



Board of Trustees Meeting – November 17, 2021

Appendix B

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**Board of Trustees Meeting, November 17, 2021
President Kenton's Update**

Since my appointment at the June 2021 Board meeting, I have spent time on the following:

- **Worked hard to ensure campus safety was a priority as we re-opened the campus for in-person and on-campus activities.**
 - Collected vaccination/exemption information from 619 out of 620 employees
 - Developed policies on masking, safe operations, quarantine guidelines, etc.
 - Expedited a contract to have trees damaged by the ice storm pruned to remove dead branches and other safety/tree health hazards.
- **Talked with multiple WOU faculty, staff, and students about the current situation and what we could do to improve**
 - These conversations resulted in numerous changes to rebuild morale, unify the campus, and create a more open, respectful, and positive tone on campus, and to build better relations with our labor unions and other groups, etc.
- **Made the following re-organizations/changes:**
 - Moved HR from Legal to Finance and Administration
 - Appointed a new Admissions Director and re-oriented the department by adding/changing staffing as needed
 - Supported changes to the leadership of facilities operations.
- **New/Increased investment in the following:**
 - Added Men's Soccer and hired a head coach
 - Approved five new tenure track positions in high demand programs
 - Invested in marketing – procuring billboards, radio, print and social media advertising
 - Departments have also submitted proposals to market their programs using funding provided by the Provost's office.
 - Approved a contract with EAB to help WOU recruit added graduate students as well as adult students (older than high school seniors) who have no college, or some college and no degree
 - Increased our Bilingual/Diversity Teachers program fee remissions from 40 students to 100 students as added bilingual and diverse teachers are a significant statewide, if not nationwide, need.



- Hired a partnership specialist to help us market our programs and manage emerging partnerships with cities, school districts, labor union members, etc.
 - WOU Salem – opening a new campus in downtown Salem
 - New graduate programs - starting Fall 2021 - Advanced Juvenile Justice Studies Certificate and the new Accelerated Undergraduate to Master's Pathway (AUMPathway) launches, New M.S. in Justice Studies starting Fall 2022, New Badges (micro-credentials), and return of the MSE in Deaf and Hard of Hearing
 - Supported the development of an enrollment incentive program for academic divisions/ departments that achieve enrollment goals.
 - Approved funding for a conference and events coordinator position so we could resume bringing conferences and events to campus, rebuild auxiliary revenues and bring multiple activities and prospective students to campus. This position will be funded with E&G budget this year and then will transition to auxiliary funding next year.
 - Approved a contract to procure consulting help and added staff to implement the Banner Financial Aid module to replace PowerFaidS thereby allowing us to become more efficient and effective in our services.
 - Approved a new professional advisor position for our business program which has over 500 majors, few tenure-track faculty (who typically do advising) and one of the lowest student retention rates.
 - Supported the growth of sponsored projects by approving the use of indirect cost recoveries to a new support position and a contract with a grant writing firm that can help us develop institutional grant proposals and a grant-writing culture on campus.
 - Approved an added staff member for the Office of Institutional Research which has long been a need at WOU. We must have the data to better understand our challenges and capitalize on our opportunities.
 - Approved an added staff member to assist in Spanish translation for websites, marketing campaigns, etc.
- **Supported the Board's priority on diversity, equity and inclusion by:**
 - Supported students in creating and opening a Freedom Center on campus.
 - Worked extensively with the University Diversity and Inclusion Advisory Committee (UDIAC) to finalize a position announcement, job description and formation of a search committee for WOU's first ever Executive Director of Diversity, Equity and Inclusion.



- Offered compulsory training on diversity for all employees and students
- Created budget incentives for all departments that hire added diversity in their faculty and staff.
- Encouraged all service units to add Spanish speaking staff to better serve our students (their family members) and employees who are not native English speakers.
- Created budget incentives for departments who hire people of color
- Worked with faculty, staff, and students to better understand what WOU needs to do, not just to become a Hispanic serving, but also a Hispanic success institution.
- Participated in a tour and meetings with the leadership of the Latino communities in Monmouth/Independence, Salem and Woodburn.
- Approved retention adjustments for bilingual financial aid counselors who were being recruited by other universities and colleges as these folks are key to serving greater numbers of Hispanic students necessary for WOU to attain full HSI status and recognition

- **Created an enrollment task force that meets weekly to discuss:**
 - Progress to date on the various enrollment initiatives
 - Reviewing our admissions and financial aid processes to eliminate redundant or duplicative steps to improve yield from application to matriculation and otherwise increase efficiencies.
 - Reviewing our tuition and fee structure.
 - Reviewing our use of registration holds for multiple uses.
 - Eliminated early Financial Aid awarding as it was confusing, time consuming and WOU was the only public university in Oregon doing so.

- **Worked with the WOU Foundation Board to thank and acknowledge donors, prepare for their comprehensive campaign, etc.**

- **Supported the campus community through the tragic loss of two students this term:**
 - Quillie Bonner (accident – posthumously awarded an honorary degree)
 - Curtis Smith Jr. (auto accident)

- **Accepted a position on West Valley Hospital Board.** This will be a position reserved for the President of WOU going forward.

- **Met with alumni and friends at homecoming.**



- Welcomed student groups, etc. at the beginning of the year.
- Met with Mayors and City Managers of Monmouth and Independence, School District and Fire District leaders every other week to discuss community issues of mutual concern.
- Met with the Governor's staff and SEIU on a workforce development partnership.
- Met with Chemeketa President on improved relationships and partnerships.
- Met with Division chairs to thank them and discuss plans for the future.
- Participated in staff appreciation events.
- Voted on multiple issues for the GNAC athletic conference (most re. COVID protocols) and served on the GNAC Council of Presidents.
- Serving as a member of the Oregon Council of Presidents.
- Continued work with Higher Education Coordinating Commission (HECC) as appropriate.
- Worked with Legislators on issues of mutual concern.

Board of Trustees Report – November 17, 2021

Dr. Gary Dukes, Vice President for Student Affairs

Fall 2022 Recruitment Update

Applications and admitted student numbers are up from last year. Applications are up 30% and Admitted students are up 64%. Our Hawaii recruiter was able to get into some high schools early and as a result we are up 60% and 300% respectively in applications and admissions with students from Hawaii.

We had our first fall Preview Day on October 8. It was a smaller than usual crowd, but given the Delta variant, it was positive event. Our next Preview Day will be November 13. The Admissions Office has several other [recruitment events](#) planned for this term. In addition, we continue to have our weekly enrollment group meeting.

Admissions staff are still challenged in physically getting into many high schools. While counselors are able to have more virtual meetings with students, it doesn't replace the in-person contact.

We also have a group who meets weekly to discuss recruitment and retention ideas, plans and strategies. This group also reviews progress on both recruitment and retention efforts to determine how best to move forward.

Cesar E. Chavez Leadership Conference

On November 12, 2021, WOU will be hosting the Cesar E. Chavez Leadership Conference. The mission of this conference is *to instill in our Latino/a youth, the value of education; which nurtures mind, body and spirit in order to develop a social consciousness that empowers them as leaders for social justice and civic responsibility in the greater community.* In the past this conference has been open to all high school students, but this year the conference has been broken up in to two smaller conferences and the first one will be in November and will only be for high school seniors. Sign-up for this event is currently maxed out at 500.

Destination Western

Two weeks prior to the start of New Student Week, WOU offered a new residential academic focused pre-orientation program. One hundred and thirty-five students completed the program. The students participated in classes to improve writing and math skills. In addition, these students engaged in social activities and other programs to help acclimate them to WOU. Funding for this program was provided by a grant through the State of Oregon. We are hoping this grant continues so we can provide this program in future years. [Here](#) is a video showing Destination Western.

After the fourth week of classes, 100% of these students are still enrolled at WOU. Destination Western participants are also take almost two credit hours more per person than the average WOU student.

Diversity Commitment Scholars and Bilingual Teacher Scholars

Each year, WOU offers around 50 students a \$6,000 renewable scholarship as part of the Diversity Commitment Scholars program. These students are connected to staff in the Multicultural Student Services and Programs office for support and advising. For Fall 2021, we awarded 41 new students and 11 transfer students this scholarship. Two students were awarded the Brody Scholarship which is a scholarship through the WOU Foundation which funds a student's entire expenses (Tuition, Fees, Room, Board, and Expenses).

This year WOU had nine new students and 11 transfer students who received the Bilingual Teachers Scholars award. This is a renewable \$3,000 scholarship. Five DACA students also received this award which is the largest number of DACA students receiving this award.

Dream.US

The Dream.US is the nation's largest college and career success program for immigrant youth, having provided more than 7,500 college scholarships to DREAMers attending over 75 partner colleges in 19 states and Washington, DC. The Dream.US believes that all young Americans, regardless of where they were born, should have the opportunity to get a college education and pursue a meaningful career that contributes to our country's future. The Dream.US provides scholarships up to \$33,000 for a 4-yr degree, and an additional \$4,000 to help cover books and fees.

Western Oregon University is one of the 75 partner colleges and the only one in Oregon. WOU currently has 50 National (in-state) scholars and 10 Opportunity (out-of-state) scholars. In their most recent report, Dream.US reported that National scholars at WOU persisted at a rate of 91.9% compared to the programs overall average of 86.8%. In addition, National scholars at WOU had an average GPA of 3.31 compared to the Dream.US overall average of 3.26. Adrian Trujillo, Itsel Venegas-Trujillo, Anel Venegas-Trujillo, and Travis Heide work specifically with these students along with programs such as the Student Enrichment Program and Multicultural Student Services and Programs.

Seven Dream.US participants graduated this past spring and two more will graduate at the end of fall term. This fall WOU welcomed eight first-year students and six transfer students as part of the Dream.US program. This program has greatly improved the ability for students at WOU to afford a college education.

Health and Counseling

Students are overwhelmingly choosing to meet with our counselors in-person with just a few choosing to have tele-counseling appointments. Students can obtain free COVID tests through the Student Health and Counseling Center and have been utilizing this service on a daily basis. The Center partnered with WVT Laboratory out of Corvallis for the free tests. There have been 15 reported positive COVID cases of our students since the beginning of fall term.

A couple items to note, staff are seeing more students with eating disorders and obsessive compulsive disorder. While no definite reason, staff aren't sure whether these two issues have been compounded by COVID.

Housing and Dining

We have 912 students living on-campus this year compared to 718 last year and 1141 in 2019. All students living in the residence halls are compliant with our COVID requirement. Last year many students left the residence halls going into Winter and Spring terms given most classes weren't offered in person, so we don't anticipate significant attrition this year. We have housing available for students who need to isolate because of COVID, but generally haven't had to utilize more than one or two rooms at one time and we currently do not have any students in isolation.

Staffing, especially in dining, continues to be challenging. Dining is currently down four professional staff positions and over 20 student positions. This has limited our ability to provide some of the catering requests on campus and to offer all of the concepts we would offer in Valsetz dining.

University Housing sponsored "Trunk or Treating" on Sunday, October 31, in parking lot H. The event went very well (they ran out of CANDY within the first hour!!!) There were approximately 450 people throughout the whole event, which took place between 6pm and 7:45pm. Trunk participants included Residence Hall Communities, Student Activities Board (SAB), the Stonewall Center, Veteran's Center, Child Development Center (CDC), Aspiring Teacher's Association, the Educator's Club, the Food Pantry and two RA groups!

On Monday, October 25 and Wednesday October 27, Campus Public Safety, University Housing, Abby's House and the Health and Wellness Center partnered to bring our first self-defense training of the year to students. Ten students participated in this event- which took place from 5pm to 8pm on October 25 and October 27. On the first evening, Director of Abby's House, Christiana Paradis presented on interpersonal violence and being safe on campus. Campus Public Safety Officers Chris Rech, Daniel Lopez and Brittany Smith, along with Director of Student Conduct and Residential Education Maria Bonifacio-Sample then took students through the foundations of self-defense. On the second evening, students went through the self-defense basics, learning the correct way to strike, block and kick. Trainers also took participants through how to get out of situations involving being grabbed and attacked. The event ended with students getting into full padded gear and going through scenarios, including being attacked at an ATM or being grabbed in a parking lot. Officers Rech and Lopez donned the fully padded suits that allowed our students to fully dive into the scenarios and use what they learned throughout the training.

Training went great and students who participated told trainers that they had told their friends who wanted to participate in the next self-defense events! It was a great partnership and the students who participated really got a lot out of the event!

Homecoming

Homecoming occurred October 4-9 on campus. The week's activities included a carnival, painting the Wolf Logo on Church Street, "Paint the Town Red" which involved decorating downtown businesses windows (ASL Club won this competition), a comedian, and a bonfire the night before the game. One new event this year to homecoming was Class-by-Class Dodgeball tournament which replaced the women's flag football game. The Sophomore Class won the Dodgeball tournament. Student Body President Logan Jackson and Student Body Vice President were crowned Wolf Royalty.

Tree Lighting

Mark your calendars for December 3, 2021, for the 53rd Annual Tree Lighting. This year's event will be exclusively outdoors.

Upward Bound

Upward Bound is a 1.5M U.S. Department of Education TRiO grant which serves 50 first-generation, low-income and/or students with disability in high school. WOU's grant serves students attending Dallas or Central High Schools. The grant is a five-year renewable grant. We are in the process of writing to renew our grant since this is the last year of our current five-year grant. The grant provides tutoring and other college preparatory activities. Because of WOU's involvement with these activities, most students attend WOU for college. We will be notified in summer of 2022 of our extension.

Veterans Resource Center

The Veterans Resource Center is in the reapplication process for the Oregon Department of Veteran Affairs Grant. The past two years WOU has been successful in obtaining \$100,000 in grant funds from ODVA. One element which this year's grant has been able to fund is the Peer Advisors for Veterans Education Program (PAVE). This Program utilizes peer student-veterans to serve as mentors to other WOU student veterans or dependents of veterans. WOU's PAVE program was [highlighted](#) this month in the national organization's newsletter because of its success.

Child Development Center

Thirty-eight students are enrolled in the Child Development Center (CDC) with many students on a waitlist. The CDC serves children 2 ½ - 5 years of age. The CDC was scheduled to offer Toddler care this year but didn't have enough enrollment for this to happen.

Classrooms were capped this year (normally classrooms can hold 18) in order to reduce density related to COVID. There was a COVID case in one of the classrooms this quarter which resulted in a two-week pause in that classroom meeting. Because of the cohort model being used in the CDC, this only impacted the one classroom.

The CDC has been quite successful in obtaining grants to offset the cost of attendance for needy families. One grant was for \$222,480 and provided the cost of care for 18

students. Tammy Gardner, the Director of the CDC has done well in applying for and receiving grants.

Food Pantry

The Food Pantry has seen record usage this fall. In October 316 households and 864 people were served. Keeping the Pantry's shelves filled has been challenging as a result. Again, I believe this is a result of our current times and student's needs.

Incidental Fee Process

The Incidental Fee Committee will begin meeting in the next month to start their process.

Board of Trustees Report—November 17, 2021

Ryan J. Hagemann, Vice President & General Counsel, Board Secretary

Board's Office

- Successfully completed June 9, 2021 board meeting and September 10, 2021 board retreat
- Successfully completed November 1, 2021 EGTC meeting
- Dedicated significant time and effort to WOU's presidential search, including concluded RFP process and contract negotiation for the selection of the search firm, organized work of search firm, worked with Board Chair Betty Komp and Search Committee Chair Gayle Evans on agendas and schedules, worked to draft campus communications for search updates, helped organized meet-and-greet reception for search committee members, assisted search firm to organize and conduct stakeholder interviews with various stakeholders, assisted search firm to organize and conduct open forum, and helped update
- Worked with the Board Chair and incoming interim president Dr. Jay Kenton on his appointment and employment agreement
- Worked with the Office of the Governor on Board vacancies and the new processes by which all state board and commission vacancies are filled
- Worked with Board Secretaries and the Oregon Council of Presidents on upcoming Association of Governing Boards (AGB) study on best practices for university governing boards
- Participated in the Public University Board Secretary group

Office of the General Counsel (including legal services and risk management)

- Provided substantial legal advice on COVID-related matters, including but not limited to executive orders, vaccination and face covering requirements, interpretation of state and federal guidance, implementation of COVID-19 benefits, such as additional leave, reviewed and advised on federal OSHA regulations and executive orders, and assisted units with special circumstances, such as rules for performances, music classes, conferences, and athletic competitions
- Continued work, after the June 2021 board presentation, on cultural competency programming and requirements, including speaker presentations to both faculty and staff, and focus on assessment efforts

- Reviewed and processed nearly 300 contract requests since July 2021, including many expedited contracts for emergency work and no-cost extensions and changes to grant documents
- Reviewed and processed multiple public records requests
- Conducted numerous investigations for complaints and grievances; advised and appeared in grievance hearings
- Continued work on WOUFT Article 15 arbitrations
- Continued work with PURMIT and the Risk Council on insurance renewals, including PURMIT meeting for FY22 renewals
- Provided substantial advice on various legal matters from the Board Chair, the president, and presidential cabinet members
- Supervised collective outside counsel work on behalf of all four TRU institutions on new capital construction contract templates
- Continued work on three bargains with WOUFT: salary reopener, vaccination requirements, and other COVID-related matters
- Concluded impact bargaining with SEIU on vaccination requirements
- Settled two outstanding SEIU arbitrations, resulting the withdrawal of the arbitrations and full release of claims
- Advised and negotiated on K-12 requirements for placing student-teachers after state's K-12 vaccination mandate
- Assisted the Oregon Council of Presidents (OCOP), as its fiscal agent, with a RFP for a higher education landscape study
- Continued revision of the university's new procurement code
- Assisted Accreditation Liaison Officer (ALO) with policy work related to upcoming accreditation requirements
- Revised multiple contract and agreement templates for use by campus units, including but not limited internship placement agreements, intergovernmental agreements, and partnership agreements

- Finalized intergovernmental agreement with the City of Monmouth regarding capital project management
- Participated in tour organized by Trustee Jaime Arredondo for Latinx community groups
- Assisted Human Resources with the outstanding question and implementation of SB 551
- Continued weekly HR advice meetings
- Continued monthly Facilities advice meetings
- Continued to process outstanding visas and permanency residency paperwork
- Participated in president's cabinet meetings
- Participated in bi-weekly COVID safety group meetings
- Participated in UDIAC meetings
- Participated in SEIU bargaining advisory group meetings
- Participated in Joint Labor Management Committee meeting for both WOUFT and SEIU
- Participated in the Public University General Counsels group
- Participated in Public University Risk Management and Insurance Trust (PUMRIT meetings)
- Participated in Public University Risk Council meetings
- Participated Public University COVID Legal Group meetings
- Attended quarterly PURMIT meeting
- Convened office in annual planning retreat

Board of Trustees Report – November 17, 2021

Dr. Ana Karaman, Vice President for Finance & Administration

The Finance & Administration division continues to make efforts in implementing its 2019-23 divisional strategic plan in support of the university strategic plan. All department heads have met and reviewed their progress towards the goals established by the divisional strategic plan. Additionally, the division areas have created 9-month goals to aid in increasing enrollment, and supporting efforts in becoming a more diverse, equitable, and inclusive institution. One example of these efforts is that the Finance & Administration division is in the early stages of developing a Finance & Administration mentoring program to offer paid internships to WOU students. Camarie Moreno and Kolis Crier are leading this project and more information will be shared as it becomes available.

Over the last five months, the division made the following significant accomplishments:

Finance & Administration Newsletters:

- [Summer 2021](#)
- [Fall 2021](#)

FY21 Q4 Investment Report:

- The WOU Quasi-Endowment increased 5.2% for the quarter and 22.9% for the fiscal year, outperforming its benchmark by 30 and underperforming by 10 basis points, respectively. The Fund ended the fiscal year with a balance of \$2.2 million.
- [Click here](#) to view WOU's FY21 Q4 Investment Report.

American Rescue Plan (ARP) Higher Education Emergency Relief Fund III (HEERF III) Round 1

- Round 1 of the HEERF ARP disbursements is complete and checks were mailed on October 18, 2021.
- The total amount disbursed was \$3,881,400.
- The total amount refunded was \$3,059,017.40.
- \$822,382.60 was applied to student AR balances.
- 1,306 students out of 2,970 indicated 'Yes' to apply funds to outstanding balances.
- 1,664 students out of 2,970 indicated 'No'. The remaining registered students did not submit an answer.
- 1,340 were Pell recipients totaling \$1,608,000 in disbursements.
- \$1,338,646.69 was refunded, leaving \$269,353.31 applied to AR for Pell recipients.
- Pell Recipients (1,340) received an enhanced award of \$1,200.00.

- Non-Pell Recipients (2,528) received the base award of \$900.00.

Student Information / # of Recipients		Amount
Preference: Apply Funds to AR Balance	1,306	\$822,382.60
Preference: Direct Payment	1,664 + (896 did not answer; defaults to direct payment)	\$3,059,017.40
Total	3,866	\$3,881,400.00
Pell Recipients (Enhanced Award)	1,340	\$1,608,000.00
Non-Pell Recipients	2,526	\$2,273,400.00
Total	3,866	\$3,881,400.00

- The Finance & Administration division recognizes and appreciates Dona Vasas and the ARP distribution work group for completing round 1 of the HEERF ARP disbursements.

University Computing Solutions (Bill Kernan):

- Zoom Phone implemented on September 1, 2021. UCS has completed a long-awaited replacement of WOU's phone system. Elaborate demos from multiple vendors were followed by a pilot trial of Zoom Phone. After that pilot demonstrated the power and convenience of Zoom Phone, UCS began a series of presentations for stakeholders across campus. Those presentations generated many great questions and operational insights that we folded into our deployment plan. Zoom Phone entered the production phase on September 1st, when all 2,800 of WOU's phone numbers moved to the cloud! WOU staff are really enjoying the new features like voicemail transcription, presence icons, and great sound quality. It's awesome to seamlessly receive calls on your computer and smartphone, and even use texting. Western users made over 30,000 calls on Zoom Phone in September. And with Zoom enhancing its products at such a brisk pace, we're in for some exciting new features in the future. The Finance & Administration division recognizes and appreciates Tom Groves for leading the implementation of Zoom phone.
- UCS was asked to upgrade ten classrooms with technology that would allow remote participants to be able to connect to WOU Technology Enhanced Classroom systems using video conferencing software. This software would allow remote participants to see and hear what is happening, as well as interact with people in the classroom. After some careful evaluation of different technologies, discussions with colleagues at other universities, and internal discussions, we chose high quality pan / tilt / zoom cameras and beam tracking microphones for these classrooms. The equipment was purchased using CARES funding, and the classrooms were chosen based on their size, seating capacity, location on campus, as well as the age of the equipment already installed in the room. Cameras and microphones were installed over the summer, system programming was completed, and all ten rooms are now fully upgraded. These classrooms can now utilize soft codec software such as Zoom, to connect remote students, remote faculty, or guest lecturers. The Finance &

Administration division recognizes and appreciates Nathan Sauer and the Customer Services and Support team for completing these upgrades.

- DocStar secure document upload was completed in June. For example, PACE - Professional and Continuing Education upload.
- The Banner Financial Aid professional services contract was signed in August 2021.
- The operating system on the data-center servers was upgraded from the non-supported version, RHEL6 to the supported versions, RHEL7/RHEL8.
- The Banner Oracle database was upgraded in September.
- Bellamy Hall room 107 and Natural Science rooms 123 and 201 received equipment replacements to become technology enhanced classrooms in September.
- The ITC labs (104, 210, 303, 311) were rebuilt in September.
- WOU Salem labs and classrooms were completed in September.
- All other computer labs on campus were updated and equipment was repaired after several winter power brownouts in September.
- 80% of campus computers moved to private (more secure) IP addresses in September.
- All servers migrated to new firewalls in September.
- 98% of servers with outdated OS upgraded or replaced in September.
- Two Information Security Trainings per month have been released since spring.
- Additional RedWolf3 logs were added each month from May-August (example of use: an attack from Iran was stopped automatically within 3-minutes).

Treasury Services (Darin Silbernagel):

- Net cash position as of September 30, 2021 is \$35,599,570.
- For the next nine months, the total projected inflow is projected at \$98,121,776.
- For the next nine months, the total projected outflows are \$116,724,245.
- Projected ending is \$26,669,146 across all funds.
- [Click here](#) to view the 2021-2022 Cash Flow Narrative and Cash Flow Forecast.

Budget & Planning Office (Camarie Moreno):

- Prepared proposed adjusted FY22 budget
- Began financial support for capital planning
- Assisted with hiring and supporting HEERF Operations and Policy Analyst

Accounting & Business Services (Shadron Lehman):

- Michele Van Deusen retired from WOU as the Director of Accounting and Business Services (ABS) in August. Shadron Lehman, the former internal auditor moved into this role.
- Gabe Dougherty, the former controller, left WOU for an opportunity at the State of Oregon. His last day was Friday, October 15, 2021. In the intervening months, Shadron Lehman, the university's Director of Accounting & Business Services will serve as the interim controller until we complete the search for the controller position.

- The annual audit of financial statements and single audit are in the final stages of completion. The goal is to complete the audit by the extension deadline of December 1, 2021.
- The tuition and fee table build was completed for the 2021-22 academic year.
- The Fiscal Operations Report and Application to Participate (FISAP) was completed.
- ABS completed the requirements under HB3509.

Capital Planning & Construction (Michael Smith):

- Michael Smith transitioned from his role as the Director of Facilities Services to the Director of Capital Planning and Construction (CPC). Joining him in his new role are Mike Elliot and Gabriella Eyster who are project managers. This was in response to WOU receiving \$21,615,500 from the state to fund a replacement of the Old Building of Education with a new Student Success Center.
- In addition to receiving funding for the Student Success Center, CPC, will also manage projects funded by Capital Improvement and Repair XI-Q Bonds in the amount of 3.8 million. This includes the current main steam line repair and other projects such as Todd Hall modification to improve the indoor air quality. WOU is also engaging in helping the City of Monmouth to build a new city hall building as the Owner Representative to help manage this project.
- The [Capital Planning and Construction website](#) is currently under construction. This site will include overviews of current and past projects. In addition, updates will also be provided through this website.
- The WOU Salem Grand Opening was held on September 20, 2021. [Click here](#) to view the latest WOU Salem video created by Makana Waikiki via Tik-Tok.
- The ITC project was completed and the building is open for normal operations. This project included major seismic upgrades, new bathrooms and Student Art galleries. In addition to classroom and auditorium remodels.
- The main steam line project is underway and is currently scheduled to be completed by the end of November. As with any project that involves excavation, additional issues were uncovered that required repair. This will likely involve addition time and funds to complete this critical utility. [Click here](#) to view the PowerPoint presentation on the additional steam line issues. [Click here](#) to learn more about WOU's steam system.

Campus Public Safety (Rebecca Chiles):

- Supported WOU's Commencement Ceremony
- Installed 2 new electric vehicle chargers in Lot O
- Prepared Lot W for Future WOU students
- Participated in all Student Orientation Advising and Registration (SOAR) activities including parent information panel
- Assisted Housing with successful move-in
- Participated in many new Student Week events
- Planned Racial Justice Training for officers to complete fall term

- WOU participated in the Shakeout on Thursday, October 21, 2021. The goal is to save lives and prevent disasters from becoming catastrophes. WOU is committed to becoming better prepared, and asked everyone, at the minimum, to practice "DROP, COVER, and HOLD ON" at the specified time. It is only a two-minute commitment for something that can save lives.

Facilities Services (Rebecca Chiles):

- Rebecca Chiles moved into a new role as the Assistant Vice President for Safety & Operations which will oversee Facilities & Maintenance as well as Campus Public Safety.
- Facilities staff completed the WOU Salem remodel and prepared it for grand opening.
- Facilities staff completed Freedom Center Board space on the main floor in the Werner University Center.
- Facilities staff are continuing to work on the third floor of the Administration Building.
- Facilities staff placed air purifiers and cleaning kits in all classroom and meeting spaces.
- The damaged campus trees have been pruned or removed.
- The Giant Sequoia was pruned from ice storm damage and is ready for lights installation on November 9, 2021.
- To follow [HB3294](#), Facilities Services installed menstruation products in at least one bathroom (women's, gender neutral) in every building.
- Facilities staff provided set up for all Destination Western and New Student Week events.

Freedom Center (Makana Waikiki & Arlette Tapia):

- Ana Karaman became the Freedom Center Board Advisor on August 23, 2021.
- WOU's newly established Freedom Center Board has moved into its temporary space in the Werner University Center until the Student Success Center is completed. The Grand Opening event took place on October 1, 2021.
- The Freedom Center Board in partnership with the City of Monmouth, hosted two events to celebrate Latinx Hispanic Heritage Month. The center hosted *Bilingual Story Talk* on September 29, 2021 and *Creating Comunidades* on October 15, 2021.
- The Freedom Center Board concluded Hispanic Heritage month with the kick off of a year-long fundraiser for the Jaime Arrendodo "Soy Monarca" Scholarship and helping to fundraise for two community organizations that support the Farmworkers in Oregon.

- Trustee Jaime Arrendondo was presented with a certificate of recognition for inspiring a generation of undocumented immigrants, DACA recipients, and children of farmworkers who aspire for a better life.
- As of October 26, 2021, 315 students have utilized the Freedom Center space. Of those students, 85% indicated that they visited the center because they were looking for community and a safe space, 70% were looking for a snack, and 15% visited for resources and help.

Human Resources (HR) & Payroll (Heather Mercer):

- Human Resources & Payroll joined the Finance & Administration Division in July of 2021.
- The newly revised mission of Human Resources is to partner with campus to help create and promote a human-centered organizational culture anchored in diversity, equity, inclusion, and respect.
- Human Resources has revised both the bereavement leave policy and the remote work policy in collaboration with the Staff Senate.
- In collaboration with UCS, Payroll is implementing Web Time Entry in phases. By the end of November, 27 unclassified staff members will be setup in Web Time Entry.
- Human Resources has developed the DEI Statement below as an application requirement for middle to high-level management/director positions.
 - Western Oregon University (WOU) is committed to increasing diversity, equity, and inclusion. The [Board of Trustees' Statement on Diversity, Inclusion, Equity, and Accessibility](#) was recently approved on April 21, 2021. Please review the statement and address the following:
 - Explain how you see yourself contributing to WOU's work on advancing racial equity and eliminating systemic racism.
 - How would you demonstrate a commitment to diversity across the WOU campus that values all individuals and respects differences in regard to race, ethnicity, age, gender identity and expression, sexual orientation, religion, disability and socio-economic circumstance?
 - Identify at minimum, one (1) inequity in higher education that you believe needs to be addressed and how you will address that inequity as an employee of WOU.
- Human Resources has hired Mayra Rodriguez Osorio as a bilingual HR Support Specialist to assist in translating documents and providing Spanish interpreting services for faculty/staff to meet with HR.
- Crystal Talitonu will start working in HR on November 1, 2021 as the Talent Acquisition Coordinator.
- The employee vaccine verification & exemption submission period ended on October 22, 2021. The university is 99% compliant with only 4/622 employees who have not submitted either a vaccination record or an exemption.
- [Click here](#) to view the Vacant Positions Report.

Board of Trustees Report – November 17, 2021
Randi Lydum, Executive Director for Intercollegiate Athletics

Intercollegiate Athletics has resumed a full competitive schedule for all sports this fall. The GNAC and NCAA have set minimum COVID protocols for member institutions but have encouraged departments to work within state and local guidance to determine standards for each campus. For outdoor athletic events, spectators are required to wear masks when inside the facility. Beginning November 15, spectators at indoor athletic events will be required to show proof of vaccination or negative COVID test result to gain entry to the facility. Student athletes and athletic staff continue to participate in surveillance testing prior to travel and competition.

The Student Athlete Advisory Committee (SAAC) coordinated our departments NCAA Inclusion social media campaign this fall to highlight WOU's commitment to diversity, equity and inclusion. The themes this year included: My Voice, My Platform (exploring student athlete identities, perspectives and experiences); Championing Change (outlining personal and institutional action steps for inclusive excellence); and Belonging Is... (to support fostering communities of belonging within athletics).

GNAC member institutions are each hosting a Unity game or event this year. Our football, soccer and volleyball teams have each hosted their Unity game which highlights the team's commitment to inclusion. The campaign, United As One, has given our student-athletes the opportunity to bring awareness to the importance of eliminating discrimination and racism in our society. At each Unity game, spectators made donations to the WOU Freedom Center and to Abby's House, Center for Equity & Gender Justice.

WOU hosted the NCAA DII West Region Cross Country Championship on November 6th at the Ash Creek Preserve on campus. Thirty-two men's and women's teams from the CCAA, PacWest, and GNAC raced for the opportunity to qualify for the NCAA Championship. WOU senior Luz Garcia placed 8th in the women's race and qualified for the NCAA DII Cross Country Championship in Saint Leo, Florida on November 20th.

The addition of intercollegiate men's soccer for the 2022-23 season has been a very popular decision. We have hired head coach, Stan Rodrigues and assistant coach Conner Cappelletti, who will begin in January 2022. On November 7th, Coach Rodrigues hosted his first men's soccer camp at WOU with more than 80 participants in attendance.

Board of Trustees Report – November 17, 2021

David McDonald, Associate Vice President for Public Affairs & Strategic Initiatives

SUMMARY OF IMPACTFUL LEGISLATION 2021

2021 approach

The 2021 legislative session was conducted using COVID-19 safety protocols. The capital was closed to the public with only legislators and a limited number of staff permitted in the building. Communications between university representatives and elected officials was limited to digital meetings, phone calls, emails, and text messages. WOU developed a series of short videos (3-5 minutes) that featured WOU students, faculty, staff and alumni. The videos were designed to tell the WOU story and advocate for fiscal support. The Bilingual Teacher Scholars video was produced by students in the Q-Loop Studio in the College of Education. The other videos were produced by WOU Digital Production Services (DPS).

[Bilingual Teacher Scholars Program](#)

[Education Partnerships](#)

[Diversity Initiatives](#)

[Student Success](#)

[Becoming an HSI](#)

[Capital Requests](#)

[Sports Lottery](#)

[Adult Learners](#)

[Transfer Student Success](#)

Policy Bills

SB 1: Permits community college and university mergers

Status: Senate Public Hearing only.

SB 5-8: Name, Image, and Likeness

Impacts intercollegiate athletics and mandates that student-athletes receive a share of the revenue generated by their universities when the athlete's name, image or likeness is

used to generate revenue. Given WOU's limited athletic profile, the legislation will likely have very limited impact on WOU.

Status: Passed

SB 230: EOU, SOU and WOU authority to add professional doctorates. WOU will be able to continue the normal degree approval process.

Status: Passed

SB 233-3: Common Course Numbering (primary transfer bill)

WOU will need to work with the other public universities and community colleges to make progress on common course numbering and demonstrate a commitment to supporting transfer students.

Status: Passed

SB 416: Requires Criminal Justice courses offered by community colleges to be eligible to be treated as social science courses within the associate degree. No impact to WOU.

Status: Passed

SB 551: Healthcare benefits for part-time faculty. WOU HR will need to inform the 40+ part-time faculty of this new benefit. HR has worked with the other public universities to create common language and practice to implement the bill.

Status: Passed

SB 553: Allows students from COFA territory to pay in-state tuition. There is an enrollment opportunity from this bill. Initial passage was aimed at EOU students with their historical success in this area.

Status: Passed

SB 564-1: Requires HECC to design question(s) to identify if a student is a parent or acting as a parent. The question(s) must be used by higher education annually to collect this information. WOU will need to design a data collection process including adding an appropriate Banner field.

Status: Passed

SB 712-1: Changes composition of HECC Commissioners

- Add one public university undergraduate student
- Add one public university graduate student
- Add one public university faculty member
- Add one community college student
- Add one community college faculty
- Add one non-faculty member of the staff from either a public university or community college

WOU will work within the LAC to expand current efforts to identify qualified HECC Commissioners for consideration.

Status: Passed

SB 713-3: Prohibits higher education from requiring prospective students to disclose if the student has a prior criminal conviction. Amended to allow collection of question if required for licensure or placement with youth. WOU will need to update web and print materials for degree programs that have licensure requirements that include criminal background checks such as teacher licensure and law enforcement.

Status: Passed

SJR30: Joint legislative committee on respectful and safe university campuses

Status: Did not move out of committee

SB 854: Changes to composition of university Boards of Trustees

Bill withdrawn as part of agreement. Conditions of the agreement

1. 2022 study to be led by Senator Dembrow. Study will involve AGB and provide feedback and guidance regarding best practices
2. Presidential Search Committees will include at least one faculty, one staff, and one student
3. Board of Trustee email addresses will be included on university web pages
4. At every Board of Trustee full meeting time will be made available for statements from governance groups (Associate Students, Faculty Senate and Staff Senate)
5. At every Board of Trustee meeting an opportunity for the labor unions to provide comments will be provided

HB 2093: Oregon Opportunity Grant restructuring

Status: Ways and Means (4/14)

HB 2166: Education equity bill (K12 instruction). College of Education and Division of Education and Leadership will need to continue their collaborative work with other colleges and universities to help guide the rulemaking process.

Status: Passed

HB 2542: Requires university and community college to display mandatory fees. WOU will need to ensure that the web page provides is accurate and complete regarding mandatory fees.

Status: Passed

HB 2589: Requires universities have the same developmental education and placement tests for high school graduates and GED recipients.

Status: Passed

HB 2590: Creates task force on student success for underrepresented students in higher education. WOU will participate in the process to the fullest extent possible. This will be chaired by Representative Alonso-Leon

Status: Passed

HB 2835: Requires each community college and university to hire a Benefits Navigator, will provide WOU with \$233,450 each biennium. WOU can use this funding to add to the duties of a current employee or add a new employee who will provide this service.

Status: Passed

HB 2868: Establishes minimum educational requirements for teachers of accelerated credit courses.

Status: Did not move out of committee

HB 2873: Alters composition of HECC Commissioners

Status: Did not move out of committee

HB 2876: Required each community college and university to have at least 65% of courses taught by full-time faculty in 2022-23 and 75% thereafter

Status: Did not move out of committee

HB 2919: Requires prominent display on the WOU website of estimated course materials costs for 75% of courses offered. Effective January 1, 2022.

Status: Passed

HB 2949: Requires OHA to create incentives to recruit and retain mental health workforce pipeline including scholarships for undergrad and graduate students. No immediate impact, however does create an opportunity for students in the Behavioral Sciences. Service Learning and Career Development may be able to work with Behavioral Sciences faculty to inform students of the opportunities associated

Status: Passed

HB 2988: Provides health care benefits to part-time faculty

Status: See SB 551

HB 3012: Limits ability of community college or university to refuse new mandatory fees. The bill does not create substantive changes to current WOU practice.

Status: Passed

HB 3156: Requires higher education to pay part-time faculty teaching courses offered for academic credit at least 75% of what a full-time faculty member with identical education and experience would receive.

Status: Did not move out of committee

HB 3255 Requires universities to notify employees who qualify for the federal Public Service Loan Forgiveness Program with materials to increase employee awareness and

participation in the program. This requirement can be met with email and web page content.

Status: Passed

HB 3354: Directs TSPC to adopt standards for educator prep programs

Status: Passed

Appropriations

Oregon Public University Goals:

- \$900M PUSF
- \$200M Opportunity Grant
- 1% Sports Lottery
- \$339,820,000 Capital
- \$12.4M Strong Start
- \$5.6M Benefits Navigator

PUSF (SB 5528)

2019-21	OPU Request	GRB	Co-chair Framework	Final Appropriations
\$837M	\$900M	\$836M	\$886M	\$900M

Capital (SB 5505)

WOU has requested funding for the Student Success Center (old College of Education building) and Health Sciences Building (APSC). WOU produced [a video](#) advocating for its capital project requests. The video featured representatives from the Staff Senate, SEIU, two students, a Vice President from Salem Health. The legislature funded projects according to the HECC rankings. This should be viewed as an indicator that maximizing scoring on the HECC is critical to securing future capital building funding.

The Student Success Center was funded at \$21,615,000.

WOU will look to have the Health Science Building (\$50,242,500) funded in a future legislative session. Of the remaining unfunded projects, the Health Science Building is #3 behind EOU (Loso Hall Renovation Phase II--\$18,265,000) and SOU (Music Hall Renovation--\$13,650,000).

Capital Projects Requested for 2021 Session (G and Q Bonds)

University	Project	Funded Amount	HECC Rank
EOU	Inlow Hall	18,520,000	5
OIT	OMIC R&D Center	5,105,000	Pass through
OSU	Cordley Hall Renovation Phase II	87,065,000	4
OSU-CC	Cascades Student Success Center	14,080,000	2
PSU	Gateway Center Reuse	50,690,000	3
SOU	Cascades Hall Demolition (not bond eligible)	3,500,000	Funded by GF
UO	Heritage Building Renovation	59,245,000	6
WOU	Student Success Center	21,615,000	1
Total		259,820,000	

SECTION 10. (1) A public university that is carrying out a qualified project shall require each contractor in a contract with an estimated cost of \$200,000 or greater to: (a) Employ apprentices to perform 15 percent of the work hours that workers in apprenticeable occupations perform under the contract, in a manner consistent with the apprentices' respective apprenticeship training programs; Enrolled Senate Bill 5505 (SB 5505-A) Page 7 (b) Establish and execute a plan for outreach, recruitment and retention of women, minority individuals and veterans to perform work under the contract, with the aspirational target of having at least 15 percent of total work hours performed by individuals in one or more of those groups; (c) Provide health insurance and retirement benefits to workers; and (d) Require any subcontractor engaged by the contractor to abide by the requirements set forth in paragraphs (a), (b) and (c) of this subsection, if the work to be performed under the subcontract has an estimated cost of \$200,000 or greater. (2) On or before February 1 of each year, each public university that is carrying out a qualified project shall report to the Joint Committee on Ways and Means or Joint Interim Committee on Ways and Means, as part of the report required under ORS 350.379, on: (a) The amount of work performed on qualified projects by apprentices; (b) The amount of work performed on qualified projects by women, minority individuals and veterans; and (c) The types and costs of health insurance and retirement benefits provided to workers by contractors and subcontractors. (3) The requirements of this section are in addition to, and not in lieu of, the requirements imposed under ORS 350.379. (4) As used in this section: (a) "Apprentice" has the meaning given that term in ORS 660.010. (b) "Apprenticeable occupation" has the meaning given that term in ORS 660.010. (c) "Apprenticeship training program" means the total system of apprenticeship that a particular local joint committee, as defined in ORS 660.010, operates, including the local joint committee's registered standards and all other terms and conditions for qualifying, recruiting, selecting, employing and training apprentices in an apprenticeable occupation. (d) "Minority individual" has the meaning given that term in ORS 200.005.

Vice President Karaman is leading the design process that will have significant student representation and input.

The universities also requested \$80 M for Capital Improvement and Renewal (a.k.a. Deferred Maintenance). The legislature approved this. The funds will be distributed to the universities based on a formula created in conjunction with HECC. **WOU will receive 4.86% of this or \$3,887,284.** This is an increase of \$852,922 (28%) over the 2019-21 biennium.

Capital Improvement and Renewal (CIR)

2019-21	OPU Request	GRB	Co-chair Framework	Final Appropriations
\$65M	\$80M	\$80M	Not released	\$80M

Strong Start (SB 5528)

Funds the creation of summer bridge programs at the universities to support the successful transition of high school and community college students whose learning was impacted by COVID-19. This is a new appropriation to the universities.

University	Amount
EOU	\$900,000
OIT	\$400,000
OSU	\$500,000
PSU	\$2,000,000
SOU	\$500,000
UO	\$1,100,000
WOU	\$800,000

WOU created a new Orientation Director in anticipation of this bill. WOU will provide up to 200 new Oregon students the opportunity to participate in a two-week summer orientation. Students who are eligible to receive the Oregon Opportunity Grant will also receive a \$1,000 stipend to offset loss of income so that they may participate in this opportunity. The WOU program, [Destination Western](#), supported approximately 150 students with academic supports in math and writing and provided college success and socialization guidance. As of the end of the 4th week, 100% of Destination Western students were still enrolled at WOU. The public universities are working to secure funding to continue this program beyond 2021-22.

Benefits Navigator (HB 2835)

Each university will receive one FTE (\$110,000 including OPE) and \$5,000 S&S in year 1 and a 3% inflation increase in year 2. WOU is conducting a search for this position.

Sports Lottery (SB 5528)

Oregon statute permits the legislature to allocate up to 1% of the available lottery revenues to higher education for scholarships for athletes (88%) and graduate students (12%). The universities requested the statutory maximum of 1%. WOU produced [a video](#) to help advocate for the scholarships. The video featured one alumni and five current student-athletes.

Sports Lottery Funds

Appropriations	2017-19	2019-21	2021-23 (estimate)	2023-25 (projected)*
WOU	1,162,716	2,440,561	2,854,500	2,887,500
Total	8,240,000	14,099,089	16,500,000	17,500,000

*Assumes that the same distribution percentages for 2023-25 as 2021-23

American Rescue Plan Act (ARPA)

Members of the Oregon legislature were provided the opportunity to allocate funds from ARPA to meet needs within their district. Members of the House of Representatives were authorized to allocate \$2M and members of the Senate have \$4M.

- Senator Patterson allocated \$300,000 for scholarships for the WOU Bilingual Teacher Scholars program.
- Representative Evans allocated \$2,000,000 for the Monmouth/Independence Trolley.

ARPA Appropriations to Public Universities

Campus	Amount	Description	Sponsor
EOU	0		
OIT	0		
OSU	0		
OSU CC	1,000,000	Child Care Center	Rep. Kropf
PSU	400,000	Open for Fall, Open for All	Rep. Reynolds
SOU	0		
UO	0		
WOU	300,000	Bilingual Teacher Scholarships	Sen. Patterson

Oregon Opportunity Grant (SB 5528)

2019-21	OPU Request	GRB	Co-chair Framework	Final Appropriations
\$160M	\$200M	\$171.2M	\$171.2M	\$200M

Bills with a legal focus

SB 302: Requires reporting of allegations of sexual assault to law enforcement agency

Status: Did not move out of committee

HB 2207: Raises limitations on Tort Claims Act

Status: Did not move out of committee

HB 2214: Disclosure of payment for outside legal counsel

First report to the Attorney General due no later than January 2, 2022.

Items to be reported include:

- Types of matters handled by outside counsel
- Number of litigation matters handled by outside counsel
- Total amount spent on outside counsel categorized by type of matter

Attorney General shall report to legislature no later than July 1 , 2024

- The use of outside counsel and
- Summary of the process for use of outside counsel by public universities in other states

Status: Passed

HB 2224: Limits amount public bodies can charge for employee time to respond to public records request

Status: Did not move out of committee

HB 2270: Add class size and caseload limits to mandatory collective bargaining subjects

Status: Did not move out of committee

HB 2474: Expands eligibility for protected leave under Oregon Family Leave Act during health emergency

Status: Passed

HB 2638: Liability limits for certain claims related to COVID-19

Status: Did not move out of committee

RECENT ACTIVITIES

Grants

- Wrote and was awarded a HECC grant to support the re-engagement and enrollment of students impacted by COVID-19. The grant will provide \$445,017 to support scholarships and staffing. \$200,000 will be used to support WOU student scholarships, and the remainder will support two staff in the Office of Student Success and Advising. These staff focus on student retention and degree completion. The grant duration is 9/1/2021 through 12/31/2024.
- Requested \$30,000 from the ECMC Foundation to support the Cesar E. Chavez Leadership Conferences (fall '21 and Spring '22).

Health Science

- Working with Provost Winningham, WOU was able to get the Doctorate in Physical Therapy approved by HECC. The program request will next move to the regional accreditor and national Physical Therapy accreditor.

COVID Safety Team

- Continued to lead the meetings of the WOU COVID Safety team that is focused on policy and practice that supports a safe and effective educational and workplace for students and employees.
- Participated in the COVID-19 Re-opening meetings held by the seven public universities and OHSU.

Enrollment

- Facilitate the weekly meetings of the Strategic Enrollment Group that is focused on improving student enrollment.

FUTURE ACTIONS AND FOCUS

For WOU 2020-21 academic year was a challenging period that was best characterized as one of painful budget reductions and strife. The 2021-22 academic year is one of

rebuilding WOU's reputation and standing. Actions focused on enrollment, community partnerships, and Diversity, Equity and Inclusion (DEI) are the central themes and working with legislators, the Governor's office, and state agencies are critical focal points in re-positioning WOU as a strong institution worthy of state support and investment.

PRIORITIES

Enrollment

- Strategic Enrollment Committee: continue to facilitate the weekly meetings and workgroups that are created to address specific topics such as Communications, registration holds, Winter term yield, and work flows.
- Chemeketa Community College is the primary community college partner. Future actions with Chemeketa include a possible joint Cabinet meeting, a strong student-centered partnership that creates a seamless transition from Chemeketa to WOU.

Fiscal

- Steam pipe Replacement. Have initiated conversations with state legislators and federal delegation to identify and secure funds to support the replacement and repair of the failing steam pipe.
- Destination Western continued funding. WOU received approximately \$800,000 to support expanded orientation programs that support new student success. The funding was provided by the legislature as a one-time appropriation. WOU will work with the other public universities to attempt to secure continued funding for the orientation programs.
- Federal Congressionally Directed Spending Request. This funding is similar to the earmarks that used to be awarded by Congress. WOU will work with the delegation to secure funds that support long-term fiscal health. Possible areas of funding requests include health sciences, service to BIPOC communities, social justice, and infrastructure.

CAPITAL

In addition to the steam pipe replacement WOU has three priority projects for the near future. Each project is a remodel or upgrade, and each will support increased student enrollment.

- Health Sciences Building. This is a remodel of the APSC building.
- Athletic Fields Upgrade. This includes replacing current natural grass football field with a larger astro-turf surface that will support both football and soccer as well as upgrade lighting to be more effective and more energy-efficient.
- New PE. This project includes ADA, Title IX and safety upgrades as well as a new playing surface, new bleachers and other needed modernization upgrades.

Board of Trustees Meeting - November 17, 2021

Erin McDonough, Executive Director Advancement & WOU Foundation

WOU Foundation & Development

Updated mission: To strengthen, serve and support Western Oregon University.

Gifts: Through Oct. 31, 2021 – committed: \$559,994 (1,076 gifts); received: \$546,963.

- Total Foundation Donations 10 Year Comparison, following
- Total Foundation Net Assets 10 Year Comparison, following

Staff team: We hired two new employees Noah Carrillo, part-time Accounting Tech and Morgan Harris as the Annual Giving Officer. We have three open positions: Development Officer, Executive Assistant and a part-time Gift Accounting Tech.

Foundation Events – Fundraising & Stewardship

Wolves on the Green Golf Scramble supporting Women's Athletics

- Held July 29, 2021 at McNary Golf Club
- 30 teams of golfers, \$9,000 net

President's Dinner Club Events

- Five private dinners for 12-30 guests at each dinner happened during Sept and October to thank donors – Benefactors, Heritage Society, and annual donors of \$1,000 or more.
- One appreciation event for Foundation Board members at St. Josef's Winery in Canby.

Annual Giving: Prior to hiring a full-time person, the team worked to create the year-end report mailing and support the return of fans to Athletic events and tailgating via Wolves Club renewals. The licensed crowd-funding platform is being used by four teams and they have raised nearly \$50,000 with this tool.

Corporate sponsorships: Confirmed investment by US Bank, Maps Credit Union, Oregon State Credit Union, Independence Hotel, Corvallis Clinic, and MINET.

WOU Foundation Board of Trustees: New officers include Chair Mike Morgan and Vice Chair Kelly Atkinson. Cori Frauendiener moved to the past chair role.

Comprehensive Campaign

Consultant: We have hired CCS Fundraising to support our efforts. Daniel Heiss is our full-time consultant with management support from Travis Carley. Daniel is on campus approx. one week per month. The six-month contract started Sept. 16.

Current activities include: An evaluation of campaign progress, analysis of institutional and constituent giving history, creation of case for support and collateral, evaluation of leadership, operational meetings, and building of more accurate portfolios. Trainings will begin at the WOUF Board Retreat on Dec. 11.

Smith Fine Arts Series (SFAS)

[Smith Fine Arts Series](#) believes that live performing arts contribute to richer, fuller lives - and everyone deserves that opportunity. SFAS provides access to quality cultural experiences and enrich lives throughout Polk County and beyond.

44th Annual Season

- New [online ticketing](#) system launched in October
- Six shows total, next shows include:
 - Dec. 4 – Vianna Bergeron Brazilian Jazz
 - Jan. 14 – Rainbow Dance Theater

Annual Smith Fine Arts Series Auction – Embrace the Music

- Online auction ran from Nov. 3 – 7, live virtual event Nov. 7
- Rely on event to cover approx. a third of the annual budget

Alumni Engagement

Drive through commencement alumni booth: On June 12, we set up red tents in the parking lot where staging was taking place for the drive through. As graduates and their families arrived, they visited our booths and we handed out alumni swag bags to each grad as well as offered alumni giveaways. The swag bags included the commencement program, a stainless-steel coffee mug, WOU stickers, a pen, a lapel pin, their alumni card, WOU balloons, and a couple of other items. By doing this, we were able to talk to many graduates and their families and give grads a gift, as a token of appreciation and congratulations. In total, a team of volunteers put together 850 grad bags.

WOU Alumni Board: In July, the WOU alumni board appointed a new set of officers to all positions. Doug Ladd '87 is the new alumni president, Victoria Scholerman '04 is the past-president, Griffin Bates '00, '03 is the new vice president and CM Hall '00 is the new secretary. All these members are enthusiastic and passionate about WOU and share our vision for goals and future endeavors. We are also adding members to the board and searching for new members to join our fun and creative team.

Homecoming and Hall of Fame Weekend: On Oct. 8 and 9 alums from all over came back to campus for Homecoming and Hall of Fame weekend. Friday's activities included tours, lunch with the interim president, a reunion for classes of 1970 and 1971 and a student-athlete alumni reunion. Saturday included the Hall of Fame induction ceremony where we inducted three (3) new Hall of Fame members into the Wolves Athletic Hall of Fame. Members this year included Kurt Davis '71 for wrestling and football, the late Duke Iverson (his award was received by longtime family friend Share Hendrick) for coaching and Katie Torland-Hein '11 for women's basketball. We were thrilled to have the Hall of Fame back after a four-year hiatus.

Alumni Affinity Groups: Formalized new alumni volunteer structure, including formalizing group charter and application. Worked closely with Earth Science alumni for their group to be the first official Alumni Affinity Group, including a launch event during Homecoming.

Other events and highlights:

- Hosted tailgates during three home football games in October, starting a new tradition to honor a veteran at home football games (this is an effort between Alumni Engagement and Veteran Resource Center),
- Worked with several campus departments to gather and collect alumni information for surveying and program design.
- Continue sending monthly enews – Pawprints.

Strategic Communications & Marketing

Social media (May 29 through Oct. 25)

- Total followers: 23,040
- Instagram follower growth: 129 (5,822 total)
- Facebook follower growth: 182 (11,567 total)
- Twitter follower growth: 48 (4,808 total)
- YouTube subscriber growth: 56 (843 total)

Media relations

- Worked with CM Hall on OPB Think Out Loud segment (airing in November)
- Handled multiple media inquiries. Topics: vaccination requirements, vaccination rates, enrollment, award from Polk County for hosting vaccination clinic, WOU:Salem grand opening coverage

Staff Team

- Hired four students: writer, social media content (2) and photographer
- Final stage of refilling Senior Graphic Designer position
- Launching search for part-time bilingual/bicultural translator to support marketing and HSI goals

Website

- Created Professional Development page (hidden for now)
- Overhauled suite of Admissions pages (62 pages)
- Overhauled Veterans Resource Center pages
- Regularly updated wou.edu/coronavirus pages
- Completed website for Oregon Council of Presidents
- Reworked wou.edu/familia page in conjunction with Admissions
- Daily maintenance of thousands of wou.edu pages
- Daily tech support and trainings for campus community

Graphic design

- Designed full array of undergraduate Admissions recruiting materials, including viewbook, fair brochure, Funding Your Future brochure, stickers, magnets, pennants, campus visit signage and many, many others
- Designed schedule posters and social media templates for Athletics
- Multiple projects with Advancement and WOU Foundation, including Wolves on the Green, Homecoming, Holiday Tree Lighting, Year-End Wrap-up and many others

- Designed all ads for fall advertising blitz (approx. 20 pieces)
- Created full suite of campus signage for COVID safety measures
- Updated campus map for campus kiosks and website
- Designed "Future site of Student Success Center" sign for in front of Old Ed

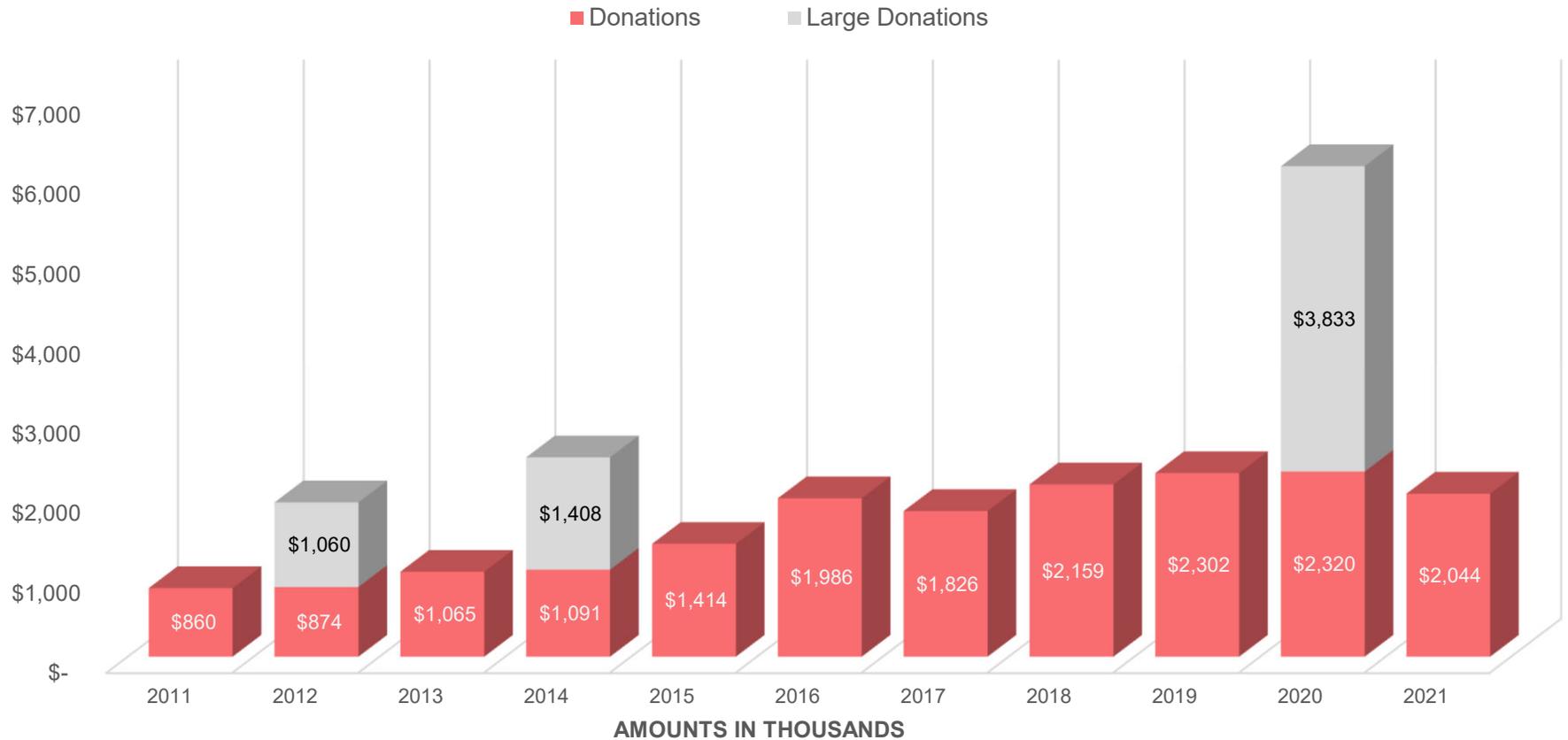
Marketing

- Branding for WOU:Salem building (approx. 15 vinyl pieces on walls and pillars) and Welcome Center
- Managed fall advertising blitz – see details pages 7-10 below.
- Partnered with Academic Affairs on marketing grant program, provided consultation to thirteen (13) academic programs to help them prepare proposals
- Welcome Wolves banner on Monmouth Ave. from August – Sept.

Campus support

- Participated in planning for WOU:Salem Grand Opening on Sept. 20
- Consulted on WOU Community Health/Polk County Health Department COVID outreach team
- Worked with Partnership Specialist on website, marketing and other content
- Coordinated picture day for faculty and staff and disseminated photos (108 participants)
- Supported Destination Western program

WOU FOUNDATION Audited Annual Contributions



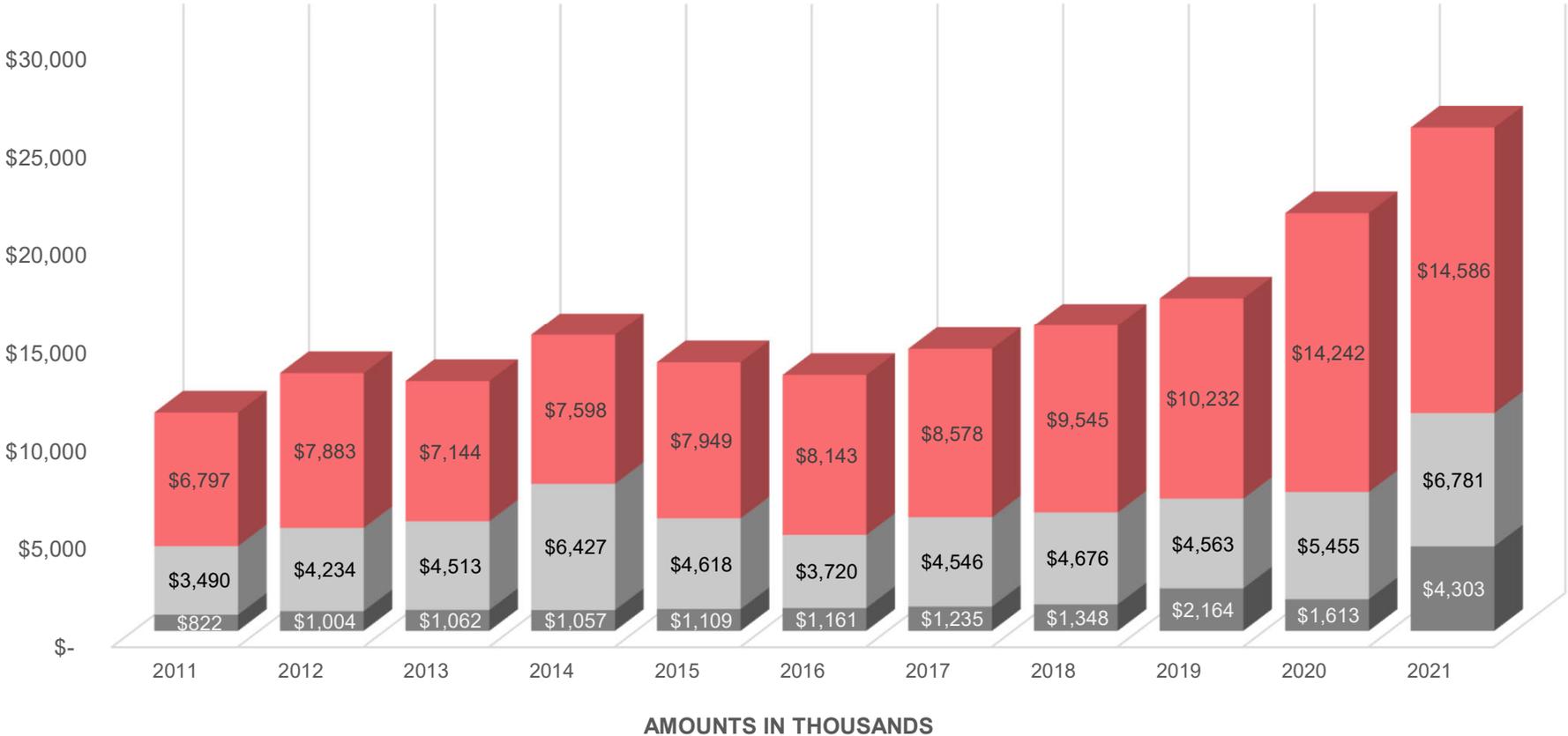
Notes:

- *No Gifts-in-Kind included in Donations
- *FY12 includes \$1.06M for DeVolder Family Science Center
- *FY14 includes \$1.4M for Woodcock Education Center
- *FY20 includes \$2.83M for Woodcock Campaign Pledge & \$1M Legacy Gifts

WOU FOUNDATION Audited Net Assets



■ Unrestricted ■ Restricted ■ Endowments



Advertising summary for fall '21

Provided by Marion Barnes, Director Strategic Communications & Marketing

KOIN advertising \$30K

Ran 8/25 to 10/17 on multiple platforms

- CTV/OTT (366,763 impressions, 97% completion rate)
- Display (216,741 impressions, 262 clicks)
- Pre-roll (228,395 impressions, 750 clicks)

Messaging for most of it: It's not too late to apply for fall '21. Last two weeks: Check us out for fall '22

Summary:

6,000 website visits for both students and parents

- Most household visits came from Salem, Dallas, Monmouth, Independence
- Second-tier household visits came from Beaverton, Hillsboro, Portland and Woodburn
- 2X to 4X the national average for click-through rate (CTR)
- CWhat segment continues to be available online

Spanish language radio \$8K

Ran 8/16 to 10/10 on multiple stations (El Rey and La Pantera, both AM and FM)

30-second ads ran at least 4 times a day

Messaging: Follow your dreams, apply for fall '21 (below). Last two weeks: Check us out for fall '22

"No es demasiado tarde para lograr tus sueños en Western Oregon University."

It's not too late to realize your dreams at Western Oregon University."

"Pero no se ni donde empesar o como voy a poder pagar"

But I don't know where to start or how I'll afford it.

"Aún estamos aceptando aplicaciones y tenemos Ayuda Financiera disponible para el Otoño del 2021."

We are accepting applications and have financial aid available for fall 2021.

Tengo tantas preguntas! Como me comunico?

I have many questions. How do I connect?

Visitanos el la pagina web, W-O-U punto E-D-U diagonal familia

Visit us online at wou.edu/family.

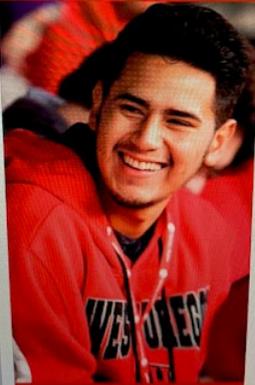
Tal vez si sera posible?

Maybe it will be possible.

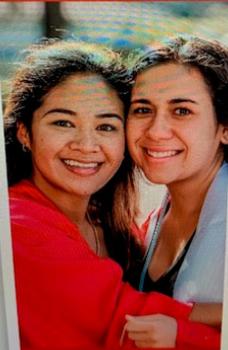
"¡Echale ganas!"

Give it all you got!

Catholic newsletters \$8K
August and September messaging

<p>Procrastinators welcome!</p> <p>Western Oregon University continues to accept students for fall term 2021.</p> <p>You still have time to apply for admission and financial aid!</p>  <p>Learn more at: wou.edu/whywou</p> <p>Western Oregon UNIVERSITY Together we SUCCEED</p>	<p>¡Echale ganas!</p> <p>No es demasiado tarde para lograr tus sueños en Western Oregon University.</p> <p>Aún estamos aceptando aplicaciones y tenemos Ayuda Financiera disponible para el Otoño del 2021.</p>  <p>Para más información, visita wou.edu/familia</p> <p>Western Oregon UNIVERSITY juntos logramos METAS</p>
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October and November

<p>Prepare to give back to your community</p>  <p>For more information visit: wou.edu/family</p> <p>Western Oregon UNIVERSITY Together we ACHIEVE</p>	<p>Prepárese para retribuir a su comunidad</p>  <p>Para más información, visita wou.edu/familia</p> <p>Western Oregon UNIVERSITY juntos logramos METAS</p>	<p>Train for the work you want</p>  <p>For more information visit: wou.edu/family</p> <p>Western Oregon UNIVERSITY Together we ACHIEVE</p>	<p>Fútbol masculino, próximo otoño del 22</p>  <p>Para más información, visita wou.edu/familia</p> <p>Western Oregon UNIVERSITY juntos logramos METAS</p>
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Billboards \$50K

Six billboards in Salem on I-5, facing both directions in vicinity of North Salem/Keizer Station

Duration: Four months each, starting at various times this fall. Last one taken down in January

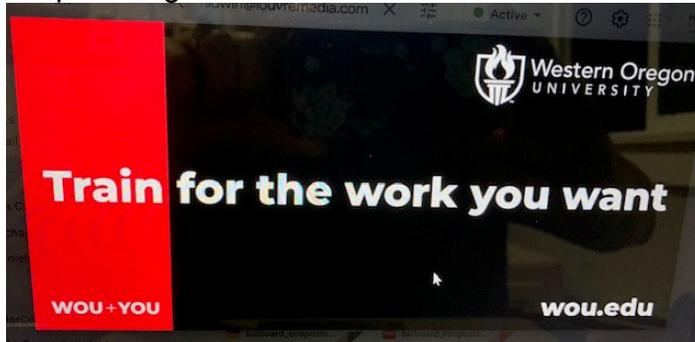
Messaging:

Train for the work you want

Chart your own path

Live your passion

Prepare to give back



Echale Ganas



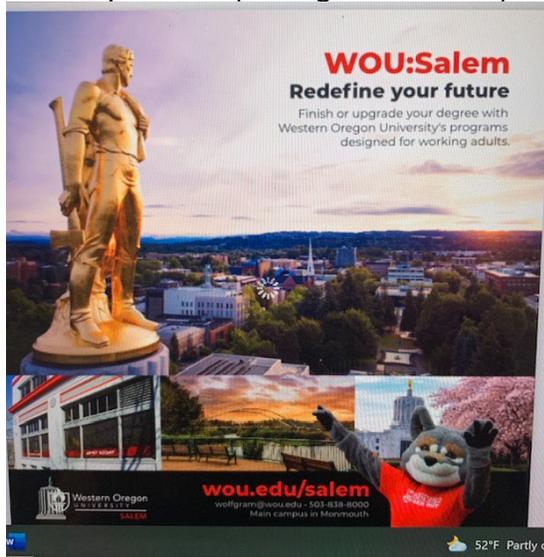
Digital billboard (It's not too late; Now hiring; men's soccer; Fall Preview Day)

Alternating messages

Note: The above tactics were possible because of a special expenditure authorized by Interim President Jay Kenton for a focused campaign to boost fall '21 enrollment. **If we wanted to have this level of market saturation year-round to raise WOU visibility, it would mean an additional \$402,000 needed for marketing and advertising each fiscal year.** Currently, our budget allows us to spend \$90,000 maximum on marketing and advertising per fiscal year (including the tactics below).

Ongoing efforts

PDX airport ads (through March '22)



Travel Salem relocation packet flier (topic: Living near a college town)

Ads managed by RNL (social media, text message, etc.)

Yard signs throughout state

Current/new efforts

FB/IG ads \$2K per month, targeting Oregon, Hawaii, Washington and Alaska

Portland Trail Blazers Yearbook



Spotify \$1K per month (Train for the work you want)

YouTube/Google ads \$1K per month (Come visit us)

Board of Trustees Report – November 17, 2021
Dr. Rob Winningham, Provost & Vice President for Academic and Student Affairs**WOU:Salem**

WOU:Salem and the Vick Building are open and operating. We had a series of events from September 20 through September 25:

- Ribbon Cutting, Monday, September 20
- Alumni & Donor Welcome, September 22 & 23
- Employee Reception, September 24
- WOU:Salem Faculty & Student Orientation, September 25

You can view the grand opening video:

<https://www2.wou.edu/nora/woutv.video.viewer?pvideoid=1659>

And, here are links to the news coverage

- Salem Reporter: <https://www.salemreporter.com/posts/5032/wou-welcomes-first-students-to-new-salem-campus>
- Salem Statesman Journal: <https://www.statesmanjournal.com/story/news/education/2021/09/20/western-oregon-university-opens-doors-new-salem-location/8371566002/>
- Salem Business Journal (2008): http://www.salembusinessjournal.com/pdf/2008_05_sbj.pdf

525
TRADE

Earn your degree at WOU:Salem

Once-a-week, face-to-face classes begin September 27, 2021

Graduate Programs

- MA in Organizational Leadership
- MS in Rehabilitation and Mental Health Counseling

Undergraduate programs

- BA in Interdisciplinary Studies
- BAS in Liberal Studies
- Certificate in Professional Writing

WHY NOT NOW?

More information: salem@wou.edu
525 Trade Street SE, Salem, OR

Degree completion via online + WOU:Salem options

- BS/BAS in Psychology
- BS/BAS in Criminal Justice

WOU is transfer friendly

- Oregon's AAOT degree satisfies all general education requirements: Get straight to completing your major!
- BAS degree options allow for AAS degree holders to complete a four-year degree in 90 or fewer additional quarter credits. Your AAS credits count!
- With our Degree Partnership Program with Chemeketa, you can be dually enrolled!

Together we **ACHIEVE**

Willamette Promise Summer Leadership Institute

In partnership with the Willamette Education Service District, WOU hosted the Willamette Promise Summer Leadership Institute from August 19-21. Thirty rising seniors from 14 different high school came to WOU's campus to:

- work on college scholarship essays (Cornelia Paraskevas),
- meet peers from other schools,
- get to know WOU faculty and BOT member Jaime Arredondo
- dream about their futures and take concrete steps to get there,
- build skills and confidence and interests,
- get comfortable with the MacBook Pro that each student was awarded and that will carry them to college and beyond

These kids, all of whom will be first generation college students and many of whom speak a language other than English in their homes:

- Practiced study skills with a biology professor (Erin Baumgartner)
- Talked about how they adapt their language to their context (Rosario Peralta Cortez)

TOGETHER WE
SUCCEED

- Learned, through trial and error, how to communicate more effectively (Sarah Sheldrick)
- Tried out different crime scene investigation techniques (Graham Rankin and Patty Flatt)
- Danced and programmed, or made astonishingly life-like casts of their hands, or learned some stage combat moves (Daryl Thomas, Pete Hoffecker Mejia, Ted deChatelet)
- Created vision boards of their futures
- Shared what they learned with each other and us

Video: <https://www.youtube.com/watch?v=ewcLI71244M>



Photos courtesy of the Willamette Education Service District

Graduate Programs

Overall graduate student enrollment for Fall 2021 is lower than in Fall 2020, though four programs have seen increased enrollment for Fall 2021 compared to Fall 2020.

3-Year Graduate Student Headcount Comparison			
Program	Fall 19	Fall 20	Fall 21 (as of 10.11.21)
MS Education	49	66	63
MA Teaching	58	78	72
MS Special Education	69	70	65
MS Educational Technology	34	25	24
MS Management & Information Systems	18	6	.
MS Rehabilitation Counseling	24	40	44
MA Criminal Justice	11	14	18
MA Interpreting Studies	26	34	36
MS Deaf & Hard of Hearing Education	39	15	1
MA Teaching-Elementary	24	8	.
M.M. Contemporary Music	9	8	6
M.A. Organizational Leadership	21	35	38
End/Auth/CTL (only)	4	6	6
Specializations (only)	11	3	5
Certificate (only)	7	8	10
Total	404	416	388

This Fall, we've formed the Graduate Student Advisory Council to the Dean of Graduate Studies and Research. The council will begin meeting this term and will advise Dean Fouts throughout the year on policies and circumstances that affect graduate students in an effort to better support student success.

The Graduate Office is excited to support new programs and initiatives that were approved last year, including:

- The MS in Justice Studies and 2 new Criminal Justice Certificates (Advanced Juvenile Justice Studies, Social Justice)
- 2 new Organizational Leadership Certificates (Adaptive Leadership, Enabling Leadership)
- The [Accelerated Undergraduate to Master's Pathway](#) (a.k.a., the AUMPathway)

Sponsored Projects Office

In FY 2021, the Sponsored Projects Office (SPO) helped submit 68 external funding proposals. The proposals were led by 39 different faculty and staff members from across campus and totaled just under \$23 million in requested funding. This is up from FY 2020, in which 55 proposals were submitted with close to \$20 million in requested funding. FY 2021 WOU proposals are faring well; as of October 12, 2021, 41 of the 68 proposals have been funded totaling close to \$11.7 million in new awards so far.

FY 2022 is also off to a strong start and we're continuing to see an upward trend in grant submissions: \$1.1 million in proposals had been submitted by this time in FY 2020 (by Oct. of 2019), \$3.7 million in proposals had been submitted in FY 2021 (by Oct. 2020), and as of Oct. 2021, \$4.5 million in proposals have been submitted.

The Sponsored Projects Office produced a Fall 2021 newsletter which contains a review of proposal activity and highlights grants from across campus:

<https://wou.edu/research/2021/10/12/fall-2021-newsletter/>

In collaboration with the Accounting and Business and Budget Offices, SPO is rolling out the new [Distribution of Indirect Cost Recovery Policy](#). The roll-out is currently in Phase 1, which is focused on setting up distributions of recovered indirect funds to PIs, Divisions/Centers, and their respective area of campus. SPO is offering campus presentations as well as individualized meetings across campus to explain the policy and the roll-out.

Library and Academic Innovation

After a year of rapid adaptation and actively seeking student and faculty feedback, Library and Academic Innovation (LAI) has undergone a year of transformation.

Library and Academic Innovation has a new shared [mission, vision, and values](#) that align with WOU's strategic plan. The Library has a new [Information Literacy Program](#), a new [Collection Development Plan](#) and an updated [Collection Development Policy](#).

As of Fall 2021, WOU's transition from Moodle to Canvas learning management system is complete. Center for Academic Innovation is offering new [faculty development programs](#) as well as instructional design consultations and support for teaching with technology.

LAI envisions the Hamersly Library as a more welcoming space for BIPOC students. As one step in this direction, the Library has begun to implement bilingual English/Spanish directional signage, bookmarks and brochures.

Check out the Library's updated list of [WOU Faculty and Staff Publications!](#)

The Library's [OER Program](#) has saved WOU students approximately \$840,553.29 as of September 2021 (detailed report submitted by Sue Kunda). Our goal is to reach over one million dollars in student textbook savings by July 2022.

The Library celebrated [Latinx Hispanic Heritage Month](#) by hosting a Bilingual Story Talk with President Jay Kenton and Admissions Director Anna Hernandez-Hunter on September 29, 2021. This well attended event was coordinated by Freedom Center Co-Director Makana Ripley in partnership with the Freedom Center Board,

City of Monmouth, and City of Independence. This was the Library's first major in-person event since March 6, 2020.

Registrar's Office

The Office of the Registrar completed a review of potential graduates from the last seven years and was able to identify and resolve missing graduation requirements for twenty-eight undergraduate students. Their degrees were awarded and diplomas were issued on September 10th.

This past summer we awarded a total of 176 baccalaureate degrees to 171 undergraduates and 29 graduate degrees and certificates were awarded to 25 graduate students.

Student Success and Advising

Student Success and Advising (SSA) hosted 635 virtual and phone advising appointments including 228 individual appointments for new and incoming students over the summer. SSA hosted five virtual advising events in June and July, with support from faculty advisors across campus. SSA advisors also provided in-person and virtual advising support during eight on-campus orientation events.

The Degree Completion project has been quite successful with 92 Degree Completion students enrolled in fall term courses. These are students who SSA staff reached out to and helped get them re-enrolled. The Degree Completion advisors also have been instrumental in awarding 40 students with HERFF funds to allow them to return to school to complete their degrees. This work continues into the fall term.

SSA hired two temporary employees to work with students who have been impacted by Covid-19. Maggie Newton is our Degree Completion advisor and Travis Tyler is our Covid-19 Retention and Persistence advisor with a focus on our students athletes. The SSA staff engaged in their own cultural competency training while reading the books *White Fragility* and *How to be Anti-racist*.

SSA was also involved with the *Destination Western* program that brought approximately 150 incoming students to campus, several weeks early to learn additional academic skills before starting the term. SSA provided daily presentations on academic skills, keynote speakers, and a cohort leader for the program.

[Destination Western Student Video](#)
[Destination Western Staff Video](#)

College of Education

The College of Education programs recently partnered with Admission staff to host 30 high school students from Clatsop County high schools in partnership with programs at Clatsop Community College. Students had fun learning a bit of American Sign Language, playing with the green screen technology with our student-led video production team called Q-Loop Studios, and left their mark on the COE graffiti walls in the Woodcock building.

Faculty in the Division of Creative Arts and the Division of Education and Leadership collaborated to design undergraduate pathways for educator endorsements in music and drama. These pathways were recently approved by Teacher Standards and Practices Commission and will add flexibility for students on our campus. An undergraduate pathway in art is also in development.

The DeafBlind Interpreting National Training and Resource Center in the College of Education's Research & Resource Center with Deaf* Communities received a \$2.1M grant from the U.S. Department of Education's Rehabilitation Services Administration. Co-principal investigators CM Hall and Heather Holmes continue leadership transforming services, access, and communication norms for DeafBlind individuals across the country expanding and normalizing Protacticle (formerly protactile ASL).

Co-principal investigators Dr. Maria Dantas-Whitney and Dr. Kristen Pratt were recently notified that they have received a \$350,000 continuation grant from the Oregon Department of Education to continue their Rural Partnerships Pathways Program grant (RP3) streamlining degree completion and licensure pathways for teachers in Douglas, Clatsop, Tillamook, Lincoln, Linn, and Benton counties.

College of Liberal Arts and Sciences

The College of Liberal Arts & Sciences continues to do outstanding work. Some of our current accomplishments and initiatives include:

- Thirteen LAS programs (Business, Art & Design, Music, Theatre, Dance, Creative Production, Cybercrime Investigation, Humanities, Spanish, Math, Chemistry, Social Science and Organizational Leadership) successfully submitted proposals for marketing grants and these programs are already actively engaged in innovative marketing efforts.
- Newly approved and still-in-process programs that we expect to commence in Fall 2022 include a new graduate program, Master of Justice Studies; undergraduate degrees in Creative Production, Cybercrime Investigation, and Data Analytics; certificates in Public & Nonprofit Management, as well as basic and intermediate

- Spanish, German, French, and Public & Nonprofit Management; and new educational endorsements in Theatre Education and Music Education.
- Over the summer, program reviews were fully completed in Music and Theatre. Self-studies were completed in Information Science, Computer Science, Math and History, and external reviews for those programs are now pending.
 - On September 22, LAS and COE faculty jointly participated in a full day of DEI training workshops with nationally renowned specialist Dr. Nicole Stokes of St. Joseph's University in Philadelphia, Pennsylvania. Initial assessment data shows a highly positive response to this training.
 - Dr. Jaime Marroquin, Associate Professor of Spanish, and Sue Kunda in the Library have assisted with publishing an open educational resource with a WOU imprint, *Hispanic Origins of Oregon*, authored by Dr. Olga Gutiérrez Rodríguez. This volume will be shared with several archival organizations.
 - Our Model United Nations club has a strong fall membership and will attend an in-person Model UN conference with Clark College and Lewis & Clark University in Portland this November.
 - Dr. Leanne Merrill, Assistant Professor of Mathematics, was honored as Educator of the Year by the Monmouth-Independence Chamber of Commerce last spring.
 - Dr. Leigh Graziano, Director of First Year Writing and Associate Professor of English, is proud to announce the publication of the second anthology of first-year student writing, *Unbound: A First-Year Writing Anthology*: <https://wou.edu/english/first-year-writing/first-year-writing-unbound/> This work showcases the excellent work by a diverse range of our first-year writing students.
 - Dean Cassity and our Director of Service Learning & Career Development, Dr. Adry Clark, continue to co-lead the American Council of Education's Learner Success Lab. Currently they are working with a faculty/staff/administrative steering committee to develop key recommendations for the upcoming report due to ACE in Spring 2022, and in preparation for what we hope will be an in-person site visit from our ACE facilitator, Dr. Mary Churchill, in the Winter 2022 term.
 - Drs. Leanne Merrill and Leigh Graziano, directed the content delivery in Math and Writing for the inaugural *Destination Western* program in the two weeks preceding fall term. Other participating faculty included Katherine Schmidt, Tandy Tillinghast, Samantha Morgan, and Maddie Hannah for Writing; and Cheryl Beaver, Brenda Bradley, Chris Mock, and Andrew Nerz for Math.
 - Dr. Lucas Cordova, Assistant Professor of Computer Science, continues to work on a prestigious National Science Foundation grant titled "*Testing Tutor - An Inquiry-Based Pedagogy and Supporting Tool to Improve Student Learning of Software Testing Concepts.*"
 - This year our Information System program started its first online cohort of IS students, recruited largely from Portland Community College. This is currently the only online pathway for an Information Systems degree in the state.
 - We were all deeply saddened by the untimely death last April of our longtime Chair of Business & Economics, Dr. Hamid Bahari-Kashani. We would like to thank Dr. John Leadley for stepping up last spring to serve as interim chair, and Dr. Bojan Ilievski for stepping up as the new Business & Economics Division Chair. Kudos are also due to

Kathy Witwer for her outstanding work with the Business students during this difficult time.

- We are actively engaged in developing transfer articulations with both Chemeketa and Linn-Benton Community Colleges, and Dean Cassity is now engaged in regular meetings with deans at both colleges as they select programs to focus on in the current academic year.
- The Criminal Justice Sciences Division formed the Center for Restorative Justice & Re-entry at Western Oregon University in Spring 2022, along with an accompanying scholarly journal.
- A group of faculty and staff are currently working on developing an Ethnic Studies program. This work is being spearheaded by Social Sciences Division Chair Dr. Mary Pettenger.
- Several LAS faculty have recently published notable works. In English Studies, Dr. Cornelia Paraskevas recently published a book, *Exploring Grammar Through Texts*; Dr. David Hargreaves just published a volume of poetry, *Running Out of Words for Afterwards*; and Dr. Henry Hughes' poem "Two Minds, Cooking, Friday Night" was nominated for "Best of the Net for 2021" by Ruminant Magazine. Dr. Ryan Topper will be co-editing a special issue on "Poetics from the Global South" for the prestigious journal *Interventions: An International Journal of Postcolonial Studies*.
- Dr. Emily Plec, Professor of Communication Studies, received a \$4000 grant to engage WOU students from foster care backgrounds with community foster youth in online program and event planning to serve foster youth statewide. Dr. Plec is also currently delivering a one-credit online workshop in Race, Power & Privilege, developed in conjunction with the national organization SpeakOut.
- Dr. Patricia Gimenez-Eguibar, Professor of Spanish, was a featured speaker at two events celebrating Hispanic Heritage Month. The first was presented alongside Governor Kate Brown, the Consuls of both Spain and Mexico, and others: https://youtu.be/W_0PVzQRRYc (her talk is at [23:16](#)). The second was presented at the Chehalem Cultural Center: <https://www.chehalemculturalcenter.org/events-calendar/2021/hhm-lecture>.
- NTT Assistant Professor of Dance Les Watanabe's film entitled "2020-2021" was selected for "Best Editor for Short Film" in the 2021 Mysuru International Film Festival. This was a film created last year for our Spring Dance Concert featuring our outstanding dance majors and minors.
- NTT Assistant Professor of Dance Cynthia Garner-Guitierrez is choreographing a new work, *Milagro*, a musical currently in development by Portland singer-songwriter Anna Gilbert and celebrated Guatemalan singer-songwriter Gaby Moreno.
- Last July, Valley Shakespeare Company at WOU gave six performances for live audiences on the outdoor stage outside of Rice Auditorium.
- Behavioral Sciences Division faculty Drs. Melissa Cannon, Jay Schwartz, Alicia Ibaraki, Kathy Espino-Perez, Tracy Powell, and Chehalis Strapp all published work in peer-reviewed publications within the past few months.

Partnerships Program

The purpose of recently hired partnership program is to “grow and strengthen WOU’s opportunities and ability to provide fiscally productive educational programs and experiences for external partners.” As part of this purpose, one main area of focus is to “develop partnership opportunities and relationships.” Jessica Murfin was hired to serve as our Partnership Specialist. Jessica has already begun setting up professional development workshops for not-for-credit educational opportunities and she has found many meetings with internal and external stakeholders, including OHSU, SEIU, the Governor’s staff, and local city leaders. We are developing a catalog of offerings that WOU currently offers (for-credit and not-for-credit) and a system to manage the contracts, invoicing and delivery to external partners. Another focus of this work is to take advantage of our WOU:Salem campus to expand our offerings and service to the Salem area.

Marketing Academic Programs

Academic Affairs has partnered with MarCom to request submissions to fund targeted marketing efforts by academic programs. In October, we awarded 13 grants between \$1600 and \$8000 to engage in marketing efforts that had a high probability of bringing new students to WOU. Many of the proposals were quite creative and most will help develop relationships and a pipeline from high schools and community colleges to WOU. The criteria for funding were to have a proposal that had a high potential of bringing new students to WOU, an identified target audience that could be reached and a plan that could be implemented by faculty leads.

WOU has contracted with one of the most respected higher education support organizations, EAB, to help us recruit returning students and undergraduate students. Other universities who have done similar work with EAB have had remarkable success from this partnership. Admissions, Graduate Studies, WOU-Salem, College of Liberal Arts and Sciences, College of Education, MarCom, Institutional Research and University Computing Solutions have all been involved in implementing this work.