



**REGULAR MEETING OF THE WOU BOARD OF TRUSTEES
MEETING NO. 33—JUNE 10, 2020
1:00-4:00 PM**

I. CALL-TO-MEETING/ROLL CALL

Chair Betty Komp called the June 10, 2020 meeting of the WOU Board of Trustees to order at 1:00 PM and asked Secretary Ryan Hagemann to take roll. The following trustees were present:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Zoe Chan-Tuyub (Chan-Tuyub left prior to the adjournment)
Gayle Evans (Evans left the meeting, returned, and left prior to the adjournment)
Rex Fuller
Linda Herrera (Herrera left the meeting, returned, and left prior to the adjournment)
Gavin Keulks
Betty Komp
Cec Koontz
Malissa Larson
Jenny Mladenovic
Doug Morse
Lane Shetterly

Hagemann reminded the audience of the unique features of the meeting due to the COVID-19 pandemic. The meeting was convened via Webex and livestreamed to the public. The public was also provided a separate telephone number so they might listen to the meeting if they were unable to livestream the meeting. Hagemann also shared that the shared governance reports and public comment, if any, was submitted in writing.

II. CHAIR'S WELCOME

Komp acknowledged four trustees that were rotating off of the Board: Zoe Chan-Tuyub, Gavin Keulks, Lane Shetterly, and Jenny Mladenovic. Komp thanked each for their service to the University and asked each trustee to make some personal comments.

III. CONSENT AGENDA

- (1) April 15, 2020 meeting minutes**
- (2) Management Report (as of April 30, 2020)**
- (3) Current Grants over \$100,000**

Komp noted three items on the consent agenda and called for a motion to approve the consent agenda. Trustee Shetterly moved approval and Trustee Koontz seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Zoe Chan-Tuyub
Gayle Evans
Linda Herrera
Gavin Keulks
Betty Komp
Cec Koontz
Malissa Larson
Jenny Mladenovic
Doug Morse
Lane Shetterly

Fuller is non-voting.

There were no trustees opposed to the motion.

The motion passed.

IV. WRITTEN PUBLIC COMMENT

Komp asked Hagemann if there were any written public comments. Hagemann shared, consistent with the call-to-meeting letter, two individuals—Dr. Emily Plec and Dr. Ryan Hickerson—submitted written public comment. The comments were forwarded to the Board prior to the meeting.

V. SHARED GOVERNANCE REPORTS

- (1) Faculty Senate**

(2) Staff Senate

(3) ASWOU

Komp reminded the Board that shared governance reports from Faculty Senate and Staff which were submitted in writing (there was no written report from ASWOU). She asked the Board if there were any questions from the reports. Keulks asked President Rex Fuller or Provost Rob Winningham to comment on the Faculty Senate discussion on DPT. Winningham described the backdrop of the DPT discussion, particularly related to the declaration of program reduction or elimination. Winningham described the Faculty Senate's recommendation to impose a moratorium on spending institutional funds on DPT unless the financial crisis subsides. Fuller shared additional comments on the spirited debate and Senate's vote.

VI. PRESIDENT'S REPORT

Komp recognized President Rex Fuller for his report. Fuller addressed the following topics:

- Introduction of Interim Executive Director of Intercollegiate Athletics Randi Lydum;
- Explanation of enrollment data, including enrollment, retention, and degrees granted;
- Virtual town halls for the WOU community about re-opening;
- WOU: Salem, including enrollment data for the site;
- Virtual commencement;
- Movement to remote instruction for the spring term;
- Cancellation of GNAC and intercollegiate athletic competition and practice for Spring 2020;
- Development of Fall 2020 course delivery formats, including on-line synchronous;
- Additional on-line and remote capacity through Academic Innovation via Zoom;
- Highlights of faculty accomplishments in both COE and CLAS;
- Retention nudges from Student Success and Advising;
- Work with Polk County to create a contact tracing program with Community Health;
- Growth in visibility in social media platforms;

- Work on efficient and effective business processes;
- Investigation and application of FEMA grants to moderate COVID-19 impacts;
- Analysis of CARES Act institutional funding and the requirements of federal legislation;
- Updates on filling Board vacancies;
- Significant Human Resources activity, much of which related to COVID-19 adaptations;
- Information on the declaration of program reduction or elimination under the CBA's Article 15;
- Draft Diversity Plan issued by UDIAC;
- Progress on UCS's Hub and Spoke Design;
- Work with the City of Salem on public safety around the Vick Building;
- Updates on capital construction projects;
- Information on the virtual Athletics auction;
- Updates on giving to the WOU Foundation, including a major Woodcock gift;
- Update on progress in the Sponsored Projects Office;
- Update on Fall 2020 enrollment, including increases in the Latinx admitted student pool; and
- Identification of the four planning scenarios for Housing & Dining

Trustee Baumgartner asked Fuller about the enrollment tables and the comparison of enrollment declines and the number of degrees granted vis-à-vis the HECC funding formula. Fuller and David McDonald offered an explanation about the hydraulics of the HECC funding formula. Keulks highlighted the impressive report, including use of data. Keulks also shared some concern about holding SOAR events in late June and the impact of the articulation of AP credits. Fuller and Winningham offered some comments about the enhanced, personal advising at SOARs this year. Arredondo asked about shifts in enrollment recruitment strategies for 2020-2021, including whether or not the University's recruiters can travel to in-person events and college fairs.

(1) COVID-19 Update

After the president's report, Komp and Fuller asked David McDonald to provide the Board with a COVID-19 update. McDonald stressed how dynamic and fluid the

pandemic response was. He described the CARES Act and the HEROES Act passed by the US House of Representatives. McDonald also summarized the body of executive orders and Oregon Health Authority guidance applicable to the University. He shared information on how the state was approaching potential budget shortfalls, including the Governor's tool of allotment to make across-the-board cuts to all agencies. McDonald noted that HECC was using its equity lens to help manage potential budget cuts.

Komp asked if the legislature's emergency board met and McDonald confirmed it had. Komp and McDonald discussed the possibility of a special session of the Oregon Legislature. McDonald described the collaborative work by the Oregon higher education community on a reopening framework and WOU's collaboration with Polk County Public Health.

Fuller reiterated McDonald's leadership position in coordinating the University's COVID-19 response. Larson acknowledge the faculty's work in the instruction transition, but also recognized the work of the staff across the University.

VII. BREAK

VIII. ACADEMIC & AFFAIRS COMMITTEE (ASAC)

(1) Committee Chair Report

Komp recognized ASAC Chair Shetterly for a brief ASAC report. Shetterly turned directly to the committee recommendations for board action.

(2) Committee Recommendations for Board Action/Discussion

(a) Proposals for new undergraduate degree program:

- (i) Bachelor of Applied Science in Professional Studies in the Deaf Community**
- (ii) Bachelor of Science in Cybercrime Investigation and Enforcement**

Komp asked Shetterly and Provost and Vice President for Academic Affairs Dr. Rob Winningham to introduce the two new proposed undergraduate degree programs for approval. Shetterly and Winningham started with the Bachelor of Applied Science in Professional Studies in the Deaf Community. After the presentation, Komp called for a motion to approve the Bachelor of Applied Science in Professional Studies in the Deaf Community as presented, included in the written docket materials, and recommended by the ASAC. Shetterly moved approval and Keulks seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Zoe Chan-Tuyub
Gavin Keulks
Betty Komp
Cec Koontz
Malissa Larson
Jenny Mladenovic
Doug Morse
Lane Shetterly

Fuller is non-voting.

There were no trustees opposed to the motion.

The motion passed.

After the first vote, Shetterly and Winningham described the proposed program in Cybercrime Investigation and Enforcement. Komp called for a motion to approve the Bachelor of Science in Cybercrime Investigation and Enforcement as presented, included in the written docket materials, and recommended by the ASAC. Shetterly moved approval and Koontz seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Zoe Chan-Tuyub
Gavin Keulks
Betty Komp
Cec Koontz
Malissa Larson
Jenny Mladenovic
Doug Morse
Lane Shetterly

Fuller is non-voting.

There were no trustees opposed to the motion.

The motion passed.

IX. EXECUTIVE, GOVERNANCE & TRUSTEESHIP COMMITTEE (EGTC)

(1) Committee Chair Report

Komp turned directly to the EGTC committee recommendations for Board action.

(2) Committee Recommendations for Board Action/Discussion

(a) Chair Election

Komp turned to the materials on the Board Chair election and asked Fuller and Hagemann to introduce the docket materials. Hagemann described the EGTC recommendation and action to nominate Komp for a second, two-year term as chair. After discussion, Komp called for a motion to re-elect Komp to a two-year term as Board Chair as presented, included in the written docket materials and recommended by the EGTC. Koontz moved approval and Mladenovic seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Zoe Chan-Tuyub
Gavin Keulks
Betty Komp
Cec Koontz
Malissa Larson
Jenny Mladenovic
Doug Morse
Lane Shetterly

Fuller is non-voting.

There were no trustees opposed to the motion.

The motion passed.

(b) Presidential Salary Reduction: FY2021

Komp turned to the final item on the EGTC agenda. She asked Hagemann to introduce the presidential FY2021 salary reduction. Hagemann outlined the EGTC

recommendation that, as a part of the actions necessary to remedy the University's structural budget deficit, to reduce President Fuller's salary to its FY18 level for FY21. After discussion, Komp called for a motion to approve the salary reduction as presented, included in the written docket materials and recommended by the EGTC. Larson moved approval and Keulks seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Gavin Keulks
Betty Komp
Cec Koontz
Malissa Larson
Jenny Mladenovic
Doug Morse
Lane Shetterly

Fuller is non-voting.

There were no trustees opposed to the motion.

The motion passed.

X. FINANCE & ADMINISTRATION COMMITTEE (FAC)

(1) Committee Chair Report

Komp recognized FAC Chair Cec Koontz for a brief FAC report. She addressed the following topics: COVID expenditures and initiatives and cash flow and management report.

(2) Committee Recommendations for Board Action/Discussion

(a) FY2021 Preliminary Budget

After Koontz's FAC report, Komp asked Vice President for Finance & Administration Dr. Ana Karaman to join Koontz to present the FY2021 Preliminary Budget. Karaman started by stressing the uncertain times and the robust process that precedes the creation of the budget. She acknowledged a change in the structure of how she would present the preliminary budget to the Board and started with revenue. Karaman share, with assumptions, such as a projected 2.5% decline in enrollment, the structural deficit

would sit at \$6.5M. She echoed the enrollment assumptions and acknowledged modality also impacted the University's bottom line.

Karaman turned to expenses and reviewed the actions to date to control costs. After reviewing the expenses, she noted a \$2M variance. She observed, without future action, and other assumptions, the FY21 budget deficit could eliminate the University's entire reserve.

After revenue and expenses, Karaman described incidental fees. Because of enrollment and COVID, Karaman noted a \$942K deficit in incidental fee programs.

Karaman continued to present on designated and operational service departments. She explained that these were departments that were supposed to support themselves. Karaman outlined the significant impact COVID created on auxiliary departments, such as Residence Life and Dining. She walked the Board through various planning scenarios at different levels of students living in the residence halls and the resulting impacts on the budget. Karaman described that the overall budget was preliminary, created with specific assumptions and was very conservative.

Koontz reiterated that the preliminary budget would exhaust the entire fund balance and the possibility of using the line of credit to fill in the gap. She explained that FAC decided against that course of action at the moment. Baumgartner asked about the relationship between the deficit and the fund balance and inquired whether the deficit would actually be larger because of the backfill from other parts of the budget, such as incidental fees. He asked if a budget deficit was a policy or operational question. Karaman outlined the fund balances in other parts of the University's budget, separate from the Education & General budget.

Larson and Keulks expressed concern about the state of the University and for additional information on the proposed cuts in the future. Larson asked if it was possible to ask for an emergency meeting before the regular November 2020 meeting in order for the Board to understand the scope and impact of cuts. Fuller and Karaman described that information about faculty cuts would not be ready for an emergency meeting. Arredondo asked about the centralized budget process. Karaman also observed the role and input from the University Budget Advisory Committee. Before answering Larson's question about an emergency meeting before November 2020, Koontz moved approval (with an amendment to meet November 2020 *or before*) and Baumgartner seconded the motion. Larson acknowledged Koontz's amendment, but stressed that she wanted an additional meeting before November 2020. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Gavin Keulks

Betty Komp
Cec Koontz
Jenny Mladenovic
Doug Morse
Lane Shetterly

The following trustees voted in opposition to the motion:

Malissa Larson

Fuller is non-voting.

The motion passed.

From the floor, Keulks asked about Larson's request. Koontz offered that she would work with Karaman to determine if there would be any additional information that would assist in another meeting. Larson reiterated her desire for an additional meeting. Allen observed that the Board would need additional information to make a meeting meaningful. Karaman and Shetterly concurred that additional information should be a precursor to a productive meeting. Keulks asked whether Article 15 information would be available prior to the November 2020 meeting and Hagemann outlined the process and replied that there would not be specific Article 15 information or savings prior to a November 2020 meeting. Larson moved that the Board convene an intermediate meeting to discuss the preliminary budget in the first week of September 2020 before the November 2020 meeting. Keulks seconded the motion. Komp called for a roll call vote. The following trustees voted in favor of the motion:

Zellee Allen
Jaime Arredondo
Gavin Keulks
Malissa Larson
Jenny Mladenovic

The following trustees favor in opposition to the motion:

Jerry Ambris
Jim Baumgartner
Betty Komp
Cec Koontz
Doug Morse
Lane Shetterly

Fuller is non-voting.

The motion failed.

XI. FINAL ANNOUNCEMENTS

There were no final announcements.

XII. EXECUTIVE SESSION

Following the open session of the Board meeting, the Board moved into executive session and Hagemann made required announcements. He stated that the Board was in executive session for multiple purposes, including the performance evaluation of the president, an Article 15/retrenchment update, and an update on the status of collective bargaining with WOUFT, the faculty union. Hagemann shared that the Board, therefore, was meeting in executive session pursuant to ORS 192.660(2)(d), (2)(f) and (2)(i). He stated that members of the news media were permitted to attend the sessions on the presidential evaluation and Article 15, but not the collective bargaining update and, pursuant to ORS 192.660(4), media may not disclose the executive session deliberations. Hagemann stated that in addition to the Board, Hagemann, LouAnn Vickers, Rob Winningham, and Carson Campbell were permitted in the executive session. He stated that, pursuant to ORS 192.660(6), no final action could or would occur in executive session.

(1) Presidential Evaluation

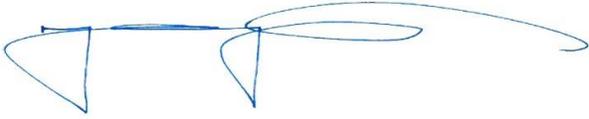
The Board started with the president's evaluation. At the beginning of the presentation, a member of the news media joined the session and was reminded, under ORS 192.660(4), deliberations must remain undisclosed. Audrey Caro of the Polk Itemizer-Observer acknowledged the requirement.

(2) After the president's evaluation, the Board moved to the collective bargaining update. Consistent with ORS 192.660(4) and ORS 352.076(5), Keulks and Larson, as well as Audrey Caro of the Polk-Itemizer Observer left the meeting.

Because of time, the Board did not address the Article 15 update in executive session.

XIII. ADJOURNMENT

After the executive session, the Board returned to regular session to adjourn. Komp adjourned the meeting at 5:28 PM with a quorum of the Board.

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke.

Ryan J. Hagemann
Secretary to the Board of Trustees