



Meeting of the  
Oregon Tech Board of Trustees  
Academic Quality and Student Success Committee  
CEET 248 Board Room, Klamath Falls Campus  
And virtually via Microsoft Teams  
April 7, 2022  
10:15am – 11:55am

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## Academic Quality and Student Success Committee MINUTES

### Trustees Present:

Jeremy Brown, Chair  
Tim Hasty  
Kathleen Hill

Rose McClure  
Jill Mason  
Kelley Minty-Morris

Dr. Nagi Naganathan

### Trustees Unable to Attend:

None

### University Staff and Faculty Present in person:

Abdy Afjeh, Vice Provost-Research & Academic Affairs  
Thomas Cooper, Information Technology Consultant 2  
Thom Darrah, Director-Facilities Management Services  
Don DaSaro, President-Fiscal Operations Advisory Council  
Erin Foley, Vice President & Dean of Students  
David Groff, General Counsel & Interim Board Secretary  
Pam Grove, Assistant to University General Counsel & Interim Board Secretary  
John Harman, Vice President Finance & Administration  
Tom Keyser, Dean College of Engineering, Technology & Management  
Billy Kimmel, ASOIT Officer, Portland-Metro  
Kelsey McCauley, Government Relations  
Michelle Meyer, Accounting Services Manager  
Travis Miller, Information Technology Consultant 2  
Michael Moghtader, Academic Advisor-Retention Coordinator – Retention Services  
Joanna Mott, Provost & VP of Academic Affairs  
Adria Paschal, Senior Executive Assistant to the President  
Dan Peterson, Dean College of Health, Arts & Sciences  
Mario Segura, Oregon Tech Student  
Bryan Wada, Information Technology Consultant 2  
Mason Wichmann, Oregon Tech Student  
Hannah Wolf, Oregon Tech Student  
Jack Zoucha, ASOIT President, Portland-Metro



engagement is up, due to more face-to-face activities. She also addressed that student hiring is underway, especially in housing for next year.

**4. Action Items**

**4.1 None**

**5. Discussion Items**

**5.1 InventOR Student Presentation** (10:50am) (20 min) *Hanna Wolf & Mario Segura*

we have faculty leave throughout the year. In Dr. Mott's experience faculty leave at the end of the year and stay through that academic year, which allows for planning.

**5.4 Faculty & Staff Vacancies** (11:40am) (10 Min) (verbal only) *Provost and VP for Academic Affairs and Strategic Enrollment Joanna Mott & John Harman*

Trustee Brown noted that the issue of faculty and staff vacancies has been raised several times and said he looks forward to initial data and thoughts about where Oregon Tech is headed. Dr. Mott said Oregon Tech is moving briskly with replacing faculty. VP Harman addressed what the university knows and does not know about faculty and staff departures. Trustee Brown asked how Oregon Tech's turnover rates compare to the market. VP Harman it is difficult to find that out in higher education; the university does not have that data yet, but is trying to find that out. Trustee McClure acknowledged staffing challenges at HR and recommended a formal exit interview process. Trustee Minty-Morris inquired about what VP Harman hears his colleagues. VP Harman responded that there is talk that institutions throughout the state are facing challenges with recruiting and retaining faculty and staff, but that institutions are shy to share hard numbers in these areas. VP Harman suggested HR could explore longer-term leadership development and professional engagement efforts that might help retain staff and faculty.

**6. Other Business/New Business** – None.

**7. Adjournment**

Meeting adjourned at 11:55am.

Respectfully submitted,

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**David P. Groff**

*University General Counsel & Interim Board Secretary*