(in millions)</small>	% of Goal
Individual Giving	5,081,624	2,000,000	18.25	39%
Corporate Giving	857,703		1	86%
Foundation & Other Org Giving	146,540	142,359	1	29%
Corporate Sponsored Research	4,253,298		11	39%
Fundraising Total	10,339,165	2,142,359		

FY20

Source	YTD Total	Adjustment	FY Goal <small>(in millions)</small>	% of Goal	FY Total
Subtotal: Ind Giving	7,138,757		26.25	27%	15,208,784
Corporate Giving	947,214		2	47%	2,453,346
Foundation & Other Org Giving	121,807		1.5	8%	1,153,801
Corporate Sponsored Research	2,660,847		11	24%	9,972,618
Fundraising Total	10,868,626		40.75	27%	28,788,550

		FY Goal	% of Goal
TOTAL PROGRESS TOWARDS FY GOAL	\$ 12,481,524	31.25	40%

<i>Amt of TOTAL from Gifts-in-Kind</i>	18,004
<i>Realized Planned Gifts</i>	290,653
<i>Realized Pledges</i>	334,071

Notes:
 The Adjustment totals include changes to gift records (eg. gift received date, amount, or other donor driven gift modifications)
 The FUNDRAISING TOTAL includes outright gifts, as well as new pledge and planned gift commitments, made in the specified date range.
 Realized planned gifts and realized pledges are not included in the FUNDRAISING TOTAL.
 An individual's gifts made through a donor-advised fund are counted under the individual.
 An individual's gifts made through another source (i.e. family foundation or closely held business) are counted under the source entity.
 The FUNDRAISING TOTAL for fiscal years 2020 and later include gifts-in-kind under other sources (Major Gifts, Annual Giving, etc).

VII-D. Temporary Suspension of Board Bylaw 1.13

It was moved by W. Johnson, supported by J. Littmann, and passed by voice vote without dissent, that the Board of Trustees approve the temporary suspension of the Board Bylaw 1.13.

VIII. REPORTS – Provided in Agenda

VIII-A. University Research and Sponsored Programs Report

Dave Reed, Vice President for Research

VIII- B. Treasurer’s Report

Sue Kerry, Treasurer

VIII-Ba. External Auditor’s Report

Randy Morse, Andrews Hooper Pavlik

VIII-C. Green Campus Enterprise: Tiny House Team

Sierra Braun, John Zimelis, and Nick Kampfschulte

VIII-D. Undergraduate Student Government

Larkin Hooker-Moericke, President

VIII-E. Graduate Student Government

Nathan Ford, President

VIII-F. University Senate

Samuel Sweitz, President

IX. ACTION AND DISCUSSION ITEMS

IX-A. Emeritus Rank

It was moved by R. Jacquart, supported by D. Sanders and passed by voice vote without dissent that the Board of Trustees approves the following emeritus appointments:

- a. Dr. Charles Kerfoot, Biological Sciences, Professor Emeritus
- b. Dr. Julia King, Chemical Engineering, Professor Emerita
- c. Dr. Karla Kitalong, Humanities, Professor Emerita

IX-B. Hire with Tenure – Dennis Livesay

It was moved by J. Littmann, supported by W. Johnson and passed by voice vote without dissent that the Board of Trustees approves the hiring Dennis Livesay with tenure.

IX-C. Approval of Financial Statements

It was moved by J. Littmann, supported by W. Johnson, and passed by voice vote without dissent that the Board of Trustees approves the Financial Statements.

IX-D. Bond Refinancing

It was moved by D. Sanders, supported by J. Littmann and passed by voice vote without dissent that the Board of Trustees approve the Bond Financing.

IX-E. Board of Trustees Emerita/Emeritus Rank

- a. Robert Jacquart
- b. William Johnson
- c. Linda Kennedy

It was moved by D. Sanders, supported by J. Littmann and passed by voice vote with Robert Jacquart abstaining, that the Board of Trustees approve the appointment of Robert Jacquart as Board of Trustees emeritus effective January 1, 2021.

It was moved by D. Sanders, supported by J. Littmann and passed by voice vote with William Johnson abstaining, that the Board of Trustees approve the appointment of William Johnson as Board of Trustees emeritus effective January 1, 2021.

It was moved by D. Sanders, supported by J. Littmann and passed by voice vote with Linda Kennedy abstaining, that the Board of Trustees approve the appointment of Linda Kennedy as Board of Trustees emeritus effective January 1, 2021.

IX-F. Resolution of Appreciation for Cary Gottlieb

It was moved by W. Johnson, supported by J. Littmann and passed by voice vote without dissent that the Board of Trustees approves the resolution of appreciation for Cary Gottlieb.

X. Informational Items - provided in agenda

- A. Analysis of Investments**
- B. Research & Sponsored Programs**
- C. Advancement & Alumni Relations**
- D. Media Coverage**
- E. Employee Safety Statistics**

XI. Other Business

XII. Date for Next Formal Meeting: February 26, 2021

XIII. Adjourn

It was moved by D. Sanders, supported by J. Littmann, and passed by voice vote without dissent that the Board of Trustees meeting be adjourned.

Secretary to the Board of Trustees

Chair, Board of Trustees