



**MEETING OF THE WOU BOARD OF TRUSTEES
MEETING NO. 41 – JUNE 9, 2021
1:00 PM – 5:00 PM**

MEETING MINUTES

I. CALL-TO-MEETING / ROLL CALL

Chair Betty Komp called the meeting to order at 1:01 PM and asked Secretary Hagemann to take roll. The following trustees were present:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Rex Fuller
Linda Herrera
Betty Komp
Cec Koontz
Malissa Larson
Leah Mitchell
Doug Morse

Hagemann reminded the Board and audience that the meeting was livestreamed.

II. CHAIR'S WELCOME

Komp welcomed the Board and virtual audience to the meeting. Komp announced that Trustee Baumgartner would be stepping off the Board. Trustees Koontz and Arredondo, both original trustees with Baumgartner, offered words of gratitude. President Fuller reflected on his time with Baumgartner from the Board's inception. Dr. Karaman, Trustee Morse, and Trustee Larson added tributes to Baumgartner.

Komp also shared her appreciation for President Fuller at his last Board meeting before his retirement. Baumgartner, Morse, Koontz, Gabbi Boyle, Arredondo, Castillo, and Ambris all expressed words of appreciation for Fuller on the occasion of his retirement.

III. CONSENT AGENDA ([Appendix A](#))

1) Meeting Minutes:

a) [April 21, 2021](#)



- b) [May 12, 2021](#)
- 2) Proposal for new minor:
 - a) [Ethics and Social Justice](#)
- 3) [FY21 Management Report](#) (As of April 30, 2021)
- 4) [Grants over \\$100,000](#)
- 5) [Internal Audit Plan](#)

Chair Komp called for a motion to approve the consent agenda as included in the written docket materials. Larson moved approval and Koontz seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Linda Herrera
Betty Komp
Cec Koontz
Malissa Larson
Leah Mitchell
Doug Morse

Fuller is non-voting. No trustees opposed the motion. No trustees abstained from the motion.

The motion passed.

IV. PUBLIC COMMENT

Chair Komp asked Hagemann if any individuals were signed up for oral public comment. No individuals were signed up, but Hagemann reminded the Board that the Board's Office sent out a link to all of the written public comment received at board@wou.edu earlier in the week.

V. SHARED GOVERNANCE REPORTS

- 1) [ASWOU](#)
- 2) [Faculty Senate](#)
- 3) [Staff Senate](#)



Chair Komp observed that none of the shared governance groups were offering oral testimony at the Board meeting and their respective written reports were included in the docket materials.

VI. PRESIDENT'S REPORT (Cabinet full reports in [Appendix B](#))

Executive Order 20-28 states: The governing board of each public university or community college must, at each regular board meeting, review the plan referenced in this paragraph, and any amendments thereto.

The Presidents Report's report includes an update on the University's safe operations during COVID-19.

Chair Komp recognized President Rex Fuller for his president's report. He addressed the following topics:

- Updated the Board on COVID-19 reopening efforts, including a vaccination requirement;
- Updated the Board on the DEI Task Force to recommend DEI efforts;
- Use of federal monies to hire a limited duration employee on degree completion;
- Creation of a summer orientation Strong Start program with the state's COVID funds;
- Demonstration of upward enrollment trend in graduate programs;
- Announcement of Randi Lydum as the Executive Director of Intercollegiate Athletics;
- Hosting the softball and track & field GNAC championships;
- Updated the Board on the student vaccination incentive program;
- Increase in in-person events in Student Affairs consistent with the state's COVID guidance;
- Recognition of Black Student Union and Lavender graduation;
- DEI training in Student Affairs and DEI in the Workplace certificate programs from the University of South Florida;
- Recognition of student writing awards and the Academic Excellence Showcase;
- Partnership with Central School District for student summer enrichment programs;
- Recognition of Dr. Phyliss Lee, '57 as Alumni Award of Excellence recipient;
- Addition to two new public safety officers;



- Review of the impacts of the three tranches of federal funding;
- Impact of federal funds on budget and enrollment;
- Updated the Board on budget modeling for FY22;
- Updated the Board on fundraising activities, including the WOU Wolves Athletic Auction; and
- Updated the Board on the Fall 2021 recruitment status, including yield activities and face-to-face events over the summer.

VII. BREAK

Chair Komp called for a 15-minute break.

VIII. SHOWCASE PRESENTATIONS:

- 1) [Multicultural Student Services & Programs](#) | Director Anna Hernandez-Hunter

Chair Komp recognized Anna Hernandez-Hunter for her presentation on Multicultural Student Services & Programs. Monica Cerda-Ortiz, WOU student, joined Hernandez-Hunter for the presentation. Hernandez-Hunter explained the evolution of the Multicultural Students Services & Programs (“MSSP”) office, including elements of recruitment, mentoring programs, and retention and graduation support. Hernandez-Hunter offered the MSSP mission and described many elements of its services, including Conexiones, the On-Track Program, and the Cesar Chavez Leadership Conference. She also described the peer-to-peer programs and diversity events sponsored by MSSP across campus.

Hernandez-Hunter introduced Monica Cerda-Ortiz to describe her experience with MSSP. Cerda-Ortiz is a recent WOU graduate and is currently enrolled in a graduate program. She shared her personal MSSP experiences with the Board, including MSSP’s role in her success and how the personalized support impacted her college journey. Cerda-Ortiz outlined the safe spaces, the ability for the advisors to speak to unique challenges, and her ability and comfort to ask questions during her time on campus as a student. She stressed the value of representation and MSSP’s role in that for students of color on campus. Trustee Ambris shared that he was involved with MSSP during his time as a student and asked Cerda-Ortiz how the program has changes since 2000. She shared the biggest change was the number of students impacted by MSSP programming. Trustee Arredondo echoed his support and appreciation for MSSP.



- 2) [University Cultural Competency Advisory Committee \(UCCAC\) and University Diversity & Inclusion Advisory Committee \(UDIAC\)](#) | Ryan Hagemann, UCCAC chair & Gabbi Boyle, UDIAC co-chair

After the MSSP presentation by Hernandez-Hunter and Cerda-Ortiz, Chair Komp turned to Gabbi Boyle and Ryan Hagemann for a joint presentation on activities of the University Diversity & Inclusion Advisory Committee (UDIAC) and the University Cultural Competence Advisory Committee (UCCAC).

Boyle started the presentation with UDIAC's efforts to develop and draft the university's Diversity Action Plan (DAP). Before her presentation, she offered a land acknowledgement and stressed that the DAP would track the Board Statement on Diversity, Equity, Inclusion and Accessibility. Boyle stressed that the Board Statement and the DAP should be in conversation with one another. Boyle noted the efforts to establish a DEI office and the intentional DAP language tracking each of the Board's seven DEI priorities. Boyle offered that UDIAC was continuing to collect feedback about the DAP from university stakeholders.

Komp asked the Board if there were any questions for Boyle regarding UDIAC's efforts to draft the DAP. The Board asked about signage and the possibility of incorporating different languages into the university's signage. Boyle noted that signage was among the top priorities from their campus survey on DEI priorities, in addition to cultural competency and physical spaces. With no other questions for Boyle and UDIAC, Komp acknowledged Hagemann for the UCCAC update.

Hagemann observed the overlap between the UDIAC and UCCAC efforts and shared that the specific requirements of HB 2864 (2017) charged the campus with specific cultural competency obligations. He outlined the bill's requirements and how they tracked the structure the university decided to use. Hagemann noted that WOU had a 12-person committee to ensure that administrators, faculty, staff and students each had equal weight on the committee. He noted that UCCAC's three committees—goals, training, and assessment—tracked the bill's requirements.

Hagemann also noted, like UDIAC and the DAP, UCCAC's work tracked the Board's DEI statement and the UCCAC work would focus on the first four goals: climate, students, employees and curriculum. He described the general UCCAC goals in each of these areas and the tactics under each standard that UCCAC would recommend the campus pursue. He specifically observed that UCCAC divided up the university's cultural competency training approach to general training the fall, unit-specific training in the winter, and individual work in the spring.

The Board asked about stakeholder reactions and Hagemann deferred to Boyle as UDIAC had conducted multiple stakeholder meetings on the DAP. She noted that many expressed frustrations that it seemed to take the university too long to undertake these DEI efforts. She shared that the campus was ready for DEI action. Trustee Koontz asked about human resources efforts to maintain employees of color, particularly during times of layoff. Before the end of the presentation, Boyle also shared with the Board efforts surrounding search advocacy training for the university's HR searches.



IX. ACADEMIC & STUDENT AFFAIRS COMMITTEE (ASAC)

1) Committee Chair Report

Chair Komp asked ASAC Chair Jaime Arredondo for a brief ASAC report. Arredondo addressed the following topics: brief introduction of SB 230 work, COVID reopening, and financial aid reports. Arredondo asked Dr. Rob Winningham to update the Board on the passage of SB 230, which would permit the state's three regional campuses to offer professional doctorate programs. Winningham offered a brief report on SB 230, which provided WOU with the authority to offer professional doctorates. He explained the efforts to pursue a Doctorate in Physical Therapy program.

2) Committee Recommendations for Board Action/Discussion

There were no other ASAC topics for action or discussion.

X. FINANCE & ADMINISTRATION COMMITTEE (FAC)

1) Committee Chair Report

Chair Komp recognized FAC Chair Koontz for a brief report. Koontz addressed the following topics: standing reports from UBAC, UTAC, and Facilities. Koontz described FAC discussions on remodeling and air quality reconfigurations due to COVID. Koontz turned to the FAC action items and asked that the preliminary budget be described prior to the quasi-endowment action item.

2) Committee Recommendations for Board Action/Discussion

a) [FY2022 Preliminary Budget](#)

Chair Komp asked Koontz and Dr. Ana Karaman to continue with the FY2022 preliminary budget. Following the written docket materials, Karaman started the presentation with the education & general funds, including the assumptions that were included in the construction of the preliminary budget. She described the months-long budget process to construct the budget and the work of the Tuition and Fee Advisory Committee (TFAC). Karaman described the impact of on-line course fees on the budget during COVID when most of the course offerings were on-line and the anticipated reduction in this revenue when the campus returned to in-person offerings. She also observed the important assumptions of a ten percent reduction in enrollment and the scope of the state appropriation to the construction of the budget.

Karaman observed that the universities were optimistic that the full \$900M for the public university support fund would materialize and that a ten percent enrollment decline was a conservative assumption. She outlined personnel expenses and the assumption—in building the budget—that the pay adjustments would be frozen for the faculty and the unclassified ranks. She observed the static S&S budgets and the work on campus to capture S&S



savings. Karaman also took care to describe the impact on one-time CARES act and other federal funds on the university's budget. She highlighted that the university would use \$3M of one-time federal funds to reimburse itself for personnel expenses that would have a one-time effect on the fund balance and budget for the university.

Karaman asked Director of Budget and Planning Camarie Moreno to describe the auxiliary budgets. Moreno went through incidental fee budgets, as well as housing, dining, debt payments, parking, and athletics. Karaman stressed again that one-time federal funds were not incorporated into the budgets because the budgets were constructed with recurring expenses and revenues. She noted that the \$3M personnel reimbursement would result—considering all assumptions—in a balanced budget for the fiscal year, but, again, without the federal funds in future years, the \$3M deficit that would otherwise appear would return in future budget cycles.

Koontz asked for questions, observing the two major factors would be enrollment and the impact of one-time federal funds. She also noted that contract negotiations with the university's unions would impact the ultimate budget as well.

After discussion, Koontz shared that the Finance and Administration Committee recommended approval of the preliminary FY22 budget as included in the written docket materials. Komp called for a motion to approve the FY2022 preliminary budget proposal as presented and included in the written docket materials. Koontz moved approval and Morse seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Linda Herrera
Betty Komp
Cec Koontz
Malissa Larson
Leah Mitchell
Doug Morse

Fuller is non-voting. No trustees opposed the motion. No trustees abstained from the motion.

The motion passed.

b) [Quasi Endowment](#)

Chair Komp asked Koontz and Dr. Ana Karaman to introduce the quasi-endowment proposal. Karaman described the university's DEI efforts and the interest to establish stable funding for the initiatives. Amid the impact of one-time federal funds and the university's quasi-



endowment, Karaman noted that two DEI efforts were identified for funding: The Freedom Center and the new DEI office. While some of the work could be seeded with one-time funds, the Finance and Administration Committee was recommending the transfer of fund balance into the quasi-endowment so the earnings could be used as a stable source of funds for the Freedom Center and the DEI office. Komp asked about funding for years beyond the current biennium and Karaman described the effort to include the efforts in the university's base budget—with help from the quasi-endowment's earnings—in order to ensure that base funding existed over time. Karaman also noted that investment decisions for the quasi-endowment would be dictated by the investment policy that the Board approved aside the creation of the quasi-endowment. Trustee Morse observed that even amid budget difficulty, the DEI initiatives were too important to the institution and the university needed to make the investments.

After discussion, Komp called for a motion to approve the quasi-endowment proposal as presented and included in the written docket materials. Koontz moved approval and Castillo seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Linda Herrera
Betty Komp
Cec Koontz
Malissa Larson
Leah Mitchell
Doug Morse

Fuller is non-voting. No trustees opposed the motion. No trustees abstained from the motion.

The motion passed.

XI. BREAK

Chair Komp called for a 15-minute break.

XII. EXECUTIVE GOVERNANCE & TRUSTEESHIP COMMITTEE (EGTC)

1) Committee Chair Report

Chair Komp updated the Board on the recent EGTC meeting. Chair Komp shared with the Board that Trustees Evans, Arredondo, and Koontz will serve as the three trustees on the search committee for the regular presidential successor. Komp noted that Evans would serve as search chair of the committee. Komp shared that she would be working to appoint the



search committee's members as well with help from the university's shared governance groups to nominate faculty, unclassified, and classified staff to serve.

2) Committee Recommendations for Board Action/Discussion

a) [Board Standing Committee on Diversity, Inclusion, and Equity](#)

Chair Komp called on Hagemann to introduce the diversity standing committee proposal. Hagemann described the necessary revisions to the Board Statement on Board Committees to create the Board DEI Committee. He noted that if the DEI Board Committee was approved, its next order of business would be to draft a charter for the Board's consideration at a future meeting. Trustee Foster asked about committee membership and whether, with four board committees, if some trustees would need to serve on more than one committee.

After discussion, Komp called for a motion to approve the creation of a Board standing committee on diversity, inclusion and equity as presented and included in the written docket materials. Komp moved approval and Arredondo seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Linda Herrera
Betty Komp
Cec Koontz
Malissa Larson
Leah Mitchell
Doug Morse

Fuller is non-voting. No trustees opposed the motion. No trustees abstained from the motion.

The motion passed.

b) [Vice Chair Election](#)

Chair Komp introduced the EGTC's recommendation regarding the election of Doug Morse at the Board's vice chair. After discussion, Komp called for a motion to elect Doug Morse as vice chair as presented and included in the written docket materials. Komp moved approval and Mitchell seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo



Jim Baumgartner
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Linda Herrera
Betty Komp
Cec Koontz
Malissa Larson
Leah Mitchell
Doug Morse

Fuller is non-voting. No trustees opposed the motion. No trustees abstained from the motion.

The motion passed.

XIII. FINAL ANNOUNCEMENTS

With no final announcements, Komp asked Hagemann to move the Board into executive session.

XIV. EXECUTIVE SESSION: Interim President

The board will convene in executive session pursuant to ORS 192.660(2)(a) (“To consider the employment of a public officer, employee, staff member or individual agent.”) Representatives of institutionalized news media are permitted to attend under ORS 192.660(4) on the condition that matters discussed in the executive session remain undisclosed. Pursuant to ORS 192.660(6), there will be no action during the executive session.

Chair Komp asked Hagemann to announce the required transition into executive session. Hagemann stated that the Board was moving into executive session pursuant to ORS 192.660(2)(a) to consider the employment of a public official. Hagemann stated, other than the Board, Dr. Jay Kenton and Board staff were permitted to attend the session. Hagemann continued the members of the institutionalized news media, consistent with ORS 192.660(4), were permitted to attend the session on the condition that deliberations remain undisclosed. There were no members of the news media. Hagemann concluded that there would be no final action, consistent with ORS 192.660(6), in the executive session.

XV. INTERIM PRESIDENT

After the executive session, the Board returned to open session. Chair Komp recognized Vice Chair Arredondo to introduce his recommendation for interim president. The recommended motion, included in the written docket materials, was:

Consistent with Board Statement on Presidential Vacancies and the interim president guidelines, Vice Chair Arredondo recommends that the Board appoint Dr. Jay Kenton as interim president of Western Oregon University at an annual salary of \$248,004 at 1.0 FTE for



a term starting July 1, 2021 and ending when the Board appoints a regular successor as president. Vice Chair Arredondo also recommends that the Board delegate to the Board Chair or her designee the authority to negotiate, finalize, and execute an employment agreement or contract consistent with this motion.

Chair Komp called for a motion to appoint Dr. Jay Kenton as interim president consistent with the motion and as presented and included in the written docket materials.

Koontz moved appointment and Allen seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen
Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Linda Herrera
Betty Komp
Cec Koontz
Malissa Larson
Leah Mitchell
Doug Morse

Fuller is non-voting. No trustees opposed the motion. No trustees abstained from the motion.

The motion passed.

After approval, Komp asked Dr. Kenton for any comments and he shared that he was looking forward to working with the Board and he would do his darnedest for the university.

XVI. ADJOURNMENT

Chair Komp adjourned the meeting at 5:50 PM with a quorum of the Board.

RYAN JAMES HAGEMANN
Secretary to the Board of Trustees