



MEETING OF THE WOU BOARD OF TRUSTEES

MEETING NO. 49 – APRIL 20, 2022

10:00AM-3:00PM

WERNER UNIVERSITY CENTER | COLUMBIA ROOM

To observe the meeting: wou.edu/livestream

Audio only, call: +1 346 248 7799 US | Meeting ID: 883 8758 6218

MEETING MINUTES

I. CALL-TO-MEETING / ROLL CALL

Chair Betty Komp called the meeting to order at 10:02 AM and asked Secretary Hagemann to take roll. The following trustees were present:

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

The following trustees were absent:

Linda Herrera

Hagemann reminded the audience of livestreaming and public comment.

II. CHAIR'S WELCOME

Chair Komp welcomed the Board and the audience to the April 20, 2022 meeting.

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

1) Meeting Minutes:



- a) [February 16, 2022](#)
- 2) [FY22 Management Report](#) (As of February 28, 2022)
- 3) [FY2021 Single Audit](#)
- 4) [Appointment of External Auditor](#)
- 5) [2021 HB3375 Report](#)
- 6) Academic Proposals:
 - a) [Criminal Justice Minor](#)
 - b) [Cybercrime Investigation and Enforcement Minor](#)
 - c) [Exercise Science Minor](#)
 - d) [Certificate in Computational Linguistics](#)

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

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

Kenton is non-voting.

The motion passed.

IV. PUBLIC COMMENT



Komp asked if anyone was signed up for public comment. Hagemann stated there was no one signed up for public comment.

V. STAKEHOLDER UPDATES

1) SHARED GOVERNANCE

a. ASWOU

Chair Komp recognized ASWOU President Logan Jackson and ASWOU Senate President Elizabeth Braatz for a brief ASWOU report. They covered the following topics: ASWOU elections, ASWOU cabinet's work on a student summit, Freedom Center, student voices legislative task force, ASWOU's Vice President's work with coalitions of student of color and equal rights consortium, and filling student seats on various internal and external committees. Trustee Koontz asked about whether or not there were plenty of students interested in running for various vacancies. Braatz shared that ASWOU was optimistic that there would be several students interested in service. Chair Komp asked about the Freedom Center. Trustee Arredondo asked about the level of student involvement with emergence from the COVID pandemic. Trustee Evans thanked ASWOU President Logan Jackson for her service on the presidential search committee.

b. Faculty Senate

Chair Komp recognized Dr. Elisa Maroney, Faculty Senate President, for a brief Faculty Senate report. Dr. Maroney addressed the following topics: curriculum changes including approval of two new doctoral programs and the various faculty projects and celebrations that were included in Dr. Maroney's written report.

c. Staff Senate

Chair Komp recognized Jenna Otto, Staff Senate President, for a brief Staff Senate report. Otto addressed the following topics: Staff Senate's involvement in the high-profile open searches on campus, improvement to performance evaluation processes, outline of proposed training schedules for various employment groups on campus, specifically including supervisors, success in filling open positions throughout the campus, work of the Staff Senate's scholarship committee, recognition of a staff member of the month, and elections for Staff Senate's executive committee, including Otto's reelection of Staff Senate president. Komp asked about which training tools are in place currently.

2) UNION

a. SEIU

Chair Komp recognized Jackson Stalley, SEIU president, for a brief SEIU report. Stalley covered the following topics: sense of change energizing campus, eagerness to work with the WOU administration on rebuilding trust, particularly with the new incoming president, expression of expectations for the new president to maintain open channels for



communication, advancement of training ideas described by Staff Senate President Jenna Otto in her report, Stalley's meeting with night custodians and their pride in their work, and invitations to the upcoming May Day Party on May 2. Trustee Arredondo offered to meet with the night custodians personally.

b. WOUFT

Chair Komp recognized Dr. Melanie Landon-Hays, WOUFT president, for a brief WOUFT report. Dr. Landon-Hays addressed the following topics: WOUFT's development of legislative relationships, lobbying efforts and participation in the student voices legislative task force, JLMC meetings on personnel investigations, out-of-state work and professional development funds, expression of gratitude to Trustee Gayle Evans for her service on the presidential search committee, reiteration of themes from Stalley's SEIU report, and additional information on the May Day Party described in the SEIU report.

VI. COMMITTEE REPORTS

1) ACADEMIC & STUDENT AFFAIRS COMMITTEE (ASAC)

Chair Komp asked ASAC Chair Jaime Arredondo for a brief ASAC report. Arredondo offered updates on the following topics: discussion of HSI summit, updates on the 7-year accreditation report, discussion of the sponsored projects office, and roundtable discussion on various enrollment strategies. Arredondo continued with updates on the EAB engagement, financial aid, and partnerships. Arredondo asked College of Education Dean Dr. Mark Girod for a brief report on the HB 3375 report on educator diversity that was included in the consent agenda. Girod noted efforts in accessibility, affordability, retention, and the Bilingual Teacher Scholars program. Trustee Koontz echoed Girod's comments and noted Central School District's involvement with Bilingual Teacher Scholars. Interim Vice President for Student Affairs Tina Fuchs offered information on financial aid offers and scholarships. Provost and Vice President for Academic Affairs Rob Winningham provided updates on partnerships with Amazon and SEIU, as well as progress on the reduction of excess credits at the time of graduation. Trustee Castillo urged trustees to read the Board reports from Winningham and Fuchs about all of the exciting activities and initiatives that are underway.

2) DIVERSITY, EQUITY, INCLUSION, & ACCESSIBILITY COMMITTEE (DEIAC)

Chair Komp recognized DEIAC Chair Susan Castillo for a brief DEIAC report. Castillo offered updates on the following topics: arrival of WOU's new Executive Director of Diversity, Equity, and Inclusion, work on equity audits and dashboards, including visioning with the seven Board pillars in the *Board Statement on Diversity, Equity, Inclusion and Accessibility*. Larson added that she appreciated the activities of the last DEIAC meeting. Trustee Campbell echoed the previous comments about the committee's activities.

3) EXECUTIVE GOVERNANCE & TRUSTEESHIP COMMITTEE (EGTC)

Chair Komp offered a brief EGTC report, focusing on the work of the presidential search and efforts to fill Board vacancies. Komp asked Presidential Search Committee Chair Gayle



Evans for information on the presidential search that led to the eventual identification of a successful presidential candidate. Komp publicly acknowledged the entire presidential search committee individually. Komp asked Trustee Morse for a brief update on filling board vacancies.

4) FINANCE & ADMINISTRATION COMMITTEE (FAC)

Chair Komp recognized FAC Chair Cec Koontz for a brief FAC report. Koontz offered updates on the following topics: Dr. Karaman's written Board report, including the number of vacancies on campus at the time, arrival of the new Executive Director of Human Resources, three-year NACUBO grant for the creation of a cohort of campuses working on equitable student outcomes, and work from Camarie Moreno and Kolis Crier to develop a Finance & Administration internship program. Dr. Ana Karaman, Vice President for Finance & Administration, described the internship program referenced by FAC Chair Koontz.

After the FAC report, Chair Komp recognized Dennis Long, the Incidental Fee Committee Chair, for a brief report on the IFC report. Long shared that the IFC process concluded in winter term due to hard work and substantial student input. He described the process to increase the fee, but moderate the fee increases for students that are not on campus, like on-line students. Chair Komp expressed her appreciation to the students and IFC for working hard on the incidental fees for the upcoming year.

VII. BREAK

Chair Komp called a 15-minute break to prepare for lunch and organize the lunch presentation on Retention and Student Success.

VIII. LUNCH/PRESENTATION: [Retention and Student Success](#)

- Michael Baltzley, Associate Provost for Academic Effectiveness
- Paige Jackson, Director, Student Success & Advising
- Megan Habermann, Director, New Student & Family Programs

Chair Komp recognized Michael Baltzley, Paige Jackson and Megan Habermann for the Retention and Student Success presentation. Baltzley started the presentation with pertinent data that would inform the initiatives and programs under Jackson and Habermann's stewardship. Baltzley described WOU's retention data and shared the difference between retention and persistence with the Board. He noted that the historical persistence and retention trends were relatively stable, although there were anomalies that he would attribute to the pandemic. Baltzley also observed that WOU's six-year graduation rate had been steadily increasing over the years. He added that the four-year and six-year graduation rates were higher for female students compared to male students. At the conclusion of his presentation on data, Baltzley introduced peer comparators and shared that WOU was in the lower third of peer comparisons with retention data and near the middle with graduation comparisons.

Chair Komp asked if the university had made any changes in the past five years that would have impacted the retention rates. Trustee Castillo asked if the university was doing anything



with peers to determine if the university should make any changes. Baltzley noted that WOU did not necessarily engage peers to understand their practices, but the actions WOU had engaged would be described by Jackson and Habermann later in the presentation.

Baltzley turned the presentation over to Paige Jackson and she described priorities and initiatives underway to impact student success. Jackson observed that student success was a large umbrella of initiatives of which retention is a foundational element. She shared that student success and advising rely on institutional research for data to assist with continuous improvement and assessment. She stated that new student orientation used to be conceived of as an event, but, it is more accurate and effective to view orientation as a process that brings the student into the university. Jackson touched on working with students to tie majors to careers and looking at advisor training and development. Jackson also described intensive outreach efforts to students that left WOU without a degree, but had significant credits. For example, she shared in 2022, the university identified 325 students with significant credits and no degree, but, without outreach and advising, 76% of those students have now graduated.

Trustee Morse asked why WOU was in the middle of the pack and why the graduation trend line was higher for female students over male students. Jackson noted that while the university was doing many things right, WOU might want to focus on the coordination of efforts across campus. Trustee Arredondo stressed the importance of coordination of efforts. Jackson shared that only in the past few years has the notion of academic advising playing a role in institutional retention efforts emerged. She stressed one of WOU's strengths was mandatory academic advising. Trustee Castillo asked Jackson to address undeclared majors and readiness and Jackson reiterated the notion that the students that have some idea of what they might want to adopt as a major impacted persistence and retention. Trustee Evans inquired about qualitative data to illuminate root causes. Jackson noted that mental health issues and finances were playing a role with students right now and that she would endorse using an exit survey for students that leave WOU. Jackson also reminded the Board of WOU's faculty advising model.

Habermann continued the presentation by sharing information about Destination Western and PACK Welcome with the Board. She offered that New Student & Family Programs was new at WOU and that these orientation efforts had been developed and launched recently. She noted that it was important for families to participate in orientation activities, particularly after the pandemic. She described the elements of Destination Western, including career assessments and advising appointments. Habermann discussed the state funding for Destination Western and how, among other items, the program was able to offer \$1,000 stipends to participating students in lieu of summer employment. Trustee Morse stressed the Board's interest in providing the support to the students that come to WOU that would be necessary for their success.

IX. ACTION ITEMS

1) [Tuition & Fees for 2022-23 Academic Year & Summer 2022](#)

Chair Komp recognized FAC Chair Koontz and Vice President for Finance & Administration Dr. Ana Karaman to present the proposed tuition and fees for the 2022-2023 academic year,



as well as rates for summer 2022. Dr. Karaman, Camarie Moreno, Director of Budget and Planning, and ASWOU Senate President and Tuition and Fee Advisory Committee (TFAC) Elizabeth Braatz joined the presentation. Koontz pointed the Board to the tuition and fee recommendations and how all tuition and fee policies were included in the Tuition and Fee Book. She described the role of the Tuition and Fee Advisory Committee (TFAC) and asked Braatz—a TFAC member—to offer some comments. She shared that she appreciated the student perspective was valued during TFAC deliberations and, after conversation, it was not feasible to propose a tuition freeze. She noted that TFAC landed on a 3.19% increase recommendation. She also shared that of the additional tuition revenue, TFAC recommended that at least \$150,000 be dedicated to expanding student employment opportunities on campus. Trustee Morse asked if the Board was specifically voting on the \$150,000 proposal and Karaman clarified that it would be a budget note to the fundamental tuition and fee book as presented to the Board. Morse asked about the tuition decisions of the other public universities in the state and Karaman outlined the various tuition proposals. Komp asked about health insurance and the fee and Karaman explained the mandatory health center fee to the Board. Kenton asked about whether or not the Board could make clerical corrections to the fee book after approval and Hagemann confirmed that the university could.

After the presentation and discussion, Chair Komp called for a motion to approve 2022-2023, as well as summer 2022, tuition and fee rates 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
Danielle Campbell
Susan Castillo
Gayle Evans
David Foster
Betty Komp
Cec Koontz
Malissa Larson
Leah Mitchell
Doug Morse

Kenton is non-voting.

The motion passed.

X. BREAK

Chair Komp called for a 15-minute break.

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



Chair Komp recognized Dr. Jay Kenton for his president's report. He updated the Board on the following topics:

- General information regarding COVID and impact of variants;
- Arrival of many new employees, including the Executive Director of Human Resources and the Executive Director of Diversity & Inclusion;
- Acknowledgement of Gabriela Eyster as the new interim Director of Capital Construction & Planning;
- Work on the Vice President for Advancement search and position description;
- Creation and movement of a new Director of Government Relations position that will report to the Vice President for Advancement;
- Update from Paula Baldwin regarding her interim work with marketing and communications;
- Updates on enrollment data for the upcoming academic year;
- Updates on the transition in software solutions for financial aid;
- Working on a pilot project for WOU education students serving as substitute teachers;
- Academic accomplishments of WOU's student-athletes;
- Importance of a fully staffed Institutional Research Office;
- Updates on legislative budgets, including the \$16.5M for the steam pipe project;
- Updates on cybersecurity and Department of Homeland Security partnerships; and
- Information on the institution's fund balance and financial projections.

XII. PRESIDENTIAL APPOINTMENT

Chair Komp turned the Board's attention to the appointment of WOU's next president.

After Dr. Sukhwant Jhaj joined the Board, Chair Komp described the presidential search process for the record. Komp asked Jhaj if he had any comments and he shared that he would address the Board after the appointment. Chair Komp called for a motion to appoint Dr. Sukhwant Jhaj as WOU's next president. She asked Secretary Hagemann to read the motion for the record.

He stated: The Western Oregon University Board of Trustees appoints Dr. Sukhwant Jhaj to serve as the president of Western Oregon University at 1.0 FTE for a contract term of approximately five years from August 1, 2022 to June 30, 2027. Dr. Jhaj's salary will be



\$29,166/month for an annual salary of \$349,992, in addition to a monthly housing stipend of \$2,500 and a monthly vehicle stipend in lieu of mileage reimbursement of \$1,000. The Board delegates authority to the Board Chair or her designee to negotiate and execute an employment agreement this is consistent with this motion.

Evans moved appointment of Dr. Jhaj as WOU President and Arredondo seconded the motion. Chair Komp asked for discussion. Trustee Castillo shared that she was excited for the appointment and that the university was poised for amazing things. Trustee Morse stated that the Board recognizes the decision's importance and that the Board was passionately committed to the university. Arredondo shared that he was proud of the moment, the institution, and everyone involved in the process. The following trustees voted in favor of the motion:

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

Kenton is non-voting.

No trustees favor against the motion or abstained from voting.

The motion passed.

After the motion, Dr. Jhaj offered comments to the Board. He shared:

Western Oregon University has an illustrious reputation of serving as an engine of upward mobility. They have an exceptional faculty, dedicated staff, and supportive community. A beautiful and safe campus is located in a spectacular part of the world. Western Oregon University helps students succeed and thrive. I thank the Board of Trustees and this community for giving me the ability to serve the students, the faculty, and the staff of this outstanding university as their president. In this positively transformational moment, I look forward to our work together. Together, we will chart a bold course forward. Together, we will take care of each other. Together, we will serve all students so they can thrive and



accomplish their educational goals. Together, we will design a future for a life transformative education that allows all students, no matter their background to drive off to graduation, to have a successful career, to find meaning in their life and work, and to contribute to the common good. We will do this work together. Together, we succeed. Go Wolves!

XIII. FINAL ANNOUNCEMENTS

XIV. ADJOURNMENT

Chair Komp adjourned the meeting at 2:15 PM with a quorum of the Board.

RYAN JAMES HAGEMANN
Secretary to the Board of Trustees