



**MEETING OF THE WOU BOARD OF TRUSTEES
MEETING NO. 45 – FEBRUARY 16, 2022
10:00AM-3:00PM**

MINUTES

I. CALL-TO-MEETING / ROLL CALL

Chair Betty Komp called the meeting to order at 10:01 AM and asked Secretary Ryan Hagemann to take roll. The following trustees were present:

Jerry Ambris
Danielle Campbell
Susan Castillo
Gayle Evans (left meeting at 2:00 PM)
David Foster
Linda Herrera
Jay Kenton
Betty Komp
Cec Koontz
Malissa Larson
Leah Mitchell
Doug Morse

The following trustees were absent:

Zellee Allen
Jaime Arredondo

II. CHAIR'S WELCOME

1) Board Resolution

Chair Komp asked President Jay Kenton to offer some introductory comments and the terrain and circumstances that led the Board to recognize the profound and inspiring work during Black History Month and the MLK Jr. Week Celebration, including a student-led video entitled "Sincerely" that outlined the lived experienced of several Black WOU students. After Kenton's comments regarding the powerful "Sincerely" video produced as a part of the MLK Jr. Day programming, Chair Komp asked Hagemann to read the proposed resolution to honor the students responsible for the "Sincerely" video. Hagemann read the following resolution:

Whereas, the University and its many stakeholders, including the Faculty Senate, the Staff Senate, the Associated Students of Western Oregon University (ASWOU), the University Diversity and Inclusion Advisory Committee, the Black Student Union, and the 2022 MLK Jr. Celebration Week Planning Committee, among others, collaborated on programming and events to celebrate the legacy of Martin Luther King, Jr. for the 2022 MLK Celebration Week;



Whereas, as a part of that programming, the University was honored to receive Dr. Reginald Richardson, president of the Salem-Keizer NAACP, as a keynote speaker; and

Whereas, as a part of that programming, Dr. Richardson facilitated a panel discussion by, among other esteemed contributors, Black WOU students who also participated in a video titled “Sincerely” created to share the lived experiences of Black students in life as a Western Oregon University student; and

Whereas, the stories of Elizabeth Braatz, Amari Hendrix, Logan Jackson, Aidan King, and Tati Whitlow shared in “Sincerely” were sobering, compelling, and deserving of attention and action by the University, its employees, and its students;

Whereas, Kayla Dow, Jeneba Diane King, Ebony Hall, and Alona Kemenyash, through their production assistance, brought this video to the WOU community and beyond; and

Whereas, Western Oregon University and its community must do better to celebrate the diversity of its students and ensure the campus is a safe and welcoming place for students to live, explore and grow; and

Whereas, in the words of Dr. King, “Injustice anywhere is a threat to justice everywhere”;

BE IT RESOLVED ON THIS SIXTEENTH DAY OF FEBRUARY, 2022:

THAT THE WESTERN OREGON UNIVERSITY BOARD OF TRUSTEES COMMENDS ELIZABETH BRAATZ, AMARI HENDRIX, LOGAN JACKSON, AIDAN KING, AND TATI WHITLOW FOR THE COURAGE NECESSARY TO SHARE THEIR STORIES PUBLICLY IN THE “SINCERELY” VIDEO AND EMBRACES THE VIDEO AND MLK JR CELEBRATION WEEK AS A CALL-TO-ACTION TO ADVANCE ITS CORE VALUES OF DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY IN AUTHENTIC, VISIBLE, AND MEANINGFUL WAYS FOR THE BENEFIT OF OUR COMMUNITY, AND PARTICULARLY, OUR STUDENTS AND EMPLOYEES OF COLOR.

After the resolution was read into the record, several trustees offered their supportive comments.

Trustee Susan Castillo recognized the courage of the students and described the video as a “call to action.”

Trustee Gayle Evans echoed Castillo’s comments and invited the Board to an authentic, deeper conversation on concrete steps that Board could take to uphold diversity, equity, inclusion and accessibility values.

Trustee Leah Mitchell urged the Board to move beyond platitudes and be leaders in the diversity, equity, inclusion and accessibility space.



Trustee Linda Herrera counseled the Board to not leave the diversity, equity, inclusion and accessibility work to one person. She shared that the important work requires effort from everyone. She described the students as “very brave, courageous souls.”

Trustee Jerry Ambris shared that the Board should be focused on tangible diversity, equity, inclusion and accessibility outcomes.

Trustee Malissa Larson echoed previous comments from Trustee Castillo and described diversity, equity, inclusion and accessibility work as humbling and challenging. She challenged trustees to do their own individual anti-racist work and to continue that work on the Board.

Trustee Cec Koontz expressed her shock at community incidents targeting WOU students and stated that the Monmouth City Council is committed to the fight for diversity, equity, inclusion and accessibility and she insisted that the Board and the community stand up for anyone that has been targeted by hate in the Monmouth community.

After the comments, Chair Komp called for a motion to approve the resolution. Koontz moved approval and Larson seconded the motion. The following trustees voted in favor of the motion:

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

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

The motion passed.

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

- 1) Meeting Minutes:
 - a) [November 17, 2021](#)
 - b) [December 14, 2021](#)
- 2) [FY22 Management Report](#) (As of December 31, 2021)



3) [Academic Proposal: Graduate Certificate in Writing Theory & Practice for In-Service Teachers](#)

Chair Komp called for a motion to approve the consent agenda as included in the written docket materials. Morse moved approval and Evans seconded the motion. Before the vote, Evans asked for some conversation about the management report as included on the consent agenda. Evans expressed some concern about the ratios embedded in the management report. Koontz clarified that the ratios were included in the audited financial statements as opposed to the management report. The following trustees voted in favor of the motion:

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

Kenton 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, either in-person or virtually. Hagemann informed Komp that no one was signed up for public comment.

V. STAKEHOLDER UPDATES

1) SHARED GOVERNANCE

a. [ASWOU](#)

Chair Komp called on Devin Thongdy, ASWOU Vice President, to deliver the brief ASWOU report on behalf of ASWOU President Logan Jackson. Thongdy offered comments on the following topics: legislative work with the Oregon Student Association (OSA); efforts to hear from more student voices; work with Central High School for a college fair in the spring; exploration of internship opportunities; and examining the ASWOU budget as the incidental fee process moves forward.

Komp asked Thongdy about the incidental fee process this year. Thongdy noted that ASWOU, at this time, was working on the specific ASWOU budget.



b. [Faculty Senate](#)

Chair Komp called on Faculty Senate President Dr. Elisa Maroney for a brief Faculty Senate report. Dr. Maroney shared commentary on the following topics with the Board: barriers that students, particularly students of color, face on campus; experience the Freedom Center and the Black History Month displays in the Werner University Center; requests from students to make a broad community-wide statement about intolerance; support local businesses displaying elementary student artwork celebrating Black History Month; and focus on the faculty and program celebrations throughout campus.

Trustee Foster asked Dr. Maroney for access to the link to her Faculty Senate letter. Maroney returned to her presentation regarding ideas to make WOU and the community a safer place.

c. [Staff Senate](#)

Chair Komp called on Staff Senate President Jenna Otto for a brief Staff Senate report. Otto discussed the following topics with the Board, acknowledging that her written report was in the docket materials: the challenge filling committee vacancies with staff members; roll-out of the Staff Senate employee recognition program; under-representation of the trades and classified employees in Staff Senate; and availability and willingness of Staff Senate to answer any questions that trustees might have.

2) UNION

Chair Komp asked Jackson Stalley, SEIU president, for a brief report and he asked for his WOUFT colleague to provide the WOUFT report first.

a. [WOUFT](#)

Chair Komp called on WOUFT President Dr. Melanie Landon-Hays for a brief WOUFT report. Dr. Landon-Hays discussed the following topics with the Board: progress in communication channels; appreciation for the diversity, equity, and inclusion work; resolution to the Article 16 salary reopener bargaining, including the inclusion of faculty stories; importance of sharing and listening to faculty stories into the future; return to the no confidence votes WOUFT organized in the past; creation of the WOUFT steward program; finalizing a WOUFT member code of conduct; WOUFT participation in legislative lobbying; positive work of the WOU-WOUFT joint labor-management committee; and importance of constant communication among all stakeholders.

Komp asked for any comments on the partnership proposal with SEIU, WOU and workforce training.

b. [SEIU](#)

Chair Komp called on SEIU President Jackson Stalley for a brief SEIU report. Stalley offered comments on the following topics: campus climate and the role that classified employees can play; SEIU's clear support to combat intolerance; commitment to work with the university to solve problems before they get too big; responsiveness of President Kenton and the



administration to new efforts to communicate and solve problems collaboratively; illustration of the changes to joint labor-management committee, including Heather Mercer's work to address inequities facing temporary employees and hazard pay; SEIU's collaboration for legislative efforts; and Board's role in ensuring that current momentum continues.

VI. COMMITTEE REPORTS

1) ACADEMIC & STUDENT AFFAIRS COMMITTEE (ASAC)

Chair Komp called on Malissa Larson, ASAC member, for a brief ASAC report. Chair Jaime Arredondo was not present. Larson asked for Dr. Rob Winningham, Provost and Vice President for Academic Affairs and Tina Fuchs, Interim Vice President for Student Affairs to join the table if there happened to be any questions about the Academic and Student Affairs Committee. Larson commented on the following topics: Academic Affairs and Student Affairs updates; academic program grant processes; work of the College Restructure Task Force; WOU Statewide Open Education Resources (OER) work; arrival of the new advising director Paige Jackson; increase in applications and admitted students for the current enrollment cycle; Financial Aid's collaboration and partnership with Ruffalo Noel Levitz (RNL); efforts from Destination Western program; COVID management from Student Health & Counseling Center; updates from Housing and Dining on campus; Oregon Department of Veterans Affairs grant for the Veterans Resource Center; progress of the Incidental Fee Committee (IFC); and arrival of the Basic Needs Coordinator funded by the Oregon Legislature.

2) DIVERSITY, EQUITY, INCLUSION COMMITTEE (DEIC)

Chair Komp asked DEIC Chair Susan Castillo for a brief DEIC report. Castillo acknowledged that the DEIC had its inaugural meeting and shared the membership of the committee. Castillo noted, at the first meeting, that the committee started with a conversation on what the Board's role in diversity, equity and inclusion work would be and would likely turn to the Association of Governing Boards to advance the work. Castillo also observed that the draft DEIC charter would be considered by the Board later in the meeting.

3) EXECUTIVE GOVERNANCE & TRUSTEESHIP COMMITTEE (EGTC)

Chair Komp stated that the EGTC did not meet prior to the February board meeting in anticipation of substantial work on the presidential search, but that Trustee Gayle Evans continued to keep the presidential search on track and Vice Chair Doug Morse was working on board vacancies. Morse shared brief comments about the board vacancy process and Evans offered a brief update on the progress of the presidential search.

4) FINANCE & ADMINISTRATION COMMITTEE (FAC)

Chair Komp called on FAC Chair Cec Koontz for a brief FAC report. Koontz offered updates on the following topics: focus on revenue and expense detail in the management report; automation and efficiency efforts, such as web time entry; University Technology Advisory Committee work including a permanent subcommittee on accessible technology; information



on the distribution of direct student aid provided by the federal government and work of the stakeholder group for the new Student Success Center. Dr. Ana Karaman joined the meeting and shared the genesis of the change to the University Budget Advisory Committee's (UBAC) mission.

VII. BREAK

Chair Komp called for a 15-minute break.

VIII. LUNCH/PRESENTATION: COMPREHENSIVE CAMPAIGN PRESENTATION

Erin McDonough, Executive Director for Advancement & WOU Foundation | Travis Carley & Daniel Heiss, CCS Fundraising

Chair Komp recognized Executive Director for Advancement & WOU Foundation Erin McDonough to introduce the Comprehensive Campaign conversation. McDonough shared her professional background in fundraising and marketing. McDonough introduced Travis Carley with CCS Fundraising, the Foundation's campaign consultant hired to assist with the campaign.

McDonough provided the Board with a general overview and background regarding the WOU Foundation. She described the Foundation's mission to strengthen, serve, and support Western Oregon University. She observed the staffing levels of the Advancement team and the necessity to add more staff as the latter phases of the campaign drew near. McDonough thanked the Board for their roles in the successes of past Giving Days and shared that this year's Giving Day would be March 1. She also described the silent phase of the campaign before turning the presentation over to Travis Carley.

Carley introduced himself and CCS Fundraising and presented on the all of the work to date focused on WOU's first comprehensive campaign. He described the partnership between CCS and the WOU Foundation and the significant work focused on identifying the campaign's top priorities. Carley shared that CCS and the Foundation had identified many prospective donors and strategies to reach out to those potential donors as the phases of the campaign unfold. He noted all of the work would result in a playbook that would guide the campaign through its phases.

Before specific information about the WOU strategy, Carley offered general observations about the philanthropic landscape in the United States and how WOU might be primed for a successful campaign. He noted, though, the difference between annual fundraising and a comprehensive campaign. He stressed the importance of identifying specific initiatives and goals for a comprehensive campaign and shared the WOU Foundation's campaign goal of \$25M. Carley noted that embracing a culture of philanthropy would be critical in the success of WOU's first comprehensive campaign. McDonough added that there is a history of philanthropy at WOU that needs to be elevated for the campaign to take off.

Carley turned his attention to specific goals and tactics of the campaign, including the spectrum of gifts and the number of donors that would need to be targeted in order to reach the \$25M goal. He recognized that it would be a different approach and perspective



than WOU has used in past fundraising and that the team would need to be cognizant of that difference. He confirmed that working in phases was important to the campaign's success as well. Trustee Morse asked about feasibility and Carley and McDonough observed that the framework was in place and that the university needed the mental shift to reach a place where it feels as if it is worthy of gifts of substance. McDonough asked the Board to always be aware of prospects or donors that might be interested in participating in the campaign. Trustee Castillo asked for materials or talking points that would assist in telling the WOU story. Trustee Larson stressed the importance of refining the WOU story and changing the university's philanthropic culture.

IX. BOARD CONVERSATION WITH DR. REGINALD RICHARDSON, President, Salem-Keizer NAACP

Chair Komp recognized and introduced Dr. Reginald Richardson, President of the Salem-Keizer NAACP for an open conversation on race. Dr. Richardson shared that he was representing the Salem-Keizer NAACP and that his organization is frequently asked to engage in conversations about bias. He stressed that the Board and university should strive to go much further than discussing one bias incident and do the hard work necessary to make WOU a comfortable, safe place for the students the university wants to serve. Richardson observed that we needed to change the way in which we do business and the university needed to recruit and sustain people that feel comfortable with being at the university.

Trustee Doug Morse asked for advice on actions that would have a tangible impact on progress. Komp added she was interested in outward and visible displays of diversity, equity, inclusion and accessibility. Trustee Larson stated that the university needed some guidance on top-down and bottom-up strategies to engage antiracist work. Trustee Koontz shared both as Monmouth mayor and a WOU trustee, she did not want to do "too little, too late." Richardson stressed that the community's response should not be dependent on one incident or the victim wants to move forward. He shared that bias or incidents of hate impact the community as a whole and, therefore, require a response. Koontz asked how leadership could engage on a sustainable basis.

Richardson turned to some steps the university could consider in advancing this work. First, he recommended an equity audit to look at all of the systems of the university. He urged the Board and university to acknowledge that racism exists, and that, as an employer, the university can change its expectations of employment. Richardson continued that racism can exist both consciously and unconsciously and that both individual and community impacts of bias need to be validated. He stated that the Board and university need to recognize that white supremacy exists and that systemic racism also exists and there is a difference between intent and impact. He offered that we cannot ask people of color to teach non-people of color what it is like to be a person of color.

Trustee Castillo offered that she appreciated Richardson's comment about doing more than respond to one incident. She shared that there were already a number of initiatives underway on campus, but that the Board and university needed to do more. Richardson reiterated the necessity of an equity audit and gap analysis to determine what the Board and university could change. Trustee Evans noted that the university was searching for a president and



asked for more information about the equity audit. Trustee Herrera expressed appreciation for Richardson's candor and it was important to have hard conversations. Trustee Ambris asked for advice on how to make the campus look like the student community long-term. He also inquired on what young BIPOC leaders could do to make a difference. Richardson shared, among other strategies, affinity groups are helpful in recruiting and retaining employees of color. Richardson was asked about his son's WOU experience and he observed that it was his son's story to tell. Richardson concluded with an invitation for WOU to join the Salem-Keizer NACCP and to work together to advance diversity, equity, inclusion and accessibility work. He urged the Board and campus to do the hard work because the university was on the cusp of achieving wonderful things.

X. ACTION ITEMS

1) [FY2021 Financial Statements Audit](#)

Chair Komp called on FAC Chair Koontz and Vice President for Finance & Administration Dr. Ana Karaman to introduce the FY2021 Financial Statements Audit. Dr. Karaman noted that Kristin Diggs of Eide Bailey was available for questions. Karaman observed that the Finance and Administration Committee examined the audit in detail and that she was happy to report that it was a clean audit. Before turning to questions regarding various ratios as a part of the audit, Karaman reviewed information from the management report inform any conversation or questions on the ratios. Karaman was responding to questions from Trustee Evans on key performance indicators and ratios. After discussion, Chair Komp called for a motion to accept the FY2021 Financial Statements Audit 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:

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

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

The motion passed.

2) [Diversity, Equity, and Inclusion Committee Charter](#)

Chair Komp recognized DEIC Chair Susan Castillo to introduce the proposed Diversity, Equity and Inclusion Committee Charter. Castillo observed that the DEIC used the template for all other Board standing committees for its proposed charter and made key changes at the



committee level to include information about dashboards and DEIA goals to the committee's duties. After discussion, Chair Komp called for a motion to approve the DEIC Charter as presented and included in the written docket materials. Castillo moved approval and Larson seconded the motion. The following trustees voted in favor of the motion:

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

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

The motion passed.

XI. BREAK

Instead of taking a 15-minute break, Chair Komp turned to the president's report.

XII. PRESIDENT KENTON Update (Cabinet full reports in [Appendix B](#))

Chair Komp recognized President Kenton for his president's report. Referencing his written report in the docket materials, President Kenton reviewed the following topics:

- COVID update;
- Search for the Executive Director for Diversity, Equity, and Inclusion;
- Search for the Executive Director of Human Resources;
- Enrollment updates, including a 14% increase in applications and a 17% increase in admitted students;
- Focus group work after Cesar E. Chavez Leadership Programs;
- EAB work on targeted academic programs;
- Update on partnership activities, including conversations with SEIU regarding a workforce and education partnership;
- Update on Bilingual Teacher Scholars;



- Update on Shorelight international recruitment contract;
- Update on financial aid leveraging work from Ruffalo Noel Levitz;
- Information on Willamette Promise and recruitment efforts; and
- Update on 2022 legislative session requests.

Castillo expressed her appreciation to President Kenton about taking on structural barriers which students face. Foster asked about the necessary preparations to pivot to serving adult learners.

XIII. FINAL ANNOUNCEMENTS

Chair Komp asked the Board if there were any final announcements.

XIV. ADJOURNMENT

Chair Komp adjourned the meeting with a quorum at 3:13 PM.

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

Ryan James Hagemann
Secretary to the Board of Trustees