

**VINCENNES UNIVERSITY BOARD OF TRUSTEES  
MINUTES OF REGULAR SESSION  
Wednesday, August 26, 2015  
10:30 a.m. (EDT) – Room 226/227  
Vincennes University Jasper Campus  
Center for Technology, Innovation and Manufacturing  
961 College Avenue  
Jasper, Indiana 47546**

**Trustees Present:**

J.R. Gaylor, Board Chair  
Darrel Bobe  
Joslyn Gray, Student Trustee  
Reggie Henderson  
Chuck Johnson, Interim President  
Jim McCormick  
Susan Olesik (by audio)  
George Ridgway  
Mike Sievers  
John Stachura

**Others Present:**

Brent Stuckey, Attorney for the Board  
Laurel Smith, Interim Provost  
Dave Tucker, Vice President for Workforce Development/  
Community Services  
Pat Konkle, Record Clerk for the Board

**Trustees Absent:**

Tim Grove  
Greg Parsley  
Rick Schach  
Anne Emison Wishard

**CALL TO ORDER**

Chair J.R. Gaylor called the meeting to order at 10:40 a.m. (EDT) in Room 226/227 of the Center for Technology, Innovation and Manufacturing on the Vincennes University Jasper Campus.

**SWEARING-IN OF NEW TRUSTEE**

Attorney Brent Stuckey swore in the new Student Trustee Joslyn Gray, who is beginning her junior year, majoring in Elementary Education/Special Education. She graduated from Ben Davis High School in Indianapolis and currently lives in Evansville. Chair Gaylor welcomed Joslyn to the Board of Trustees.

**ROLL CALL/ACCEPTANCE OF AGENDA**

Pat Konkle called the roll. A quorum was declared with 11 Trustees present. The agenda was approved by consensus of the Board.

**APPROVAL OF MINUTES**

Minutes from the June 19, 2015, and August 10, 2015, meetings had been distributed. Trustee Darrel Bobe made a motion to accept the minutes as distributed. Trustee Jim McCormick seconded the motion, and the motion carried unanimously.

**CHAIRMAN'S REMARKS**

Board Chair J.R. Gaylor stated that the Employment Agreement for Interim President Chuck Johnson, effective August 1, 2015, (as indicated below) is needing approval from the Board of Trustees.

**EMPLOYMENT AGREEMENT**

**THIS AGREEMENT** made to be effective as of August 1, 2015 between Vincennes University (University) and Charles Johnson (Johnson).

**WHEREAS**, University is a state university organized and doing business pursuant to the provisions of Title 21 of the Indiana Code; and,

**WHEREAS**, Indiana Code 21-38-3-11 provides that the Board of Trustees of University is to appoint a President to serve as the chief executive officer of the University; and

**WHEREAS**, University's former President Richard Helton retired effective July 31, 2015 and the Board appointed Johnson to serve as the Interim President of the University effective August 1, 2015; and

**WHEREAS**, University and Johnson have reached this agreement which provides the terms by which Johnson will serve as Interim President of University.

**NOW, THEREFORE**, University and Johnson agree as follows:

1. **Term of Employment.** University employs Johnson to serve as the University's Interim President and chief executive officer effective August 1, 2015. Either party may terminate this Agreement upon providing the other 30 days advanced written notice. Upon the termination of this Agreement, if Johnson is not selected to be the University's permanent President, and provided this Agreement is not terminated for cause, then Johnson will have the opportunity to return to his position as Provost of University.

2. **Johnson's Responsibilities.** Johnson shall provide full-time professional services to the University in the capacity of chief executive officer. He will at all times faithfully, industriously, and to the best of his ability, perform all duties that may be required of him by virtue of his position as chief executive officer, and shall have all such powers, duties, privileges and responsibilities as conferred upon the President of the University under the By-laws of the University, the University Manual, and the policy statements and directions of the Board of Trustees. Johnson shall provide leadership to the University to implement the policies, plans, goals and objectives set by the Board of Trustees.

The University's Succession Planning Committee will meet with Johnson at least monthly to review Johnson's performance as the Interim President.

3. **Compensation.** In consideration for these services, the University agrees to pay Johnson an annual salary of Two Hundred Forty Thousand Dollars (\$240,000.00) to be paid pursuant to the University's standard payroll procedures.

4. **Vacation and Outside Activities.** Johnson shall be entitled to four weeks of compensated vacation time annually to be taken at times mutually agreed upon between him and the Chairman of the Board.

In addition, Johnson will be permitted to be absent from University during working days to attend professional meetings and to attend community functions as have been mutually agreed upon between him and the Chairman of the Board as in the best interest of the University. Attendance at such approved meetings and community functions shall be fully compensated service time and shall not be considered vacation time.

University shall reimburse Johnson for all expenses incurred for his attendance at such activities and also for such entertainment expenses incurred by Johnson in furtherance of University's interests. In addition, University shall pay Johnson's memberships in clubs or service organizations which promote the interests of University. Reimbursement for professional activities, community activities, entertainment expense, and memberships in clubs or services organizations shall be subject to the approval of the Chairman of the Board.

5. **Housing.** The parties recognize that the interests of University require the President to reside in an official University residence, convenient to University's main campus at Vincennes, Indiana, to facilitate meeting and entertaining with governmental officials, members of the faculty, administration and student body, and guests of the University. University therefore agrees to provide Johnson the University's furnished President's Home at 1623 Burnett Lane, Vincennes, Indiana, to provide adequate personnel to operate the residence, to provide all utilities, and to maintain the residence and grounds in good condition and repair. Johnson shall not be required to pay any rental or reimburse the University for any such expenses. On his part, and as a

condition of his employment, Johnson agrees to accept and use the President's Home as his official residence throughout the term of his presidency at the University.

6. **Automobile.** University shall provide Johnson a suitable automobile for his personal and business use and shall pay for maintenance, insurance, and gas for the automobile, provided however, that Johnson shall reimburse University for gas used on personal travel outside the State of Indiana.

7. **Fringe Benefits.** Johnson shall be entitled to all fringe benefits to which all other employees of the University are entitled. In addition, University shall make an annual contribution of Eleven Thousand Two Hundred Twenty-Three Dollars and Sixty-Eight Cents (\$11,223.68) on Johnson's behalf to the University's 401(a) plan.

8. **Termination of Employment.** University may terminate Johnson's employment prior to the expiration of this Employment Agreement, upon the affirmative vote of a majority of the members of the Board of Trustees, (1) in the event of the death of Johnson, (2) in the event that Johnson is unable to perform his duties hereunder for a period of at least six (6) consecutive months due to physical or mental disability or impairment, or (3) for just cause. The term "just cause" shall include its normally understood meaning in employment contracts. By way of illustration, "just cause" shall include the following: dishonesty, fraud, or other act involving moral turpitude, or any serious or intentional violation of any federal, state, or University law, rule, or regulation which, in the reasonable judgment of the Board of Trustees, reflects adversely upon the University; prolonged absences from duty without the Board of Trustees' consent, except such absences attributable to illness or disability; and any cause adequate to sustain the termination of a tenured faculty member of the University.

9. **Entire Agreement.** This Agreement constitutes the entire Employment Agreement between the parties. It may be amended only by an addendum executed by each party.

IN WITNESS WHEREOF, this Agreement is executed to be effective as of August 1, 2015.

UNIVERSITY  
BOARD OF TRUSTEES FOR THE  
VINCENNES UNIVERSITY

By: \_\_\_\_\_  
J.R. Gaylor, Chairman

ATTEST:

By: \_\_\_\_\_  
Darrell Bobe, Secretary

\_\_\_\_\_  
Charles Johnson

**MOTION #15-22**

Trustee Mike Sievers made a motion to approve the Employment Agreement as indicated above for Interim President Chuck Johnson. Trustee Jim McCormick seconded that motion, and the motion carried unanimously.

Board Chair Gaylor also stated that at the last board retreat, he wanted to identify and discuss strategic topics at each board meeting. The topic for discussion today is student success and what processes are in place to support that, and he asked Interim President Johnson to begin the discussion.

President Johnson reported that both Interim Provost Laurel Smith and Interim Assistant Provost for Curriculum and Instruction/Interim Director of Institutional Effectiveness Mike Gress have been working very hard in regards to student success. Provost Smith reported that VU is addressing student success concerns in several ways, including the addition of MyFoundationsLab to address remediation; co-req courses where a student takes gateway courses (i.e., Comp I) along with a developmental class; and the SWAG (Students With a Goal) program where students live on campus during the summer and take part in academic classes to build skills in English, Math, and Reading. These are just a few of the programs that are currently being used to help students be successful.

Provost Smith also stated that she should have removed the name and other identifying factors of the student shown on the Student Risk Profile.

Assistant Provost Mike Gress reported that two AQIP Action Projects are currently being used: (1) The Student Risk Profile: DATA Project goal is to increase access to data and use that data to predict student success and identify needed interventions which will improve retention. The project focuses on developing dashboards and a student profile and provides potential student risk information. (2) The Tutoring Review Project's purpose is to review the current tutoring services available on campus and determine why students say they value tutoring but do not use the services available. The goal is that tutoring will meet the needs of a broader spectrum of students.

Board Chair Gaylor also congratulated VU on its creation of a culture of assessment. President Johnson stated that Mike Gress has worked tirelessly in involving the VU community in assessment and should be congratulated for his efforts. President Johnson also reported that Trustee Rick Schach served as the Trustee liaison regarding assessment and should be congratulated as well.

## **REPORTS FROM TRUSTEE SUBCOMMITTEES**

### **University Affairs Committee**

Alcohol Request – Committee Chair Reggie Henderson reported the President Johnson received an alcohol request from the Knox County Chamber of Commerce to hold its Annual Banquet at the Green Activities Center on Thursday, April 14, 2016, from 5-10 p.m. The University Affairs Committee is recommending that the Board of Trustees approve this alcohol request.

### **MOTION #15-23**

Trustee Reggie Henderson made a motion to approve the alcohol request received from the Knox County Chamber of Commerce to serve alcohol in the Green Activities Center on Thursday, April 16, 2016, from 5-10 p.m. Trustee George Ridgway seconded the motion, and the motion carried with one nay from Trustee Darrel Bobe.

### **Personnel and Nominating Committee**

Additions to 2015-16 Promotions – Committee Acting Chair Mike Sievers reported that two promotions had been inadvertently left off the original 2015-16 Promotion List that was approved on May 27, 2015. The Personnel and Nominating Committee is recommending that the two promotions listed below be approved by the Board of Trustees:

#### **ADDITIONS TO 2015-16 PROMOTION LIST**

##### **WORKFORCE DEVELOPMENT/COMMUNITY SERV:**

###### **Extended Studies**

Diana Lady, Distance Education

Professional Staff Level III

Mai L. Miller, Distance Education

Professional Staff Level III

### **MOTION #15-24**

Trustee Mike Sievers made a motion that the Board of Trustees approve the above additions to the 2015-16 Promotion List. Trustee Darrel Bobe seconded that motion, and the motion carried unanimously.

## **REPORTS FROM THE ADMINISTRATIVE LEADERSHIP**

### **Marketing/Enrollment Report**

Kristi Deetz, Senior Director of External Relations, distributed the University Recruitment and Enrollment Report. The report began with an overview of enrollment data for the first day of the fall 2015 term. System-wide headcount totaled 8,446 compared to 8,294 on the first day in the fall 2014. On the Vincennes Campus, applications increased 3.5 percent, and accepted applications increased 2.9 percent, but a lower conversion rate reduced the incoming class total to 2,361 compared to 2,549 last year. At the same time, the number of continuing students dropped by 157, resulting in an overall difference of 333 students.

The Jasper Campus experienced a 13.3 percent decrease in the number of application submitted and a 10 percent decline in headcount. VUJC's first day total was 625 students. The Aviation Technology Center and the American

Sign Language both showed a gain on the first day of class. ATC had 87 more students registered; however, the high school registration process started earlier for the fall term which led to at least part of the higher number. ATC's actual status will be realized when the high school registration has been completed. ASL increased by seven students on the first day of class.

Director Deetz continued the report by showing examples of how small segments of growth can be achieved within an overall decline. The first example was progress driven by the Illinois In-state Tuition Scholarship program. The incoming class from Illinois increased from 111 students in 2014 to 168 in 2015. Also, part-time enrolled counts increased almost across the board with 33 percent of the University system being part-time.

The extended registration programs totaled 2,576 students, an increase of 455. Last year those programs contributed 12,949 students to the University census day total. Director Deetz closed with the statement that while certain sectors of the VU system experienced first-day declines, increases in other areas along with the continuing registrations could drive the official headcount beyond the 19,203 reported in October 2014 and provide Vincennes University with its 12th consecutive year of growth.

### **PRESIDENT'S COMMENTS**

President Johnson gave the following report: (1) Vice President Phil Rath is on medical leave; (2) The new Dean of the Jasper Campus, Dr. Chris Gray, was introduced and asked to say a few words about his background; (3) New early colleges will begin at the following locations – Prosser Career Center (New Albany area), Wabash City Schools, and New Palestine High School in Hancock County; (4) Anna Miller has been selected as Dean of the College of Business and Public Service; (5) A search for the Dean of the College of Humanities is underway; (6) VU has about 20 new faculty this year; (7) The Wellness Program is ongoing; (8) Updike Hall opening should occur by 2017, and the new student center open by January 2016; (9) The tennis courts are gone due to the closing of the tennis program, but the equipment was donated to the City to enhance the City Parks' courts; (10) The recruitment of international students has been increased. As part of this, President Johnson will be making a trip to China in late October/early November.

President Johnson also stated that he believes we have two primary questions: (1) Students who have the potential to be successful do not exercise the necessary behavior to be successful – don't go to class, etc. We need to figure out why that is and determine ways to encourage the students to believe they will be successful. (2) Quality does not appear to be as much of a part of the conversation throughout the state. VU has always been differentiated because of its quality, and we need to continue to focus on that.

Chair Gaylor asked Trustees to let him know if you have any strategic areas you would like to be analyzed.

Trustee Susan Olesik asked if VU has received data from the Indiana Commission for Higher Education, and President Johnson said we have not.

### **Adjournment**

There being no further business to come before the Trustees, the Regular Session adjourned at Noon (EDT).

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Darrel Bobe, Secretary

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J.R. Gaylor, Chair