



**MEETING OF THE WOU BOARD OF TRUSTEES
MEETING NO. 39 – APRIL 21, 2021
1:00 PM – 5:00 PM**

DRAFT MEETING SUMMARY

I. CALL-TO-MEETING / ROLL CALL

Chair Betty Komp called the meeting to order at 1:00 PM and asked Secretary Hagemann to take roll. The following trustees were present:

Zellee Allen (left the meeting at 4:22 PM)
Jerry Ambris (joined the meeting after roll call)
Jaime Arredondo
Jim Baumgartner
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Rex Fuller
Linda Herrera
Betty Komp
Cec Koontz
Malissa Larson
Doug Morse

The following trustees were absent:

Leah Mitchell

II. CHAIR'S WELCOME

Komp welcomed the trustees and the public to the meeting. Before turning to the agenda, Komp shared some comments focused on board and campus efforts related to diversity, equity and inclusion. Chair Komp acknowledged the verdict in the Derek Chauvin trial, shared that the shared governance groups ceded their time in order to facilitate a presentation on student needs, the Board will pursue the creation of a standing committee on diversity, equity and inclusion at the June meeting, the Board will hear a joint presentation from the University Diversity and Inclusion Advisory Committee (UDIAC) and University Cultural Competence Advisory Committee (UCCAC) in June, and the Board will hear any updates on the president's DEI budget task force.

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

1) Meeting Minutes:



- a) [February 17, 2021](#)
- 2) Proposal for new certificates:
 - a) [Elementary Certificate in Spanish](#)
 - b) [Intermediate Certificate in Spanish](#)
 - c) [Elementary Certificate in French](#)
 - d) [Intermediate Certificate in French](#)
 - e) [Elementary Certificate in German](#)
 - f) [Intermediate Certificate in German](#)
 - g) [Certificate in Public and Non-profit Management](#)
 - h) [STEM Educational Leadership Graduate Certificate](#)
- 3) [FY21 Management Report](#) (As of February 28, 2021)

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

Zellee Allen
Jaime Arredondo
Jim Baumgartner
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Linda Herrera
Betty Komp
Cec Koontz
Malissa Larson
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 anyone was signed up for public comment. In addition to the written public comment received at board@wou.edu that was distributed to the trustees prior to the meeting, there were two individuals signed for telephonic public comment.



Lauren Berry discussed her appreciation for the Board's support of students over her four years at WOU. She shared her experiences on the track & field team and service as the Student Athlete Advisory Committee president. She offered, as a woman of color, that appreciated the change she has seen on campus over the past four years, but stated that there much more work to do. Berry urged the Board to listen to the student voices later in the meeting.

Dr. Mark Perlman addressed the Board regarding the Article 15 process, the elimination of the philosophy major and minor, and his layoff pursuant to the plan. He described philosophy as an essential academic program at WOU and his concern about data and budget information in the construction of the Article 15 plan. Trustee Baumgartner acknowledged Dr. Perlman's testimony and Trustee Campbell inquired about the budget expert the faculty union commissioned.

V. SHARED GOVERNANCE REPORTS

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

Chair Komp shared that all of the shared governance groups yielded the time for their regular reports in order to facilitate a presentation from Makana Waikiki regarding student needs. This is separate from the written reports from Faculty Senate, Staff Senate, and ASWOU that were a part of the written docket materials.

Chair Komp recognized Waikiki for her presentation. Waikiki started by acknowledging the Faculty Senate, Staff Senate, and ASWOU for ceding their time to accommodate her presentation. She shared a comprehensive proposal from BIPOC students and noted the impact of many external factors, including the Chauvin verdict, Black Lives Matter, and the pandemic. She stated that the student needs proposal contains two types of need: five fiscal and three re-evaluations.

Waikiki shared with the Board that the funding for the proposal would be \$1M that had been earmarked to backfill incidental fees. Waikiki enumerated the five fiscal asks from the proposal: Freedom Center of space for BIPOC students, full funding for incidental fee-funded services, needs from student-athletes, including uniforms, a new Director of Equity and Inclusion, and restoration of IFC reserves.

After outlining the fiscal requests, Waikiki turned to the re-evaluation needs of the proposal. She offered data of faculty and students of color and demonstrated that the university needed new priorities. Waikiki stated that a new hiring plan for faculty and staff, formal reconsideration of the re-opening plan, and a series of public forums with the Board were among the re-evaluation needs. Waikiki stated that she provided links for the full proposals for each of the elements of the presentation.

Trustee Baumgartner asked Waikiki two questions: did she work with the university administration and staff on the presentation and whether or not the incidental fee-related



requests were considered by the IFC itself? Waikiki represented that she was a UDIAC member and was asked to join the president's DEI budget task force. She represented that the task force would be allocating money that was not already earmarked. Waikiki asked Baumgartner for clarification about his incidental fee question. Baumgartner reiterated that he wondered why IFC did not fund the requests she included in the presentation and why IFC would want the Board revisiting line items in the IFC budget.

Waikiki stated that if everything were to be fully funded through the IFC process, the fee would be near \$500 each term and IFC needed to make thoughtful budget decisions. She reiterated her representation that the previously \$1M earmarked for the incidental fee backfill was available for the proposals. Trustee Morse and Baumgartner continued with questioning about the \$1M and whether or not there would be sufficient funds to continue to pay the salaries of new employees. Baumgartner asked why this was the third meeting where the Board was addressing incidental fees. President Fuller and Vice President Karaman answered Baumgartner's questions. Fuller explained that because of remote instruction, the incidental fee was significantly under-realized. He noted that in order to sustain IFC-funded services, he offered to backfill the budgets with other funds on the condition that no changes were made to the IFC budget mid-year. \$1M was allocated to backfill IFC budgets in the fall and \$1M was reserved for future backfills, but the IFC decided, instead, to change the fee mid-year in order to collect sufficient incidental fees to fund services. Karaman clarified that because the \$1M reserved for incidental fee backfill was not used, it would drop to the fund balance and assist the university to ameliorate its structural deficit.

Baumgartner reiterated that the Board was not acting on the proposal and the Board needed to ensure proposals were well-vetted before considering the possibility of action. He noted that the president or the board had not seen the proposal until the presentation. Fuller described the new DEI budget task force and the scope of its work, including due diligence on funding and how to ensure base-funded proposals are sustained. Waikiki observed that students need to jump through many hoops to be heard and wondered if the Board would be aware of her presentation if the shared governance groups had not ceded their time.

Trustees Arredondo expressed his appreciation for the student presentation and Trustee Herrera echoed the sentiment and shared her support for the elements of the presentation. Trustee Campbell thanked Waikiki and asked about the possibility of a special meeting to continue the conversation. Chair Komp asked Hagemann about adding an action item to the agenda and he advised six trustees could add an item to the agenda for consideration. Campbell moved to add discussion of a possible special meeting to the agenda and Trustee Foster seconded the motion. Komp asked Hagemann to take a roll call vote. The following trustees voted in favor of the motion:

Zellee Allen
Jaime Arredondo
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Linda Herrera
Doug Morse



Fuller is non-voting.

The following trustees opposed the motion:

Jim Baumgartner
Betty Komp
Cec Koontz
Malissa Larson
Doug More

No trustees abstained from the motion.

The motion passed.

After eight trustees agreed to amend the agenda, Campbell moved to convene a special Board meeting prior to the June 9, 2021 board meeting to hear student voices on student needs. Trustee Allen seconded the motion. Before the vote, Baumgartner stressed that working with the administration and staff would be the preferable course of action because the Board was not going to act without staff analysis and recommendations. Trustee Larson appreciated the urgency, but observed that it was critical to hear from many voices in crafting proposals for diversity and inclusion. Trustee Castillo echoed the sentiments and stressed that there would be much staff work to be completed and it was too important to rush. Waikiki concluded the importance of acting now.

Chair Komp asked Hagemann to restate the motion. The motion on the floor was to hold a special Board meeting prior to the regularly scheduled June board meeting to specifically hear of student concerns raised by Waikiki's presentation on student needs. The following trustees voted in favor of the motion:

Zellee Allen
Jaime Arredondo
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Linda Herrera

The following trustees opposed the motion:

Jerry Ambris
Jim Baumgartner
Betty Komp
Cec Koontz
Malissa Larson
Doug Morse

Fuller is non-voting.



No trustees abstained from the motion.

The motion passed.

Because of the length of the discussion and special motions, Chair Komp moved the break up to before the president's report.

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. Fuller addressed the board on the following topics:

- Reopening updates as required by Executive Order 20-28;
- Updates on the Willamette Promise and accumulation of student credits;
- Degree completion outreach in Student Success & Advising;
- Update on return of spring intercollegiate athletics competition;
- Information on students participating in housing, dining, and campus recreation;
- Information on the Program for Undergraduate Research Experiences (PURE);
- Update on the normal cycle of academic program review;
- Information on the Teacher Standards and Practices Committee external review of the College of Education;
- Update on the change to S/NC grading;
- Update on the dimensions of this year's commencement ceremony to have both a virtual and in-person component;
- Information about the West Valley Hospital COVID-19 vaccination clinic on-campus;
- Update on the changes to the new instructional FTE and budget processes in Academic Affairs;
- Update on the impacts of the ice storm from February 2021;
- Information on the HB 2864 committee and cultural competence efforts;



- Update on legislative efforts to increase the state appropriation in the Public University Support Fund;
- Information on tranches of federal CARES and American Rescue Plan funding for WOU;
- Information on the learning management system (LMS) transition;
- Update on the high rate of successful activity in sponsored projects; and
- Information on the success of Giving Day 2021, from \$5000 in 2016 to \$213,230 this year.

VIII. THEME: Academic Affairs

1) [Graduation and Retention Rates](#) | Dr. Michael Baltzley & Dr. Sue Monahan

Chair Komp recognized Dr. Michael Baltzley and Dr. Sue Monahan for a presentation on graduation and retention rates. The presentation falls under the “Academic Affairs and Programs” theme of the April board meeting. Monahan started the presentation with key themes and turned to Baltzley to discuss institutional research capacity. Baltzley described the reorganization of institutional research into Academic Affairs, the IR dashboard, and the efforts to bring awareness to the campus community about resources and data that already existed. He demonstrated access to data and discussed the creation of new peer comparator list based on objective factors.

Monahan continued the presentation by reviewing key graduation and retention metrics. She started with 6-year graduation rates and observed the rates were within a confined range from 40 to 45% and noted that the university needed to improve its 6-year graduation rates. Monahan pivoted the conversation to whether or not 6-year graduation rates were equitable distributed and observed, in the past, Hispanic graduation rates outpaced the rates of the general student population, but this was not true for the 2020 class. Monahan also asked how 6-year graduation rates were changing over time and shared that rates for almost all subgroups had dropped slightly.

After describing 6-year graduation rates, Monahan discussed the elements of graduation rates and started with first to second year retention rates. Again, she noted that they were constrained to a specific range of values and turned to whether or not the university was retaining its students equitably. Monahan outlined some significant disparities, particularly between male and female students. She walked the Board through 4-year graduation rates as a foundation for student success and an indicator for the 6-year graduation rate. She shared notable upticks in the 4-year graduation rates. She moved on to how 4-year graduation rates had changed over time and observed the significant increase in 4-year graduation rates. Monahan outlined various initiatives over the past five years that likely impacted the increase in 4-year graduation rates, such as advising interventions, focus on affordability, advising software, 180-credit degree plans, and the general education design. Baltzley concluded the presentation by describing the strong correlation between the 4- and 6-year graduation rates.



Fuller and Winningham reiterated the positive trend analysis of the 4-year graduation rates. Arredondo discussed the importance of the pipeline of Hispanic students. Monahan noted the importance of using comparators to gauge progress.

2) [ACE Learner Success Lab](#) | Dr. Adry Clark & Dr. Kathy Cassity

Chair Komp recognized Dr. Adry Clark and Dr. Kathy Cassity for a presentation on graduation and retention rates. The presentation falls under the “Academic Affairs and Programs” theme of the April board meeting. Cassity offered the Board a brief description and overview of the ACE Learner Success Lab. WOU was one of ten universities selected nationally to participate in the program. The Lab is a comprehensive change management process that facilitates continuous improvement through intentional transformation of institutional systems, process, programs, and cultures around student success. She noted that the prevailing context of higher education—increased competition for students, declining traditionally aged students, diversification of students, and dwindling financial resources—drives the focus on continuous improvement.

Cassity and Clark stressed that learner success is at the center of the project and is focused on student career readiness, life design and completion, and persistence. Cassity observed that the project gives the university the opportunity to work at the quality of the experience while students are at WOU and the degree to which students feel prepared for both work and life when they leave WOU. Cassity and Clark described the process, the creation of a steering committee with subcommittees, and a site visit. Cassity noted that, though the site visit, the facilitator observed that WOU was on the verge of being an inclusive community. They both returned to essential questions important to the Lab experience, such as how the university defined student success, what is career readiness and what is completion. Clark stressed the importance of the DEI lens and turned to a SWOT analysis as a part of participating in the ACE program. Cassity noted that the committee intended, after a second site visit, to complete its draft report in Spring 2022.

Komp asked if doctoral students were assisting with the project and Cassity shared that a master’s student in Organizational Leadership was the graduate assistant for the Lab. Trustee Foster observed that the gap between approaching inclusion and systemic support was the theme of the day. Foster shared that the Lab committee should contemplate how to integrate findings into the new strategic planning effort.

IX. ACADEMIC & STUDENT AFFAIRS COMMITTEE (ASAC)

1) Committee Chair Report

Chair Komp asked ASAC Chair Jaime Arredondo for a brief ASAC report. Arredondo highlighted the certificate programs on the consent agenda, reopening updates, and a Service Learning & Career Development update.

2) Committee Recommendations for Board Action/Discussion

X. FINANCE & ADMINISTRATION COMMITTEE (FAC)



1) Committee Chair Report

Chair Komp asked FAC Chair Cec Koontz for a brief FAC report. Koontz, separate from items on the docket, highlighted updates on facilities and the ice storm from February.

2) Committee Recommendations for Board Action/Discussion

a) [FY2020 Single Audit](#)

Chair Komp requested Dr. Ana Karaman and Koontz to present on the FY2020 Single Audit. Koontz observed that the FY2020 single audit was focused on federal funds, but wanted to take care to report that management disagreed with some of the findings. Karaman outlined that the two findings with which management disagreed were focused on CARES Act funding and the permissibility of reimbursing payroll when the university had explicit written permission from the US Department of Education. After discussion, Komp called for a motion to accept the FY2020 Single Audit. Koontz moved acceptance and Morse seconded the motion. The following trustees voted in favor of the motion:

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

Fuller is non-voting.

No trustees opposed the motion. No trustees abstained from the motion.

The motion passed.

b) [Tuition & Fees for 2021-22 Academic Year](#)

Chair Komp asked Karaman and Koontz to continue with the 2021-2022 tuition and fees proposal. Koontz shared that the FAC had a robust conversation about tuition and fees, including the rate of the incidental fee, which the Board does not formally approve. Koontz noted that the Tuition and Fee Advisory Committee advised a zero percent tuition increase this year, while observing that it would have a significant budgetary impact on the university. Karaman described the different fees and planning scenarios based on various levels of increase. Koontz shared conversations about the incidental fee impact on on-line graduate students who previously did not pay the incidental fee. Koontz stated that two students from the TFAC were present and could answer questions about TFAC deliberations. She



described in-depth conversations about the university budget and impact of tuition increases on students. Koontz, then, turned to the recommendations in the written docket materials, including survey materials administered to students about possible tuition increase scenarios. Koontz and Karaman walked the Board through each proposed tuition and fee change, including non-resident and graduate students. The Board discussed the impact on one-time federal funds vis-à-vis the university's structural budget deficit.

Trustee Morse stated, given the budgetary circumstances, he was uncomfortable with the recommendation of a zero percent tuition increase for resident undergraduate students. He noted possible inflationary pressures and the university's progress in affordability. The Board reviewed actions over the past year to ameliorate the university's structural budget deficit. Evans and Morse reiterated that they would support a modest increase to resident undergraduate tuition. Morse offered that a rate increase around inflation might be reasonable. After significant discussion, Koontz offered a friendly amendment to the FAC recommendation included in the written docket materials to propose an increase to the resident undergraduate rate from \$184/credit to \$188/credit with all other recommendations remaining the same. Komp asked Koontz to restate her amendment as a motion and she did. Evans seconded the motion. The following trustees voted in favor of the motion:

Jerry Ambris
Jaime Arredondo
Jim Baumgartner
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Linda Herrera
Betty Komp
Cec Koontz
Malissa Larson
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 this break earlier in the meeting.

XII. EXECUTIVE GOVERNANCE & TRUSTEESHIP COMMITTEE (EGTC)

1) Committee Chair Report

Chair Komp offered a brief EGTC report. Separate from the Board Statement on Diversity, Inclusion, Equity and Accessibility, Komp shared that the EGTC discussed reopening and the search for an interim president at its last meeting.



2) Committee Recommendations for Board Action/Discussion

a) [Board Statement on Diversity, Inclusion, Equity and Accessibility](#)

Chair Komp asked Hagemann to present the Board Statement on Diversity, Inclusion, Equity and Accessibility to the board. Hagemann reiterated Komp's comments at the beginning of the meeting regarding a standing DEI board committee, a joint UDIAC-UCCAC presentation at the June meeting, and an update on the DEI budget task force. Hagemann noted that the draft Board Statement on DEIA had been presented several times to both the full Board and the EGTC, with multiple opportunities for UDIAC and UCCAC to offer revisions. He outlined the essential structure of the Board Statement, including key concepts, the seven essential priorities, and accountability sections. For discussion, Komp called for a motion to approve the Board Statement 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:

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

Fuller is non-voting.

No trustees opposed the motion. No trustees abstained from the motion.

The motion passed.

XIII. FINAL ANNOUNCEMENTS

Chair Komp shared and asked Hagemann to move the Board in executive session.

Hagemann stated that the WOU Board of Trustees would move into executive session pursuant to ORS 192.660 (2)(f) to discuss a record otherwise exempt from disclosure. He stated, other than trustees, LouAnn Vickers, Nathan Sauer, and Hagemann were authorized to attend the session. He shared, pursuant to ORS 192.660(4), that members of the institutionalized news media were permitted to attend the session the condition that the deliberations during the session remained undisclosed. He asked if there were any members of the institutionalized news media in attendance and there were none. He confirmed, pursuant to ORS 192.660(6), no final decisions may or will be taken in the executive session.



Hagemann concluded that, after the executive session, the board would return to the open session for the sole purpose of adjourning the meeting.

XIV. ADJOURNMENT

Hagemann confirmed that adjournment will occur in open session after the executive session.

XV. EXECUTIVE SESSION

The Board moved into executive session to discuss a record otherwise exempt from disclosure.

XVI. ADJOURNMENT

After the executive session, Vice Chair Arredondo returned to open session and adjourned the meeting at with a quorum at 6:42 PM.

A handwritten signature in blue ink, appearing to read "Ryan James Hagemann".

RYAN JAMES HAGEMANN
Secretary to the Board of Trustees