



**MEETING OF THE WOU BOARD'S  
EXECUTIVE, GOVERNANCE AND TRUSTEESHIP COMMITTEE (EGTC)  
MEETING NO. 29—JULY 5, 2022  
1:00-3:00 PM**

**MEETING MINUTES**

**I. CALL-TO-MEETING/ROLL CALL**

Chair Betty Komp called the meeting to order at 2:00 PM and asked Secretary Hagemann to call the roll. The following committee members were present:

Gayle Evans  
Betty Komp  
Doug Morse

Zellee Allen was absent.

**II. CHAIR'S WELCOME AND ANNOUNCEMENTS**

Chair Komp welcomed committee members and interested guests to the committee meeting and turned to Trustee Doug Morse to start the conversation about the draft onboarding plan for Dr. Jesse Peters, WOU's new president.

**III. DISCUSSION ITEMS**

**1) Development of Presidential Onboarding Plan**

Morse outlined his general approach to onboarding in order to assist the president to garner familiarity with issues facing the university and the Board's priorities for the president. Morse explained that he reviewed interim president Jay Kenton's observations and layered in other important factors, including the purpose of the onboarding document and explanation of the university's mission, purpose, and values. In organizing the draft onboarding document, Morse stressed that he wanted to ensure Dr. Kenton's observations were clearly identified as from the interim president.

Morse turned to the draft's section on the important dates and events important to the campus. Next, Morse highlighted key documents that would assist Dr. Peters, including previous quarterly presidential reports, previous board dockets, and university policy

documents in addition to the key internal and external stakeholders with whom the president should meet once he arrived on campus. Morse highlighted the need to include links to the university's budget in the onboarding plan. He concluded that the draft onboarding document captured his general ideas and approaches to onboarding Dr. Peters as president.

Chair Komp thanked Morse for his introductory comments and proposed a roundtable discussion about the draft plan and whether there were items or issues to add or delete from the document. Trustee Gayle Evans complimented Morse on building out the outline and stressed the importance of consensus on the top five priorities for the incoming president. She also noted the significance of the incoming legislative session. Komp asked other participants for any comments on the draft onboarding plan. Provost Winningham echoed Trustee Evans' observations on identifying priorities and offered that he believed that the top priority was enrollment, including emphasis on new program development and HSI status. LouAnn Vickers noted that the President's Office and Alumni Engagement have already started scheduling key meetings.

Chair Komp suggested clarity on the university's Board Statement on the Performance Evaluation of the University President and how to identify goals for the president. Morse asked for clarification and Komp wanted to ensure that the Board Statement was implemented in such a way for the president to express goals clearly. Hagemann clarified the requirements of the current Board Statement. Evans offered the importance of identifying first-year goals separately from the ongoing goals from year-to-year.

Komp returned to Provost Winningham's suggested list of goals, including enrollment, HSI, communication, unclassified salaries, and the comprehensive campaign. Morse added that the president's first-year goals should be short and clear and include engagement. Michael Reis shared that a possible approach to the unclassified salary issue might focus on morale and professional development opportunities in addition to the salaries. Evans noted that performance evaluations are key to all of the unclassified employment work. Komp asked if there were issues that were important to the faculty that were not on the current list.

Evans continued with additional thoughts. First, she observed a recurring theme about some faculty making diverse students feelings unwelcome and there should be an accountability mechanism to address that issue. Evans summarized that the overarching objective should be to continue the positive cultural transformation already underway. Second, she offered that something about the student experience should be included in the outline.

Morse suggested to combine two elements of the proposed priorities—communication/engagement and employee morale. He also delineated between the first-year priorities and the long-term impacts of upcoming strategic planning. Komp

echoed the importance of including strategic planning in the priorities. Evans asked about HSI designation and its inclusion under the enrollment priority. Michael Reis offered that adding several subpoints under the priorities might expand the priorities to more than the five most important. Komp returned to the inclusion of strategic planning in the priority list. Reis observed that some of the benchmarking work related to accreditation might be useful in strategic planning. Morse and Evans discussed the optimal time horizon for the next strategic plan.

After the draft priority list was finalized, Evans asked about the “human” side of presidential onboarding. Reis recommended the Board be more intentional about personal and human engagement with the president as he and his family move to Oregon. Komp summarized and asked the committee about next steps. Evans observed the need to capture the most important events and issues over the course of the year to ensure they are covered and how a Gantt chart could assist. Morse asked whether or not the cabinet should offer their priorities to create a Gantt chart for the president and Evans offered that the president might give the cabinet members the five priorities and ask whether or not they have anything in those areas. Evans also suggested the possibility of a calendar format. Morse shared that he liked the idea of reaching out to cabinet members of the most time-consuming, regular work over the course of the year. Komp asked Hagemann to bring the priority questions to the cabinet for feedback.

Morse asked how the onboarding document would be shared with the incoming president. Komp suggested an initial meeting very shortly after the arrival of the president and that other trustees, including committee chairs, could be a part of onboarding. Hagemann offered that a planning retreat might also play into the development of the priorities and amplify some of this work. Morse noted that the draft onboarding list still needed some wordsmithing and asked about the inclusion of certain policy documents.

#### **IV. ADJOURNMENT**

Chair Komp adjourned the executive session at 2:38 PM with a quorum of the committee.



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**RYAN JAMES HAGEMANN**  
Secretary to the Board of Trustees