

UEN Board Meeting

September 24, 2012 Noon – 1:00 p.m.
Conference Call

Utah Education Network Board Meeting

Agenda

September 24, 2012 Noon

6b. UEN Diversity Guidelines – Action

6c. Prioritize FY2014 UEN Legislative Budget Request – Action

UEN Diversity Guidelines – Action

Description

UEN must adopt new guidelines designed to fulfill our commitment to diversity and meet new CPB guidelines. A draft was presented to the Board during the August meeting. It has subsequently been reviewed by legal counsel with the Office of Equal Opportunity and Affirmative Action at the University of Utah, resulting in minor edits to clarify terms. The attached final draft is presented for Board approval.

The Corporation for Public Broadcasting has, through a group of station leaders and its Board of Directors, implemented new requirements for diversity policy to be adopted by stations. UEN Board members are asked to review the new requirements and policy language attached. Essentially, this is the same as our current practices except:

1. This formalizes the policy
2. This adds a requirement for annual diversity training of staff, Board members and Advisory Council members (CPB offers other options for compliance, but some don't apply and this seemed the least cumbersome and most useful).

Excerpts from the CPB guidelines were presented in the August UEN Board meeting.

Recommendation

The policy must be formally adopted by the Board before September 30, 2012.

Attachment – DRAFT UEN Diversity Guidelines

UEN Diversity Guidelines (final draft, for Board approval)

1. Purpose

- 1.1. The purpose of the Utah Education Network Diversity Guidelines is to establish commitment to diversity in our programs and services, workforce, management, governing board and advisory council and to implement guidelines and initiatives to achieve that goal in accordance with University of Utah (hereinafter University) Policy, as well as State and Federal antidiscrimination law.
- 1.2. UEN is committed to employment, management, and services that reflect and support the diversity of Utah as part of our broader goal to enrich the educational experiences and successes of all members of our state. UEN operates under the University guidelines and mission statement which reads in part: “We zealously preserve academic freedom, promote diversity and equal opportunity, and respect individual beliefs.”
- 1.3. As a public broadcaster, UEN also meets applicable FCC diversity guidelines.
- 1.4. As an equal opportunity and affirmative action employer, the University prepares and maintains an Affirmative Action Plan, which includes efforts taken by the University to recruit, hire, and retain a diverse and qualified workforce. The University's Affirmative Action Plan is available for inspection by the public, by contacting: The Office of Equal Opportunity and Affirmative Action, 201 South Presidents Circle, Room 135, Salt Lake City, UT 84112. TEL/TDD: 801-581-8365.

2. Guidelines

2.1. Employees

- a. UEN is committed to having a staff and management structure that reflects the diversity of its community. Further, UEN educates managers and staff on how to work effectively in a diverse environment, prevent discrimination, and promote inclusiveness.
- b. UEN adheres to all University Policies and Procedures regarding Equal Opportunity and Nondiscrimination in order to prevent any form of discrimination, harassment, or prejudicial treatment because of race/ethnicity, color, religion, national origin, sex, sexual orientation, gender identity/expression, age, disability, or protected veteran status.
- c. Managers are encouraged to interview a well-qualified and diverse candidate pool for open positions.
- d. Augmenting UEN's diversity efforts, the University of Utah maintains a website that provides hiring managers with tools and resources for the identification and recruitment of well qualified applicants for staff positions, who have experience in working with and reaching out to a diverse population.
- e. UEN participates in a wide variety of job fairs, in order ensure a more qualified and diverse applicant pool.
- f. UEN management and staff participate in an annual anti-discrimination/harassment and diversity training program.

2.2. Boards and Councils

- a. UEN’s broadcast license holder is the Utah Board of Regents. The selection strategy for members is to recruit individuals who have a wide variety of experiences, including reaching out to and working with a diverse population and who are able to foster an environment of inclusion. Similarly, the UEN Governing Board and Advisory Council strategy is to recruit a well-qualified and diverse cross section of members who are reflective of the broader community and the educational constituents served.
- b. UEN Governing Board and Advisory Council members participate in an annual diversity training program.

2.3. Services

- a. As a public institution, UEN staff, management, and Board members are committed to increased accessibility and accountability to all residents of the state by providing services that can enhance the organization's responsiveness to an increasingly diverse world of customers, improve relations with the surrounding community, increase the organization's ability to cope with change, and expand the creativity of the organization.

Adopted by the Board on _____, 2012

Prioritize FY2014 UEN Legislative Budget Request – Action

Description

ELEMENTARY K-6 CIRCUIT FUNDING PHASE 2 OF 3

\$250,000 ongoing

UEN requests \$250,000 of ongoing funds for FY2014. In FY2013, the Utah Legislature appropriated \$250,000 of on-going funds for elementary and charter school connectivity. UEN matched the state funds with \$200,000 which was achieved from operating efficiencies. School districts and UEN both participate in funding elementary Internet connections. However, depending on when schools upgraded their connections, UEN support for circuit charges is not equally applied. With the FY2013 state appropriation, the K-6 schools circuit funding gap is now approximately \$900,000. UEN will make an on-going funding request of \$250,000 this year and \$250,000 next year and will continue to strive and achieve operational efficiencies of \$200,000 in each of the next two years to provide equity for elementary circuit funding across all K-6 Utah schools.

ON-GOING CAPITAL BUDGET REPLACEMENT

\$1,600,000 ongoing

UEN requests \$1,600,000 ongoing for replacement of a variety of capital equipment including networking hardware, and Interactive Video Conference (IVC) equipment at schools and district offices that are reaching their estimated useful life (some as old as seven to ten years) as well as battery and electrical equipment, and internal UEN data center and system server and storage hardware.

LEARNING CONTENT MANAGEMENT SYSTEM INFRASTRUCTURE (KALTURA/EQUELLA)

One-time \$1,026,000 for Licensing; \$453,000 ongoing for maintenance

This request provides critical software that supports the Learning Management System to provide multimedia elements for courses and instructional use. New state initiatives such as the Technology Intensive Concurrent Enrollment (TICE) courses, adaptive online assessment, and the use of electronic textbooks in K-12 require this media infrastructure. Kaltura encodes and streams video using new protocols that work for desktop and mobile devices. Equella provides cataloging and presentation of multimedia elements through the Canvas course system, Pioneer Library, and the teacher portal my.UEN. This supports all of K-12 and higher education and represents considerable cost-savings as compared to the institutional prices for these critical systems if purchased separately by each institution.

UEN ONE-TIME CAPITAL REPLACEMENT MICROWAVE SYSTEM AND IVC OPERATIONS

\$3,400,000 one-time

UEN requests **\$3,400,000** of one-time dollars for replacement of a variety of capital equipment of which 50% is IVC equipment. The capital replacement budget includes replacement of network hardware, and IVC equipment at schools and district offices that have exceeded their estimated useful life. All equipment being requested is 6 years or older with over 50% IVC equipment.

Historical IVC One-Time Funding

- FY2005 \$ 240,000
- FY2006 \$ 800,000
- FY2007 \$1,000,000
- FY2008 \$ 865,000

Recommendation

It is recommended that the Board approve this FY2014 UEN Legislative Budget request.