



MEETING OF THE WOU BOARD OF TRUSTEES

MEETING NO. 41 – JUNE 9, 2021

1:00 PM – 5:00 PM

To observe the meeting: wou.edu/livestream

Audio only, call: +1-415-655-0002 | Meeting ID: 177 385 8545

AGENDA

I. CALL-TO-MEETING / ROLL CALL

II. CHAIR'S WELCOME

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](#)

IV. PUBLIC COMMENT

V. SHARED GOVERNANCE REPORTS

1) [ASWOU](#) (p. 3)

2) [Faculty Senate](#) (p. 4)

3) [Staff Senate](#) (p. 11)

VI. [PRESIDENT'S REPORT](#) (p. 13) (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.

VII. BREAK



VIII. SHOWCASE PRESENTATIONS:

- 1) [Multicultural Student Services & Programs](#) | Director Anna Hernandez-Hunter (p. 30)
- 2) [University Cultural Competency Advisory Committee \(UCCAC\)](#) and [University Diversity & Inclusion Advisory Committee \(UDIAC\)](#) | (p. 42)
Ryan Hagemann, UCCAC chair & Gabbi Boyle, UDIAC co-chair

IX. ACADEMIC & STUDENT AFFAIRS COMMITTEE (ASAC)

- 1) Committee Chair Report
- 2) Committee Recommendations for Board Action/Discussion

X. FINANCE & ADMINISTRATION COMMITTEE (FAC)

- 1) Committee Chair Report
- 2) Committee Recommendations for Board Action/Discussion
 - a) [Quasi Endowment](#) (p. 80)
 - b) [FY2022 Preliminary Budget](#) (p. 81)

XI. BREAK

XII. EXECUTIVE GOVERNANCE & TRUSTEESHIP COMMITTEE (EGTC)

- 1) Committee Chair Report
- 2) Committee Recommendations for Board Action/Discussion
 - a) [Board Standing Committee on Diversity, Inclusion, and Equity](#) (p. 100)
 - b) [Vice Chair Election](#) (p. 106)

XIII. FINAL ANNOUNCEMENTS

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.

XV. [INTERIM PRESIDENT](#) (p. 107)

XVI. ADJOURNMENT

1. Newly Elected ASWOU Government Leadership
 - President: Logan Jackson
 - Vice President: Devin Thongdy
 - Senate President: Elizabeth Braatz
 - Judicial Administrator: Hannah Young
2. Oregon Legislative Session Updates
 - a. A number of our priority student-focused bills have passed both chambers of the Legislature and are on their way to the Governor's desk:
 - i. HB 3012
 1. Clarifies and strengthens democratic student control over the student incidental fee as well as clarifies roles of all parties involved in the incidental fee process
 - ii. HB 2919
 1. Requires faculty to post the cost of textbooks at the time of course registration to ensure students are aware of and can plan around textbook prices
 - iii. HB 2542
 1. Increases the financial transparency and accountability of how an institution assesses and spends mandatory fees
 - b. Still advocating for
 - i. HB 2835 - Basic needs navigator
 - ii. HB 2590 - Student voice bill
 - iii. Budget asks
 1. \$900 million for Public University Support Fund
 2. \$702 million for Community College Support Fund
 3. \$290 million for Oregon Opportunity Grant
3. Projects/Campaigns
 - a. ASWOU Senate Bill 14.21 establishes the Freedom Center Board, to help create and establish the Freedom Center, which will be a space for Black, Indigenous, and students of color. WOU is currently one of the only public universities to not have a designated space for students of color.
 - b. Working with WOU Community Health + Polk County COVID-19 Project team to publicize the availability and benefits of COVID-19 vaccination
 - i. Students who receive their first shot of any FDA approved COVID-19 vaccine can receive a \$25 voucher to the WolfStore as well as 25% off of any item.

WOU Faculty Senate Report June 08, 2021

Prepared by Dr. Leigh Graziano, Faculty Senate President & Associate Professor of English

1. Curriculum

- Approved 12 undergraduate with minor changes and/or added to the new General Education curriculum
- Approved 1 graduate courses with minor changes
- Added 6 new undergraduate courses
- Added 1 new graduate courses
- Dropped 1 undergraduate courses

2. Programs

- Approved 11 program minor modifications (descriptions, course numbers, title)
- 3 proposed Article 15 drops were approved by Faculty Senate: Forensic Anthropology Minor, Homeland Security and Community Preparedness Minor, and the Homeland Security and Community Preparedness Certificate
- 9 proposed Article 15 drops were indefinitely tabled by Faculty Senate (no vote)

3. Committees

- The Faculty Senate elected its new leadership for the next academic year. This leadership includes:
 - Elisa Maroney, Deaf Studies and Professional Studies, FS President
 - Stewart Baker, Library, Vice President
 - Ben Cote, Mathematics, Secretary
- Committee on Committees (CoC) presented an initial report of their work to the Faculty Senate on May 25th focusing on a model to make the workload of faculty service more transparent and equitable

4. University

- Working with Michael Baltzley, Associate Provost of Academic Effectiveness, to analyze survey data about program assessment. An initial report will be presented at the Faculty Senate on June 8th.
- Shared Governance Summit occurred on Friday, May 14 and focused on the Permanent President search with Chair Betty Komp and Ryan Hagemann presenting.
- A new committee called the Academic Sustainability Committee will begin in fall term. The committee has four main goals:
 - To sustain the financial viability of WOU academic programs, and the institution as a whole;
 - To cultivate trust, teamwork and collaboration between administration and faculty over a sustained period;
 - To identify, create, monitor, and share performance metrics as a campus community
 - To review existing academic programs and recommend/review new programs and revenue sources

5. Beyond Curriculum: Amazing Things Our Faculty Are Doing

What	Who
<p><i>Musical Innovation in the Face of COVID-19</i></p> <p>As an applied lesson instructor, I have brought in several guest speakers to discuss topics such as music, practicing strategies, and Alexander Technique. Since COVID has made recording your own playing an essential for all musicians, I also had an audio technician teach them about microphones and home recording strategies. I have also commissioned an original piece from a local composer (Peter Strohm) for the WOU Brass Ensemble, which will be performed (remotely) and recorded on June 4th.</p>	<p>Eric Wallace, DMA</p> <p>Adjunct Professor of Low Brass</p>
<p><i>Advancing Racial Equity and Justice in Early Childhood</i></p> <p>We brought together 300 early childhood educators from 26 of our 36 counties in Oregon for a Zoom event entitled, <i>Advancing Racial Equity and Justice in Early Childhood</i>. We brought in a national speaker, Dr. Amittia Parker (U of Kansas) to present for the first 1.5 hours, and then we held an Oregon specific conversation for the last 1.5 hour.</p>	<p>Early Childhood faculty (Drs. Cheng, Emerson and Cindy Ryan)</p>

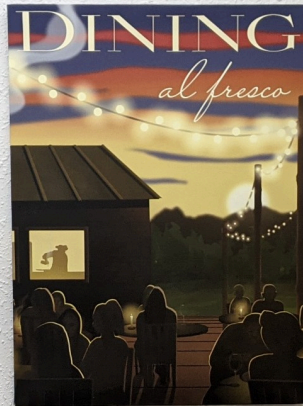
<p>It was an amazing event, very interactive, and everyone left wanting to dig deeper into the content and looking forward to leaning into our work.</p>	
<p><i>Statewide OER Creation/Advocacy Award Winners</i></p> <p>Leanne and Patty were the only two faculty statewide to receive the "OER Champion Awards for OER Creation and Advocacy" from Open Oregon. These awards were presented at the Open Educational Resources Symposium on May 14, 2021. More information: https://openoregon.org/2021-champions/.</p>	<p>Dr. Leanne Merrill, Mathematics and Dr. Patricia Flatt, Chemistry</p>
<p><i>Presidential Citation from the Western Psychological Association</i></p> <p>Ethan McMahan recently received a Presidential Citation from the Western Psychological Association (WPA). This is one of the most prestigious awards given by WPA and is only awarded to those who have made significant contributions to psychology in the western region of the United States.</p> <p><i>Contributions to Understanding of Psychology as Field</i></p> <p>Ethan McMahan published several papers that contribute to the understanding of the different fields of psychology in the magazine, <i>Eye on Psi Chi</i>. Additionally, he was recently interviewed for the <i>PsychEverywhere</i> podcast, summarizing and promoting this work.</p>	<p>Dr. Ethan McMahan, Psychological Sciences</p>
<p><i>FEM in STEM</i></p> <p>Winter term we hosted a zoom panel for students where WOU staff who graduated with undergraduate degrees in STEM talked about how the skills they learned helped their careers - even careers not in STEM. Spring term we have hosted a zoom screening of the documentary <i>Picture A Scientist</i> for a small group of students, and we are hosting another larger campus zoom screening May 20th.</p>	<p>Drs. Kristin Latham-Scott (Biology), Leanne Merrill (Math), and Breeann Flesch (Computer Science)</p>
<p><i>Virtual Gerontology Practicums Go Big!</i></p> <p>Gerontology students are required to complete two practicums and we scrambled to find virtual sites. Community partners responded across the state and across state lines! Practicums ranged from handling crisis calls from older adults through the 24-hour Friendship Line at the Institute of Aging in San Francisco, presenting art classes to homebound older adults supplied with prearranged kits across the Willamette Valley, and working with community leaders in the Bay Area of CA to assess city age friendly domains through the Center for</p>	<p>Margaret Manoogian, Gerontology--Aging and Older Adulthood</p>

<p>Age-Friendly Excellence. So much good will and service from our WOU Gerontology students!</p>	
<p><i>Chamber Singers Selected for Regional Conference</i></p> <p>The WOU Chamber Singers were selected as the collegiate choir to represent Oregon in the combined regional collegiate choir to perform at the Northwest American Choral Directors Association Biennial Conference in Spokane, WA in March 2022. The ensemble will prepare Morten Lauridsen's <i>Lux Aeterna</i> performing this masterwork with 6 other choirs from the Northwest Region. They will have the opportunity to actually work with the composer to bring this piece to life, performing for over 2,000 choral music educators, K-college.</p>	<p>James Reddan, Music</p>
<p><i>WOU-Talmadge Middle School Mentoring Program</i></p> <p>Our mentoring program pivoted to an entirely e-mentoring platform this year for middle school students who were not showing up to their online classes consistently. The WOU mentors went to great lengths to connect with these youth who were “falling through the cracks” in online school by reaching out with online games, video editing, and lots of online messaging and meetings. Here’s some feedback we’ve heard from their parents this term: “Thanks so much for the time you’ve spent with my child, I know it means a lot to them!” Another parent expressed their appreciation for the program and recognized their teen’s growth by being in the program.</p>	<p>Dr. Brooke Dolenc Nott, Psychological Sciences Department</p>
<p><i>Tourism poster installation at the MICC</i></p> <p>This term my class of 13 advanced graphic design students collaborated with the Monmouth Independence Chamber of Commerce and Visitor's Center. The students designed tourism posters promoting the region which were produced on canvases and installed in a custom display at the Chamber on Friday, May 21st. Some of the designs will be used on promotional items going forward. Pictures attached.</p>	<p>Jen Bracy, Art & Design program</p>
<p><i>Monmouth and Independence Chamber of Commerce Educator of the Year Award</i></p> <p>Dr. Leanne Merrill won the Monmouth and Independence Chamber of Commerce Educator of the Year Award! And, it is a double-win for WOU and Math, as the other winner is Jenessa Brehm, who is a recent graduate of the Elementary Mathematics Specialist program at WOU.</p>	<p>Dr. Leanne Merrill, Mathematics</p>



<i>Pastega Award Winners</i> Service - Dr. Melanie Landon Hays (Education & Leadership) Research - Dr. Cornelia Paraskevas (English Studies) Teaching - Dr. Jaime Cloud (Psychology Studies)	
<i>WOU Faculty Advisor of the Year</i>	James Reddan, Music





Staff Senate Report to the Board of Trustees June 9, 2021

2020-21 Staff Senate Year in Review

2020-2021 has certainly been a challenging year for all of us at Western Oregon University - on a variety of fronts. Below is a summary of some of the challenges and the accomplishments of Staff Senate over the past school year.

Turnover

Staff Senate membership has been affected this past year by high staff turnover. Our executive committee has seen an especially high turnover with four people serving as President and three as Vice President. We are still one Senator short for the upcoming school year and we are lacking Staff Senate representation on the UTAC and Staff Connections committees.

Improving Communication

Staff Senate has hosted several town hall meetings in conjunction with Shared Governance. We have also held our own town hall style campus update and continue to host smaller presentations from various campus departments during our Staff Senate meetings.

Additional projects

During the 2020-2022 school year, Staff Senate submitted a proposal to update the Unclassified Bereavement Leave Policy to bring it closer in line to the policy that applies to Classified staff.

Staff Senate formed a sub-committee to review and propose updates to our bylaws. The bylaws revision was passed in April.

Staff Senate (with input from SEIU local 082) compiled questions and put together a survey for all Classified and Unclassified staff to gauge opinions on returning to work on campus. The survey is currently in sub-committee review and results will be provided to

the Board, WOU's Administration and other campus stakeholders once the review process is complete.

Looking Forward

Over the Summer, Staff Senate will be having discussions as to what our goals might look like for 2021-2022. Two items that have already seen strong support are to continue our focus on improving communication across campus and the somewhat related area of making sure that everyone has a performance review in a timely fashion and an effective manner.



Board of Trustees, June 9, 2021

President's Report

Reopening update: Executive Order 20-28, which expires June 14, 2021, 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 Board reviewed the plan at the November meeting and the plan can be found [here](#).

The reopening large group meets every other week and is developing ideas on how to open safely in fall 2021. The goal is to be able to safely conduct in-person instruction and co-curricular activities as well as work group meetings related to all aspects of university life.

WOU announced a vaccination requirement for students, faculty and staff for fall 2021. The reopening committee has been expanded to include additional representatives of SEIU, WOUFT, Faculty Senate, Staff Senate and UDIAC. In concert with the five other public universities in Oregon, WOU is developing its implementation plans related to the vaccine requirement. For example, vaccine requirement will be dependent on full FDA approval for at least one of the widely used vaccines in the US. Additionally, exemptions will be allowed as per federal and state guidelines.

Fall 2021 Course Delivery Modalities

75% of Fall 2021 courses will have scheduled in-person class meetings.

- In-Person – 53% of all courses
- Hybrid – 22% of all courses
- Online Asynchronous – 19% of all courses
- Online Synchronous – 6% of all courses

DEI Task Force

The DEI Task Force was established to devise standards for the expedited review of DEI proposals related to diversity goals of the university for the coming year. The task force is comprised of three people from the University, Diversity, Inclusion Advisory Committee (UDIAC), the University Cultural Competency Advisory Committee

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(UCCAC) and the University Budget Advisory Committee (UBAC). Members are: UDIAC: Christopher Solario, Gabbi Boyle, Makana Waikiki; UCCAC: Luis Cordova, CM Hall, Arlette Tapis Lopez; and UBAC: Jasmine Miller, Sharyne Ryals, Tad Shannon.

The task force reviewed the proposal presented to the Board at its April meeting as well as diversity proposals from earlier UBAC submissions. Following its review, the Task Force is looking at funding details related to the two initiatives: 1) space to support BIPOC students, and 2) funding to create a diversity office. The total amount of funding FY22 is not expected to exceed \$400,000

1. **STUDENT SUCCESS:** promote student success, learning and graduation through personalized support in a student-centered education community.

Registrar's Office

The Registrar and the Academic Petition Review Committee initiated a modification to the **academic residency requirement** for baccalaureate candidates. Faculty Senate approved the adjustment in recognition of the more complex nature of the trajectory of transfer students. The expansion of the rule provides students **more flexibility** in meeting the in-residence course requirements to graduate from WOU while maintaining institutional confidence that the student met the learning outcomes set out by WOU faculty.

Key change:

- current rule: complete at least 45 of the last 60 credits in WOU courses.
- change: complete at least 45 of the last 75 credits or 150 credits in WOU courses.

For more information, please see:

<https://wou.edu/faculty senate/files/2021/02/Proposal-Draft1.pdf>

The Registrar, initiated a proposal that was recently approved by Faculty Senate to modify the existing Satisfactory/No Credit grading regulation of the university. Current rules limit options for managing unexpected life events and academic barriers. The new rule will expand the availability of S/NC grading in appropriate classes and programs. The revised regulation is a more robust tool for students to use in navigating their path through higher education.

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Student Success and Advising (SSA)

(SSA) continued to provide support to the students and campus wide initiatives as shared in past reports. In addition to that ongoing work, some updates and successes for Student Success and Advising during Spring term 2021 include the following:

- Our success team developed and launched a term **long seminar series** on a range of topics for student success such as major exploration, time management/study skills, financial literacy, and growth mindset.
- We have **hired a person to fill our short-term Degree Completion Assistant Coordinator and Advisor** (to begin in June) to assist Susan Griffin in the Degree Completion Project.
 - As of May 11, we have contacted 363 students to help them develop a plan to return and complete their degree. 110 of those students (30%) have now graduated and an additional 24 students are on track to graduate. This leads to a total of 134 student (37% of students that have been contacted) that have graduated or on track to by the end of Spring 2021.
- The success team began working on an **early warning projects** that consists of utilizing available data to identify groups of students struggling academically and doing outreach to offer those students appropriate and timely support. Ultimately the goal of the early warning system is to work with key demographics of students to improve their academic performance by catching indicators of academic struggle early and helping to remedy those issues before they become long term problems.
- Student Success and Advising will **hire a second short term advisor position to assist students impacted by COVID-19 in returning and succeeding at WOU**. This short term position will be funded from CRSSA (CARES II) federal funding.

Orientation and Strong Start

- A new director of orientation position has been created to develop a college readiness program for incoming freshmen, which we are calling Strong Start. The State of Oregon is likely to allocate funds to state universities to offer enrichment programs for incoming freshmen over the next couple of years. These programs would occur one to two weeks before the start of the academic year and include courses in Math, Freshman Year Seminar and other orientation courses designed to help students return to school after largely being remote this past 16 months. This is a short timeframe in which to develop the Strong Start program, and thus the creation of this position to be ready once the funding is approved. Megan Habermann, who has been coordinating many aspects related to orientation was appointed into this position so she could

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immediately start designing, planning and implementing the Strong Start program

- The director of orientation will also oversee Summer Orientation, Advising, and Registration, New Student Week, develop winter and spring orientation programs, and oversee the PLUS Team.

Graduate Programs

Overall, enrollment in graduate programs for Spring and Summer 2021 is showing a promising upward trend. Spring 2021 enrollment is up 5.7% compared to Spring 2020 and Summer 2021 enrollment is up by 10% compared to Summer 2020.

The new Accelerated Undergraduate to Master's Pathway (AUMPathway) has launched, including a new [website](#) with information for current and prospective students and faculty.

There are currently 4 pathways from WOU undergraduate programs to master's program and more on the horizon. This new initiative provides an excellent new opportunity for WOU undergraduate students to pursue a master's degree in a time- and cost-effective way. Undergraduate students admitted into an AUMPathway are able to take courses in their senior year that count toward both the completion of their undergraduate degree and a master's degree. With careful planning, this means that completing a master's degree will only take 1 year for most students in an AUMPathway.

Athletics

Several WOU Athletic teams returned to competition this spring with Baseball, Softball, and Men's and Women's Track & Field competing in regular spring seasons culminating in GNAC championships. Western Oregon hosted the GNAC Softball tournament and competed in the four-team event. WOU also hosted the GNAC Track & Field Championship with the men finishing 2nd and the women finishing 5th. The Wolves Baseball team finished 2nd in the NCAA West Regional Championship after also finishing 2nd in GNAC play. Academic All-Conference and post season honors will be awarded in June.

Student-athletes and staff have followed OHA, CDC and NCAA guidance for athletic practice and competition throughout the past year. The GNAC developed sport specific protocol checklists to ensure that all teams are following the same participation requirements. All student athletes and athletic staff take part in required COVID testing prior to travel and competition. Many student-athletes and staff have already been

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vaccinated which will reduce the amount of COVID testing required by the NCAA in the upcoming months.

The Great Northwest Athletic Conference and WOU Athletics are moving forward with plans for regular operations for the 2021-22 year. Fall competitive schedules for football, soccer, volleyball and cross country are now posted on WOUWOLVES.COM.

COVID Updates

WOU recently rolled out an incentive campaign to encourage students to get vaccinated. WOU is offering students a \$25 voucher at the Wolfstore. This can be used for any item in the bookstore. In addition, the Wolfstore is offering 25% off one clothing item for individuals who show their vaccination card.

University Housing is planning on increasing occupancy for the fall. The Residence Halls will not be at 100% occupancy, but they will be higher than what was utilized this past year. University Housing will continue to offer more single rooms than were available before COVID 19. University Housing is also only planning to use Heritage, Arbor Park, and Ackerman Halls for students. If demand increases, Landers Hall will be opened.

Student Engagement

With the weather becoming warmer, more events are being scheduled outdoors. Two outdoor movies have been planned. WOU Mania, and the annual array of several other activities, will also occur outdoors and indoors with attendance based on risk limits. The Multicultural Student Union has moved their annual Nuestra Fiesta Latina event outdoors this spring as well.

Throughout the year *Wolfie Weekly*, a weekly event newsletter, has been a great tool to keep students informed about the opportunities available to them both in-person and virtual. The newsletter has also been used to inform students on the various awareness months and provide passive programming on DEI issues.

The Leadership Recognition Month website recently launched. Both last year and this year we have not been able to have our traditional leadership recognition dinner, so outstanding student leaders have been recognized virtually by staff presentations. Students who live in close proximity to campus also received a recognition pack of goodies delivered by Wolfie.

We are also preparing for Black Graduation and Lavender Graduation. Both of these events were virtual last year and will be virtual again this year. Both graduations

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included a nationally recognized speaker who customizes their presentation to our students. One advantage of having virtual ceremonies is being able to tap into a higher level of keynote speakers, since they can give their presentations virtually. While virtual, these events were fairly successful this past year.

Diversity, Equity and Inclusion Training

The Division of Student Affairs brought in three guest speakers to provide training on Asian American and Pacific Islander culture and the racism these individuals have faced. The time passed too quickly and it was determined we need a second training to go further into this topic.

The University of South Florida offered a free, seven-week Diversity, Equity and Inclusion in the Workplace certificate. Each week participants experienced a two-hour lecture on various aspects of DEI in the workplace. Participants then needed to complete an exam with a score of 70% or higher to receive the certificate. Thirty staff members within the Division of Student Affairs successfully completed the certificate.

Commencement

The Commencement Committee has been hard at work planning this year's festivities, which will include several different aspects of celebration. Like last year, there will be a virtual ceremony for students and families who choose to note the milestone from afar.

In addition, the committee is planning a special ceremony that will take place throughout the day on June 12 provide students the opportunity to walk across the platform, get photos taken and have their names read as their supporters cheer them on. Over 600 graduates have signed up to participate in this day-long event which has been carefully designed to include safety measures necessary during this unique time.

Additional details can be found on the [Commencement website](#).

- 2. ACADEMIC EXCELLENCE:** promote academic excellence in an engaged student-focused learning environment.

Academic Effectiveness

Program Review. Dr. Baltzley, Associate Provost for Academic Effectiveness hosted five Zoom sessions to answer questions about academic program review, which is done on a seven-year-cycle. The majority of attendees were from programs that will begin their Program Review process in the 2021-22 academic year. In each session, a faculty member from a program that previously completed the Program Review process attended in order to answer questions and share their perspective—Dr. Margaret Manoogian (Gerontology), Prof. Tim Coward (Dance), and Dr. Lars Soderlund (English Studies) each volunteered their time as our Program Review “veterans”.

Annual Program Assessment. Dr. Baltzley, Associate Provost for Academic Effectiveness has completed a review of the 2019-20 Program Assessment Reports that have been submitted. He sent feedback to all programs regarding their individual reports, and also provided a summary review of all the reports. His summary report is available on the Academic Effectiveness website. In brief, similar to last year we used an assessment rubric to evaluate practices. The Program Assessment Reports showed improvement compared to the 2018-19 Program Assessment Reports. Similar to last year, the principle strength in our assessment practices is in the data collection and analysis process. Our primary weakness continues to be in the timely reporting of our assessment data.

Student Writing Awards. The Meyer Prize for Outstanding Student Essay and the Sears Prize for Poetry are both endowed annual writing competitions judged by a team of English faculty members, with cash prizes for the winners.

- Myer’s Prize for Outstanding Student Essay:
 - 1. Katy Tripp, “Heart of Darkness and the Failure of Identity”
 - 2. Sam Marshall, “Break out the Boat, It’s a Morality Trip Downriver”
- Peter Sears Poetry Prize:
 - First Prize: Kit Evans, “Riverbed Blues”
 - Second Prize: Molly Gale, “Junk Drawer”
 - Third Prize, Trinity Herr, “[When you ask me what we’ll do . . .]”
 - [Click here to view winning Peter Sears poems.](#)

- 3. COMMUNITY ENGAGEMENT:** create meaningful opportunities for lasting partnerships with local communities and regional and global organizations.

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Registrar's Office

In coordination with the Commencement Committee, the reopening team, and University Council we have set up the structure for Western Oregon University's 164th Commencement ceremony. We have begun collecting registrations for an on-campus ceremony as well as for a virtual ceremony. Graduates from the class of 2020 have been invited to participate in this year's drive-through ceremony.

Child Development Center

Even with COVID, the Child Development Center has been able to operate all year with only a couple of interruptions. The CDC had to operate with a reduced number of students this year. The Center was able to secure several grants to help with operating expenses and cover tuition costs even when there had to be an interruption. The CDC plans to have a higher load of students for the 2021-22 academic year. Some of the grants received this year will also likely be available for this coming year.

Partnership with Central School District

Campus Recreation has entered into a partnership with Central School District to provide summer enrichment programs for their students. The plan is to have eight weeks of enrichment activities which will run 8-5, five days a week starting July 5. Some students might have academic activities in the morning at their school and then participate in enrichment activities in the afternoon. Other students might use this program for all day activities. The intent is to help get students out, engaged in activities, and interacting with other students.

Alumni Relations

- Congratulations to Dr. Phyllis Lee '57 for receiving the Alumni Award of Excellence. Her outstanding accomplishments include her commitment and passion for enhancing and promoting diversity and inclusion and her work in social justice throughout her career. Special thanks to the selection committee.
- Two members of the class of 1971 were chosen as Golden Wolves of Distinction for this year's Commencement activities. Gary Martin and Jan Morgan will be featured in a short segment on June 11 at the virtual Commencement ceremony.
- Alumni Relations is prepped to hand out graduation swag bags to graduates at the drive-through ceremony on June 12
- New alumni board cabinet offers were nominated at the April meeting and the official vote will occur at their June meeting
- Monthly e-newsletter – PawPrints – goes out on the 1st Tuesday of every month

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4. **ACCOUNTABILITY:** promote teamwork and transparency in budgeting, decision-making and the stewardship of resources.

Accounting & Business Services

- Accounting & Business Services (ABS) has prepared university staff across campus for year-end close
- The tuition calculator for 2021-22 has been updated
- ABS has awarded Coronavirus Response and Relief Supplemental Appropriations (CRRSAA) funds to over 1,100 students
- ABS was awarded the Gold Star by the Oregon Department of Administrative Services' Statewide Accounting and Reporting Services.

Public Safety

- Campus Public Safety (CPS) hired two new officers who started at WOU in April
- Spring term COVID-19 testing for housing was completed in March
- Training on Anti-Racism and Hate and Bias Crime Investigations will begin soon
- Parking Services purchased a new Ford Ranger to replace a 2005 Ford Ranger
- CPS staff are planning the logistics for Commencement
- To create a softer look, CPS purchased polos for the officers to wear

Board's Office

- Shepherded successful approval of the Board Statement on Diversity, Inclusion, Equity and Accessibility at the April 21, 2021 board meeting
- Significant work with Chair Betty Komp and Vice Chair Arredondo on the search for the interim president
- Participated in the Shared Governance Summit on the regular successor presidential search

Office of the President

Office of the General Counsel (including legal services and risk management)

- Provided substantial legal advice on COVID-related matters, including but not limited to revised executive orders, guidance from the state, and the federal American Rescue Plan
- Continued work with the HB 2864 cultural competency committee, including goals and development of the Training & Development and Assessment sections of the effort; presented cultural competence update to the University Council
- Commenced salary reopener negotiations with WOUFT (with HR)
- Reviewed and processed nearly 100 contracts, including many expedited contracts for emergency work and no-cost extensions and changes to grant documents
- Reviewed and processed multiple public records requests
- Conducted numerous investigations for complaints and grievances; advised and appeared in grievance hearings
- Continued work and advice as the Article 15 process reached conclusion
- Work with Facilities on various issues related to capital construction projects on campus
- Continued work to secure vendors for point-of-sale updates for the WOU Bookstore
- Managed outstanding litigation and insurance claims against the university
- Assisted with advice regarding reopener salary negotiations with WOUFT
- Participated in Joint Labor-Management Committees for WOUFT and SEIU (with HR)

Public Affairs and Strategic Initiatives

- Successfully lobbied the passage of SB 230 which provides WOU (SOU and EOU as well) with the authority to offer professional doctorates
- Significant lobbying on securing at least \$900M in the PUSF and WOU's top two capital construction projects
- Significant work for the 2021 Legislative Assembly, including twice-weekly meetings with the Legislative Advisory Council
- Continued work and distribution of 3-5-minute advocacy/awareness videos that feature students, faculty, alumni and partners for distribution throughout the legislative session to WOU priorities. Topics include Bilingual Teacher Scholars, HSI, capital construction requests, WOU: Salem Center, Sports Lottery, Diversity, Equity, and Inclusion, Student Success efforts, and transfers student success

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5. **SUSTAINBLILITY & STEWARDSHIP:** promote effective university stewardship of educational, environmental, financial, human and technological resources.

Academic Innovation

The transition from Moodle to Canvas continues, with approximate 60% of WOU courses currently being taught in Canvas. As of Summer 2021, all active instruction will be in Canvas. In a recent survey of WOU instructors, 91% of respondents agreed or strongly agreed with the statement "would be satisfied if Canvas were WOU's only learning management system."

Academic Innovation continues to offer a growing suite of programs for WOU faculty. A full description of these programs can be found on their [Current Programs](#) webpage. Over 50 faculty members have now participated in the Catalyst program, an intensive collaborative program that brings faculty together to explore the intersection of technology and pedagogy while jumpstarting course design for the following term. Also, since Fall 2020, 99 faculty members have attended at least one of the other workshops offered by Academic Innovation, such as Canvas Fundamentals, Gradebook Basics, Guided Conversions and Deep Dives.

Capital Projects and Facilities Services

- **WOU Salem**
 - The majority of the work is complete
 - The bathrooms are completed
 - Furniture setup is in process
 - Finishing up electrical work
 - Finishing up lock and door work
 - Final inspections will need completed before building occupancy
 - [Click here](#) to view a new video showcasing the WOU:Salem Vick Building
- **ITC**
 - Still doing some finish work and addressing issues with lock controllers
 - Work on the parking lot will begin soon
- **Campus tree issues**
 - Facilities Services is still cleaning up and monitoring trees throughout campus. A tree company has been hired to inspect and address some damaged limb issue with the Giant Sequoia. Additionally, Facilities Services is working on hiring a tree service to do regular annual service of all campus trees as well as address some of the trees that are too high to reach with our own equipment.

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- WOU has selected HR Mechanical for the steam line repair on Monmouth Avenue. They will be starting the preparation work as soon as next week. Excavation and any street closure will be scheduled for after commencement.
- Facilities Services has started meeting with the General Counsel on a monthly basis to discuss campus contracts and procurement.
- [Click here](#) to view the Summer Projects List

CARES Spending

The table below outlines the three allocations of CARES institutional awards and how the University has spent CARES I, plans to spend CARES II, and preliminary plans for CARES III.

Initiative	CARES I	CARES II	CARES III
Degree Completion Assistant Coordinator and Advisor		69,908	
Case Manager position		62,000	
Stress management workshop		12,500	
Student Health & Counseling Center		200,000	200,000
Housing/Dining		1,500,000	1,500,000
Athletics travel		174,000	
COVID antigen testing		30,000	
Reimburse E&G payroll	1,800,000	1,900,000	3,000,000
Mitigate student debt/reimburse fee remissions		500,000	
WiFi hotspots and internet service		25,000	
Convert 15 classrooms into smart classrooms		78,740	
Two virtual cadavers		164,050	
Wise Proctor		50,000	
Voice Thread (Canvas tool)		50,000	
HEPA Filters		100,000	
Canvas tech support		25,000	
Data Center Server	54,860		
Academic Affairs	161,071		400,000
Limited duration 1.0 FTE for CARES finance manager			93,348
DEI Initiatives			250,000
Cleaning supplies/PPE	<u>124,910</u>	<u>-</u>	<u>-</u>
Total Spent/Allocated	2,140,841	4,941,198	5,443,348
Total Institutional Award	<u>2,140,841</u>	<u>4,918,999</u>	<u>6,124,544</u>
Remaining	0	(22,199)	681,196

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Impact of CARES Funds

Federal one-time funds of nearly \$7M have had been injected into the university operations over the last two fiscal years. Of that, \$4.2M (\$1.8M in FY20 and \$2.4M in FY21) had a significant positive effect on the Education and General (E&G) fund balance. While these monies provide welcome relief and additional time to address the university's longer term structural fiscal challenges, the fund do not provide structural relief.

- Tuition revenues are \$2.521M less than the prior year due to an approximate 7.5% decrease in fall term, 9.7% decrease in winter term, and 10.5% in spring term enrollments (compared to the respective term in the prior year).
- Fees are \$6.693M more than the prior year; online course fee revenues total approximately \$6.9M (with other fees trailing slightly behind the prior year due to decreased enrollment). With a return to more normal delivery in 2021-22, these fees will be significantly reduced. (FY 22 preliminary budget estimates \$1.8M in online technology fee).
- Personnel expenses are \$6.014M less than the prior year. In July 2019, the second and final retirement window program payment of \$783K was made and is reflected in the P10 FY20 personnel expense. FY21 personnel expense reflects savings from furloughed employees and employees placed on Leave Without Pay.
- Auxiliary Revenues: Enrollment Fees are down \$5.046M, primarily due to an approximate \$3M decrease in incidental fees, \$1.5M in health service fees, and \$500K decrease in recreation center building fees due to approximately 95% of classes being delivered online (resulting in on-campus fees not being assessed; IFC implemented a winter term fee of \$150 and a spring term fee of \$125 for all students regardless of modality, whereas the original fee would have been assessed only on in-person credit hours at a rate of \$395 for students taking 6 or more credits, or \$265 for students taking 1-5 credits). Sales and Services are down \$4.23M from the prior period, primarily due to Housing being at about 50% of normal occupancy resulting in fewer revenues for Campus Dining as well, and decreased bookstore revenues. **Altogether, total revenues are \$7.955M as of April 30, 2021, which is \$9.791M less than for the same period during the prior year.**

Looking toward FY22

- Tuition assumes a 10% enrollment decline from Fall 2020, and then 6% attrition between terms. This results in an assumed 130,324 undergraduate and 8,044 graduate credit hours.
- State funding reflects the Tri-Chair's biennium budget of total PUSF funding of \$886M. FY22 will be the first year of the new SSCM formula, which is also reflected in the estimate. FY22 will also be the first year of the biennium; 49% of

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PUSF is distributed in year 1 with the remaining 51% distributed in year 2.
(Note: if PUSF increase to \$900M, WOU's share will increase by about \$450,000)

- Personnel budget totals \$56.28M, \$218K more than the FY21 Adjusted Budget. The FY21 Adjusted Budget incorporated partial year savings for many of the position eliminations and layoffs that occurred, as well as furlough and leave without pay savings.
 - Budgeted amount for faculty reflects partial Article 15 savings of approximately \$700K (the full savings will be realized in the FY23 budget cycle). This also assumes no raises other than promotional step increases (bargaining is still underway).
 - Budgeted amount for unclassified staff assumes no raises.
 - Budgeted amount for classified staff totals \$6.585M, which assumes regular step increases, but no COLA.
 - Classified Pay is budgeted at \$243K and includes \$50K budgeted for longevity pay differential.

With these assumptions, the E&G FY22 budget will be in deficit \$2.9M, which reflects the positive longer-term structural changes from the starting point for FY21 which reflected a deficit of \$6.5M.

University Computing Solutions

- Data warehouse development in progress including:
 - Add Term Code to application decision
 - Add High School graduation date
 - Add activity date to prior school attended
 - Add major/minor concentration
- Server O/S upgrades/migrations
 - 90% are upgraded from RedHat Linux 6 to RedHat Linux 7/8
 - 30% of servers moved to new secure network space, with a goal of this project being completed by the end of August
- Campus network
 - 30% of user workstations, printers, cameras, etc. moved to private address space behind campus firewall
 - The goal of this project is to complete it by the end of August
- New SSO (single sign-on) infrastructure upgraded and in production
- TRI web server development
 - Traffic safety
 - Oregon Deaf Blind
 - OregonSpark.org
 - TRI main site

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- FindChildCareOregon.org
- Wrike departmental collaborators now included as part of project development
- Implemented load balanced streaming servers
- New technology enhanced classrooms
 - Includes integrated audio and video for 10 of the existing smart classrooms
 - BEL 235, BEL 334
 - DSC 101
 - HW 105, HW 203, HW 204
 - MNB 104
 - NS 101, NS 103
 - SH 122

Human Resources

- Continued work with employees regarding COVID-related matters, including face coverings, vaccination requirements, and reopening issues
- Continued participation in the preparation for SEIU negotiations, including successful extension of the current contract to facilitate successor bargaining
- Participation in the search committee for the Executive Director of Intercollegiate Athletics
- Worked with various campus departments and units on various personnel and reorganization requests after FY22 budget presentations
- Advised regarding the HR dimensions of the Article 15 process
- Participation in the American Council on Education (ACE) Learner Lab subcommittee on Faculty and Staff support
- Continued research on advisability of mandatory vaccinations (both students and employees)
- Continued research on return-to-work policies and revisions to university's approach to telecommuting

WOU Foundation

- Gifts through May 27, 2021
 - Overall committed: \$2,503,170 (increase of \$173,330)
 - Overall received: \$2,412,104 (increase of \$172,804)
- [35th Annual Wolves Athletic Auction](#) presented by Oregon State Credit Union
 - Online auction runs from May 29 – June 5
 - Noon Zoom Coach Chats held June 1 – June 4
 - Livestream event held June 5
 - Watch Parties coordinated with volunteers at various community locations

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- Returning athletic corporate sponsors include Oregon State Credit Union, Budget Blinds, Hampton Inns and Suites, Overhead Doors of Salem, Homelight, Capitol Auto, Maps Credit Union, Corvallis Clinic, Tim's Automotive, GBC, Hendrix Heating and Air
- Held the first in person event in more than a year on April 23, celebrating donors to the Dean Jack Morton Memorial Lobby
- WOU Foundation Board of Trustees will be voting on several important initiatives at their regularly scheduled June meeting (June 19). Items include:
 - Edit to the WOU Foundation mission
 - New board and volunteer Code of Ethics
 - Volunteer structure including new Alumni Affinity Groups
 - New slate of officers
 - Selection of a campaign consultant

MarCom

- Conducted the second Why I Love WOU video contest. \$13,000 in scholarships were awarded to 10 students. Incoming freshman Amanda Anderson, an international student from Jamaica, won the grand prize and a \$4,000 scholarship. See her video [here](#).
- Received 90 nominations for class of 2021 graduate profiles. All grads have been invited to be featured on WOU's flagship social media and on Today at WOU.
- Planning for large initiatives such as the WOU:Salem grand opening, Commencement, Academic Excellence Showcase, and the Western Restorative Justice & Reentry Center launch.
- Graphic design and social media for the Athletics Auction
- Planning and graphic design with Admissions for numerous snail mail and email recruitment pieces
- Communications planning and execution around: vaccine clinics, on-campus mask requirements, change in transfer requirements, interim president announcement, etc.
- Significant contributions to Commencement planning, including leading subcommittees, creation of program, design of branded gifts for graduates, maps for drive-through event, updating the website, etc.
- Creation of websites for WOU's Research Institute (TRI) and Oregon Council of Presidents (OCOP)
- Other websites created, updated or maintained: wou.edu/fall-2021, wou.edu/coronavirus, wou.edu/give, graduate.wou.edu. wou.edu/Honors, Admissions incentive program, wou.edu/foundation
- Other website work: created new templates, published President's Newsletter and optimized

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Fall 2021 Recruitment Update

Applications and admitted student numbers continue to be down from previous years. Applications are tracking down 22% and Admitted students are tracking down 12%. While we are making minor strides in narrowing the gap, COVID has had a major impact on recruitment and enrollment.

We currently have a staff member in Hawaii working with admitted students to get them registered for courses. Hawaii is usually the largest or second largest state outside of Oregon from which we draw students. Our admitted student numbers are down 40% in Hawaii so we are hoping this activity will help us matriculate more students given the current environment.

Transfer Orientation and Registration occurred this past weekend. One year ago we registered 190 students as part of this event. This year we registered 153. This decrease mirrors the decrease in enrollment reported by our community college partners in Oregon at the start of the year. We will continue to follow-up with admitted transfers to get them registered.

We had several successful Admitted Student Receptions in Portland and at WOU. At this point our admissions team is making individual contacts with students to work with them on applications, or questions they may have regarding attending WOU.

We are planning several in-person orientation events over the summer to get students to campus. We continue to believe that students want to come to campus and that being on our campus sells students on coming here. These events will also allow students to tour the residence halls, which haven't been open to visitors up to this point. Registration is a separate process so most students should be registered by the time they come to Summer Orientation, but we will also have advisors available to work with students who need to register or add and drop courses.

Housing applications also continue to track down. At this time last year, we had 670 applications. This year we have 447 applications. University Housing continues to reach out to students who have been admitted to encourage them to submit their housing application.

Multicultural Student Services & Programs Office (MSSP)

History

1992: No MSSP - Admissions Counselor Focused on Minority Student Recruitment / UMAS

1995: Minority Student Affairs was created (Director/Advisor), named was changed shortly after

1996: I was hired as Advisor of Multicultural Student Services & Programs

1997: I was hired as Director of Multicultural Student Services & Programs

2003: Advisor position was cut due to budget cuts.

2003: Recruitment of underrepresented students was moved to Admissions so that MSSP could focus more on retention efforts.

2003: MSSP office moved from WUC to APS

2004: MSSP was given .5 Office Coordinator for support.

2005: On-Track Program was added to support students that were non scholarship recipients.

2006: MSSP was given an additional .5 Office Coordinator and an Advisor position.

2007: CECLC chose WOU as their hosting site because of our ongoing support and grant funds.

2008: MSSP Office Coordinator upgraded to a 1.0 position.

2008: MCR Program was created to support recruitment efforts and to establish a mentor program.

2011: MSSP moved from APS to WUC

2015: MSSP and COE began collaboration with support for BTS Program called *Conexiones*.

2018: Advisor changed to AD and an additional AD was added.

2020: Office Coordinator was cut and one AD position was reduced back to an Advisor position due to budget cuts.

Multicultural Student Services & Programs Office (MSSP) Mission Statement

The office of Multicultural Student Services & Programs is committed to the recruitment, retention and graduation of historically underrepresented & underserved populations by providing educational opportunities and outstanding programming for ethnically and culturally diverse students. MSSP strives to enrich the undergraduate experience and foster a supportive environment for students of color to live, learn and grow as active members of the Western Oregon University community and as individuals.

Multicultural Student Services & Programs Office (MSSP) Staff & Programs

Anna Hernandez-Hunter
Director

Luanne Carrillo-Avalos
Assistant Director

Akaanchya Pradhan
Program Advisor & Coordinator

MSSP currently serves approximately 400 students and is committed to providing our students support through various programs such as:

- ◆ The Diversity Scholars Program
- ◆ The Conexiones Program
- ◆ The On-Track Program,
- ◆ Peer Support and Mentorship Programs.

Multicultural Student Services & Programs Office (MSSP) Diversity Scholars Program

- The Diversity Scholars Program supports students financially with a renewable \$6000/year scholarship (students must meet scholarship renewal requirements each year).
- This award is only available to new, incoming students (not current students).
- The scholarship is awarded for 5 years total for freshmen, 3 years total for transfers
- All freshman scholarship recipients are required to take a class their entire first year (ICS 104)
- All scholarship recipients will meet with their MSSP Advisor and develop and update their Academic Plan on yearly basis.

Note: MSSP also coordinates the selection process for the **David S. Brody Memorial Scholarship**, which is a full ride scholarship (tuition, fees, room/board, books/supplies). Recipients of this award are new incoming students that are bilingual and have a 3.0 or higher GPA. Recipients of this award (one a year) are also automatically included in the Diversity Scholars Program.

Multicultural Student Services & Programs Office (MSSP) *Conexiones* Program

- The *Conexiones* Program is a collaboration with the College of Education's Bilingual Teacher Scholars Program.
- This program supports students, that are planning on becoming bilingual teachers, financially with a \$3000/year scholarship.
- This award is only available to new, incoming students (not current students).
- The scholarship is awarded for 5 years total for freshmen, 3 years total for transfers (students must meet scholarship renewal requirements each year).
- All freshman scholarship recipients are required to take a class their entire first year (ICS 104).
- All scholarship recipients will meet with their MSSP Advisor and develop and update their Academic Plan on yearly basis.

Multicultural Student Services & Programs Office (MSSP) On Track Program

- The On-Track program targets first generation, underrepresented/underserved student populations.
- This program is open to new and current students.
- On Track participants are provided with academic support, peer mentorship and one on one advising.
- All program participants will meet with their MSSP Advisor and develop and update their Academic Plan on yearly basis.

**Students must apply for this program and can access the application on our website:
www.wou.edu/mssp**

Multicultural Student Services & Programs Office (MSSP) Peer Support

Multicultural Student Union (MSU):

- MSSP also advises the **Multicultural Student Union (MSU)**.
- MSU is a student organization whose mission is to promote diversity on campus and the surrounding community.
- MSU sponsors annual cultural events. Examples: Dia de los Muertos, Out and Proud, Women of Culture Celebration, African American Awareness Celebration, MSU Pow-Wow and Nuestra Fiesta Latina.
- They also have weekly meetings to connect with members every Wednesday night at 6pm. These were modified this past year as biweekly zoom meetings and biweekly podcasts (linktr.ee/msuwou)
- Everyone is welcome!

Multicultural Student Services & Programs Office (MSSP) Mentorship Programs

Multicultural Representatives - MCR Mentor Program:

- All first year students (freshmen and transfers) that participate in any of the MSSP programs are assigned a peer mentor through the MCR Mentor Program.
- This gives students access to an upperclassman that can assist with their first year transition by providing support, tips, suggestions and ideas on how to succeed at WOU.
- All mentors and mentees will gather twice a term for coordinated events designed to provide education on campus resources and an opportunity to create peer connections.
- MCR Coordinators plan and implement **Cultural Connections**; a program that runs concurrently with New Student Week. This program is designed to provide an orientation and provide an opportunity for new students to connect with peers and staff they can relate to and seek out for support while at WOU.

Multicultural Student Services & Programs Office (MSSP) HIGHLIGHTS

- **CECLC: Cesar E Chavez Leadership Conference:** After several years of our office supporting and participating on the planning board for CECLC, MSSP spearheaded a proposal to the CECLC Board offering WOU as an ongoing hosting site.
 - CECLC chose initially to move the conference to WOU for 5 years and after that, because of our dedication and campus commitment, they decided to make WOU the permanent hosting site. The last conference in 2019 hosted approximately 2,200 high school students and staff. 2020 would have been the 30th Annual CECLC Conference was canceled due to the pandemic. For 2021, we hosted a virtual video conference.
 - Future: We are poised to “inherit” this event and we have a unique opportunity to establish it as ongoing collaboration with Oregon High Schools.

Multicultural Student Services & Programs Office (MSSP) HIGHLIGHTS

- **Celebration and recognition of “Scholars”.**
 - Over the years we have been able to build a scholarship program that serves as:
 - a cohort of peers,
 - a community of support and
 - a distinction of pride for our students.
- **Diversity events in collaboration with MSU**
 - Dia de los Muertos, Out and Proud, African-American Awareness Celebration, Women of Culture Celebration, MSU Pow-Wow, Nuestra Fiesta Latina
- **Cultural Connections:** Has allowed us the ability to connect new incoming students with staff and students from the very beginning of their time on campus.

Multicultural Student Services & Programs Office (MSSP) Additional Information

[MSSP Retention & Graduation Rate Report](#)

[MSSP Website](#)

[MSU Link Tree](#)

Introduction of MSSP Alumni: Monica Cerda Ortiz

- Graduated 2020
- Recognized as the Delmer Dewey/Julia McCulloch Smith Award winner and spoke at the 2020 Commencement ceremony.
- ASWOU VP, MCR Coordinator, Plus Team Member, Assisted in establishing Unidos, etc.
- Bilingual Teacher Scholar
- Currently working on her Masters of Science in Education at WOU and serving as a Graduate Assistant for the Bilingual Teacher Scholars Program.

Questions?

University Cultural Competence Advisory Committee (UCCAC) Update

WOU Board of Trustees

Wednesday, June 9, 2021

Ryan J. Hagemann, UCCAC Chair



Western Oregon
UNIVERSITY

Page 42 of 107



UCCAC: House Bill 2864 (2017)

Each public institution of higher education shall establish a process for recommending, and providing oversight for the implementation of, **cultural competency standards** for the public institution of higher education and the institution's employees. The process established under this subsection must....



UCCAC: House Bill 2864 (2017)

- (a) Include a **broad range** of institutional perspectives;
- (b) Give **equal weight** to the perspectives of administrators, faculty members, staff and students;
- (c) Require that the institution provide continuing **training and development** opportunities that foster the ability of the institution's faculty, staff and administration to meet cultural competency standards;
- (d) Propose **institution-wide goals** that seek to improve the cultural inclusion climate for students, faculty, staff and administration from diverse backgrounds;
- (e) Require preparation of a **biennial report** that is presented to the appropriate board regarding the institution's progress toward achieving the goals set forth in this subsection;
- (f) Recommend **mechanisms** for **assessing** how well the institution meets cultural competency standards; and
- (g) Ensure that the institution **clearly communicates** to **new faculty, staff and administrators** the institution's commitment to including meeting cultural competency standards in professional development.



UCCAC Structure

Equal Weight: 12-person committee evenly divided between administrators, faculty, staff, and staff

Training and Development: One of three subcommittees designed to discharge obligation to recommend appropriate training and development

Institution-Wide Goals: One of the three subcommittees designed to discharge obligation to recommend cultural competence standards

Biennial Report: Notwithstanding additional work and refinement, including work with shared governance and unions, among others, Board received UCCAC update, along with review of its Board Statement on Diversity, Equity, Inclusion and Accessibility, at November 2020 Board meeting

Assessment Mechanisms: One of the three subcommittees designed to discharge the obligation to assess how well institution meets standards

New Employees: Embedded in the cultural competence goals



UCCAC Membership

Faculty

Dr. Emily Plec, Communication Studies (Training)

Dr. Shari Hopkins, Educational Leadership (Assessment)

Dr. Lucas Cordova, Computer Science (Goals)

Staff

CM Hall, DeafBlind Interpreting Grant/COE (Assessment)

Samhita Dixit, Admissions (Training)

Gabbi Boyle, Student Success and Advising (Goals)

Students

Aliyah Favela (Training)

Arlette Tapia Lopez (Goals)

Elizabeth Braatz (Assessment)

Administrators

Ryan J. Hagemann, VPGC (Goals)

Judy Vanderburg, AVP, Human Resources (Training)

Dr. Kathy Cassity, Dean, LAS (Assessment)



Diversity, Inclusion, Equity and Accessibility at Western Oregon University

Board Statement
Expectations

UDIAC
Diversity Action Plan

UCCAC
*Goals, Training,
Assessment*



Board Statement on Diversity, Equity, Inclusion, and Accessibility

The Board of Trustees approved its Board Statement on Diversity, Equity, Inclusion, and Accessibility at its April 21, 2021 Board meeting. The heart of the Board Statement are the Board's seven priorities and expectations for the university:

- (1) Climate
- (2) Recruitment and Retention of Employees
- (3) Recruitment and Retention of Students
- (4) Curriculum and Pedagogy
- (5) Community Partnerships
- (6) Business Practices
- (7) Facilities and Physical Plant

Reflecting on HB 2864's requirements (goals, training, assessment) and UCCAC structure, the committee focused on climate, employees, students, and curriculum and pedagogy in developing standards.



STANDARD ONE: CLIMATE

The University will take intentional actions to create and sustain a climate of respect, civility, and acceptance to all members of the University community



STANDARD ONE: CLIMATE

- (1) Collaborate with other campus entities (e.g. SafeZone, UDIAC) to utilize existing training(s) as a general education module for all employees, required as described in the Training & Development section

- (2) Create a system of tracking for campus employees to acknowledge/get credit for continuing education experiences that directly align with the cultural competency learning outcomes, required as described in the Training & Development section

- (3) Provide a structure for specialized, relevant training to be requested by university units and departments, as appropriate

- (3)(a) Ensure appropriate training for the Board of Trustees, the president, and the president's cabinet, required as described in the Training & Development section



STANDARD ONE: CLIMATE

(4) Complete, in conjunction with the University Diversity & Inclusion Advisory Committee, a budget proposal to:

(4)(a) Create internal capacity for cultural competency/DEIA work, whether a separate office, dedicated employees within key departments and units, and/or release time; and

(4)(b) Incorporate the priority of cultural competency/DEIA principles into any and all budget proposals presented to the University Budget Advisory Committee

(5) Revise and improve bias incident response processes and discrimination/harassment complaint processes

(6) Create an in-service day each term with no classes and, to the extent possible, no work in order to sponsor programming, hold events, and offer trainings, as described in the Training & Development section



STANDARD TWO: EMPLOYMENT

The University will take concrete steps and deploy intentional strategies to recruit and retain a diverse workforce which, in turn, will contribute to, and sustain, the University's pursuit of a climate of respect, civility, and acceptance



STANDARD TWO: EMPLOYMENT

- (1) Implement cultural competency elements to the performance evaluations of all classified and unclassified employees
- (2) Work with appropriate faculty and WOUFT representatives about incorporating cultural competency into the promotion and tenure and post-tenure review processes
- (3) Provide appropriate training for any and all search committee chairs as described in the Training & Development section
- (4) Include cultural competency module at New Employee Orientation and Faculty Orientation



STANDARD THREE: STUDENTS

The University will deploy intentional strategies to retain a diverse student body, elevating culturally competent practices and actions in any retention efforts which, in turn, will contribute to, and sustain, the University's pursuit of a climate of respect, civility, and acceptance.



STANDARD THREE: STUDENTS

- (1) Include a required cultural competency segment during each New Student Week
- (2) Provide appropriate cultural competency training of all student-employees (e.g., resident advisors (RAs) and ASWOU Executive Cabinet
- (3) Work with ASWOU on offering appropriate training to officers and leadership of all ASWOU incidental fee-funded clubs & organizations, as described in the Training & Development section



STANDARD FOUR: CURRICULUM

Recognizing the faculty's primary role in developing and stewarding the University's curriculum, the University will prepare students for the challenges and expectations they will encounter in an increasingly diverse and inclusive community, state, nation and world



STANDARD FOUR: CURRICULUM

- (1) Work with faculty and appropriate departments and offices (e.g., General Education) to catalog and highlight university courses which incorporate cultural competency as the primary subject matter
- (2) Work with faculty and Faculty Senate on a cultural competency certificate, endorsement, or emphasis that can be added to any degree or pursued as an additional credential
- (3) Work with appropriate faculty and WOUFT representatives about inclusion of a cultural competency dimension to the student evaluation instrument for all courses offered at the university



TRAINING & DEVELOPMENT

Fall Term:
Campus-Wide
Group Training

Winter Term:
Unit-Specific
Group Training

Spring Term:
Individually-
Selected Training



TRAINING & DEVELOPMENT PROPOSAL

Fall Term: Campus-Wide Group Training

At the beginning of each fall term, two trainings will be offered concurrently: one for students and the other for employees. The fall trainings should emphasize critical thinking and self-reflection skills and be focused on broad topics such as unconscious bias, microaggressions, privilege, power, and dimensions of culture. To the extent possible, live facilitation and customized student/employee engagement opportunities should be prioritized in this training. Holding the training during the week prior to the first day of class would minimize any adverse impacts related to academic scheduling.



TRAINING & DEVELOPMENT PROPOSAL

Winter Term: Unit-Specific Group Training

At the conclusion of Fall Term, employees in each academic division or work unit on campus will, collectively, select an online training option from SkillSoft, CUPA-HR, or another provider and notify Human Resources accordingly. Student employees should also be invited (and paid) to participate in these “unit-specific” training opportunities, should they wish to do so. ASWOU will be responsible for selecting/recommending student training opportunities based on input gathered from students, which can be administered and assessed through the Service Learning and Career Development (SLCD) office.



TRAINING & DEVELOPMENT PROPOSAL

Spring Term: Individually-Selected Training

By the conclusion of Spring Term, all employees are expected to complete a third training, from a suite of options made available to employees by Human Resources. Employees wishing to take advantage of cultural competency trainings outside of those promoted by the university should contact HR regarding appropriate documentation. Students should also be encouraged to complete a third training, with ASWOU functioning as the primary vehicle for communicating options available to students and SLCD. The third training should not duplicate the unit-specific or campus-wide training and should provide an opportunity for the individual to choose an area related to cultural competency they wish to explore. An in-service half-day (with no classes or other meetings) should be scheduled to enable students and employees to complete their individually-selected training.



ASSESSMENT CONCEPTS

Climate Surveys: Developed internally in order to capture longitudinal data and custom questions based on university circumstances, but to be administered in conjunction with existing national climate surveys on a regular interval in order to compare the university to national and peer comparator data

Dashboard: Developed to publicly track quantitative data, such as the number of employees or students that have completed required training successfully, number of bias complaints that have been filed and/or investigated, and/or number of discrimination or harassment complaints that have been filed and/or investigated

On-Line Curriculum: Ensure that any on-line training modules that are used in the Training & Development framework include assessment tools for the Assessment Subcommittee to deploy and review

Learning Outcomes: Ensure that any in-person or curriculum delivered in a modality other than on-line include an assessment mechanism featuring key learning outcomes



QUESTIONS?



The Diversity Action Plan

Authored by the University Diversity and Inclusion Advisory Committee

Land Acknowledgment

Western Oregon University in Monmouth, OR is located within the traditional homelands of the Luckiamute Band of Kalapuya. Following the Willamette Valley Treaty of 1855 (Kalapuya etc. Treaty), Kalapuya people were forcibly removed to reservations in Western Oregon. Today, living descendants of these people are a part of the Confederated Tribes of Grand Ronde Community of Oregon (<https://www.grandronde.org>) and the Confederated Tribes of the Siletz Indians (<https://ctsi.nsn.us>).

The Board Statement on Diversity, Inclusion, Equity, and Accessibility sets the foundation of values that are needed for accountability towards justice, anti-racism, and inclusion at Western Oregon University.

To carry out the Board Statement, WOU will implement and institutionalize this Diversity Action Plan (DAP).

The DAP is guided by WOU's Strategic Framework and requires institutional support and the engagement of all campus community members.

UDIAC MEMBERS

Gabbi Boyle - Staff Senate Representative, Co-chair
Ariel Zimmer Suel - Student Affairs Representative, Co-chair
Jaclyn Caires-Hurley - College of Education, Co-Chair
Octavious Gillespie - Athletics
Sarah Lockwood - Student Affairs Representative
Chungfan Ni-Faculty Senate Representative
Carson Campbell - University Council Representative
Kathleen Cassity - Academic Affairs Representative
Kristin Latham-Scott - College of LAS Representative
Marion Barnes - Advancement Representative
Doris I. Cancel-Tirado - Member at Large
Gary Dukes - Student Affairs Representative
Gabriela Eyster - Facilities Services Representative
Chris Solario - Student Affairs Representative

NJ Johnson - ASWOU Representative (President)
Arlette Tapia – ASWOU Multicultural Representation
Kassidy Fegles-Jones – ASWOU Director of Equity
Makana Waikiki
Liz Marquez Gutierrez
Elizabeth Braatz
Devin Thongdy

... And all other members of equity-related committees that have been doing this work at WOU for over 20 years.

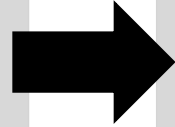
Board of Trustees
Statement on
Diversity, Equity,
Inclusion, and
Accessibility



UDIAC's
Diversity Action Plan

Board of Trustees Statement

- Climate
- Recruitment and Retention of Employees
- Recruitment and Retention of Students
- Curriculum and Pedagogy
- Community Partnerships
- Business Practices
- Facilities & Physical Plant



Diversity Action Plan

- Climate
- Recruitment and Retention of Employees
- Recruitment and Retention of Students
- Curriculum and Pedagogy
- Community Partnerships
- Business Practices
- Facilities & Physical Plant

The Diversity Action Plan Overview

Statement of Purpose	
Definitions and Key Terms	
Goals	BoT Statement Language UDIAC Summary DAP Goals
Appendix A	DEI Timeline (proposed)
Appendix B	Action Item Recommendations – Developed from conversations with stakeholders and the DAP Survey responses.



The Board of Trustees expects purposeful and intentional action by the university and its employees and students to create and sustain a climate of respect, civility, and acceptance to allow all members of the university community—administrators, faculty, staff, and students—to succeed as a university employee or student.



3.1 Climate - Together we will create a campus culture that honors and respects a wide range of backgrounds, identities, and perspectives.



1. Create the strategic and purposeful leadership structure necessary to coordinate the actions necessary to move toward diversity, equity, inclusion, and accessibility.
2. Institutionalize best practices of diversity, inclusion, equity, and accessibility priorities.
3. Enact tools of assessment and a reflection of campus climate.
4. Develop assessment and monitoring system for campus diversity efforts

3.2 Recruitment and Retention of Employees - To equitably recruit staff, faculty, and administrators that reflect and support a diverse community we will create fair and equitable employment practices. Specifically, we will increase recruitment and retention efforts aimed at supporting people underserved due to their race, culture, nationality, socioeconomic status, language or ethnic background, physical or cognitive ability, religion, sex, gender, gender identity, age, sexual orientation, and/or veteran status.

1. Recruit and retain faculty and staff of color and those from systemically underrepresented and resilient backgrounds.
2. Examine and analyze the diversity of our current campus employees and develop increased awareness and support of diversity on campus
3. In accord with HB 2864, provide relevant professional development opportunities for all employees.
4. Improve and refine our practices for hiring employees to be more inclusive and representative of diverse applicants.
5. Work to retain and promote our talented employees on campus by providing training and support for advancement.

3.3 Recruitment & Retention of Students - To equitably recruit and retain a diverse and representative student body, we will increase outreach and enrollment of underrepresented and underserved student populations within the region

1. Support student life and belonging through student clubs and organizations
2. Support the financial security of students through financial aid, scholarships, and campus employment.
3. Support student inclusion in decision making by including student representatives on campus committees, especially those related to diversity, equity, inclusion and accessibility.
4. Embed diversity, equity, inclusion and accessibility in the curriculum and new student orientation.
5. Include diverse/nontraditional faculty and staff in developing strategies to recruit and retain underserved and underrepresented student populations.
6. Strengthen community partnerships with other education institutions (community colleges, high schools and state universities), education- focused organizations, community nonprofits and for-profits partners/sponsors.

3.4 Curriculum & Pedagogy - To develop curricula that prepare students as citizens of an increasingly diverse and inclusive community, state, nation, and world, we will create the expectation for pedagogy that is inclusive, accessible, and culturally responsive.

1. Develop pedagogies and modalities of instruction that challenge and educate students in culturally competent, inclusive, and equitable ways.
2. Develop methods to continually assess curriculum in terms of diversity, inclusion, equity, accessibility and cultural competence and ways to measure progress and change. Make sure this assessment is implemented across general education requirements, first-year seminars, major requirements, elective courses, degree and certificate programs and other modalities of instruction.
3. Provide mechanisms for visibility of curriculum that excels in incorporating diversity, inclusion, equity, accessibility, and cultural competence.
4. Provide professional development and training for faculty to be critical of, create and revise curriculum in recognition of diversity, equity, inclusion and accessibility.

3.5 Community Partnerships - To create an increasingly inclusive local and regional community, we will support and diversify our connections with community partners through intentional outreach. We will create leadership opportunities that move beyond just the internal culture of WOU, to include our surrounding communities and beyond.

1. Advertise, collaborate with, and offer events to our celebrate diversity in or local community.
2. Create business and public sector partnerships, paid internships, grants, contests, etc.
3. Increase civic engagement of the WOU community and representation of the WOU community in governing boards in the community (facilitate representation of faculty, staff, and students on local and statewide boards).
4. Increase alumni involvement in fostering partnerships beyond the WOU campus for faculty, staff, and students.
5. Document and advertise community partnerships, participation, and collaborations.

3.6 Business Practices - Foster a commitment to diversity that is reflected in our business practices.

1. Strive to build the advancement of diversity within Procurement, Contracts, and Capital Planning.
2. [Re]Construct the contracting and bid processes (Requests for Proposals/Requests for Quotes) to reflect the university's priority commitment to diversity, including the development of tools/practices to identify, court and establish working relationships with women and minority-owned businesses.
3. Actively solicit bids and proposals from businesses who are certified by the State of Oregon's Certification Office for Business Inclusion and Diversity (COBID).
4. Prioritize the use of Qualified Rehabilitation Facilities (QRF). QRF are nonprofit organizations whose purpose is to provide employment to individuals with disabilities.

3.7 Facilities & Physical Plant - The physical campus environment will reflect WOU's values of diversity, equity, inclusion, and accessibility through initiatives with WOU's Physical Services and Facilities. These initiatives will increase physical accessibility, increase cultural representation in our campus spaces, and create a diverse workforce within our contractors and subcontractors.

1. Develop a unified plan for future projects that prioritizes diversity, equity, inclusion, and accessibility. These goals will be included in the development of campus standards for all construction projects.
2. Develop a formal statement that recognizes and respects the Indigenous People's relationship to their land and honors the history of those who have been living and working on the land we now inhabit.
3. Develop unified standards for contractors and sub-contractors that prioritizes diversity, equity, inclusion, and accessibility.

Diversity Action Plan stakeholder presentations

- Faculty Senate
- Staff Senate
- Student Affairs Committee on Inclusion (SACI)
- Student Success and Advising Staff
- ASWOU Senate
- ACE Learner Lab – Institutional Commitment and Policy
- ACE Learner Lab – Curriculum
- Student Affairs Directors
- University Council
- Student Enrichment Program
- Academic Affairs Executive Committee
- Financial Aid
- SEIU Joint Labor Management Committee
- Human Resources
- Townhall Event

Next steps

- Gather final feedback from campus and make final edits to the Diversity Action Plan before submitting to President for review.
- Support the initiatives led by the University Cultural Competency Advisory Committee and the DEI Task Force.

Links to the drafted Diversity Action Plan and the Feedback Form can be found on our website:
wou.edu/diversity

Questions for the co-chairs of UDIAC?
boyleg@wou.edu
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Finance & Administration Committee (FAC), May 25, 2021

Quasi Endowment Transfer

As a result of one-time CARES support and a one-time increase in online course fee revenues, the Education & General fund is projected to end FY21 with a fund balance of \$10.461M, or 14.82% of revenues (based on April 30, 2021 Management Report). To sustain funding for multi-year initiatives related to diversity, equity, and inclusion, \$1M could be transferred out of E&G's fund balance and added to the quasi endowment, which has had positive growth since beginning the investment. If this were to be done, the resulting projected FY21 ending fund balance would be \$9.461M, or 13.4% of revenues, which is within the Board's guidelines and remains a strong beginning fund balance position going into FY22, given the uncertainties.

In response to campus discussions around diversity, equity, and inclusion, \$150K of earnings from the quasi endowment have been identified as one source of immediate funding for campus initiatives relating to these topics.

In lieu of doing two separate transactions and paying fees accordingly, we are proposing netting the two and doing one transfer of \$850K into the quasi endowment.

COMMITTEE RECOMMENDATION:

It is recommended that the Western Oregon University Finance and Administration Committee approve the transfer of \$850,000 of the projected Education & General fund balance to be invested in the quasi endowment.

Finance & Administration Committee (FAC), May 25, 2021, FY22 Preliminary Budget

Budget Creation Process:

For the past several months, we have been working towards developing the FY22 Preliminary Budget. The overall purpose of the budgeting process was to engage all relevant campus stakeholders in setting fiscal targets and levels of expenditures, allocating resources in conformity with fiscal targets and the University's Strategic Plan, and addressing issues of operational efficiency and performance standards. The process involved having over 30 meetings with stakeholders across campus, including College of Liberal Arts & Sciences, College of Education, divisions of Academic Affairs, Student Affairs, General Counsel, Development and Advancement, Finance and Administration, Athletics, University Housing, Campus Dining, Bookstore, Parking, Student Health & Counseling Center, and Child Development Center. As has been done in previous years, an Adjusted FY22 Budget will be brought to the Board in the Fall, when enrollment and state appropriation levels are known.

Education & General (E&G) Fund Component:

Budget Scenarios:

Budget formulation once again took place in an uncertain state funding and declining enrollment environment. As such, we have included four budget scenarios for E&G – negative 10% and 5% enrollments and flat and \$886M PUSF funding (PUSF is the Public University Support Fund that represents the total state funding for universities over a biennium). In the four various scenarios (see Education & General Fund Scenarios worksheet included below), other revenues and expenses remain consistent. These scenarios range from a worst-case scenario (flat PUSF and 10% enrollment decline from Fall 2020) deficit of \$4.617M to a best-case scenario (\$886M and 5% enrollment decline) deficit of \$1.056M. It is worth noting that a \$900M PUSF (which is the current service level request made by the universities) is estimated to result in approximately \$31.452M of state funding (approximately \$450K more in allocation for WOU than the \$886M PUSF scenario). Although uncertain, currently we believe the most likely scenario for the budget is a 10% enrollment decline and \$886M PUSF; this results in a budget deficit of \$2.958M. This scenario is included in the FY22 Preliminary budget for Board consideration. When added to the FY22 Projected Beginning Fund Balance of \$10.462M, this results in a projected ending FY22 Fund Balance of \$7.504M, 11.36% of revenues.

Other Provided Worksheets:

In addition to the Education & General Fund Scenarios worksheet mentioned above, also included is the Education & General Fund Detail worksheet which correlates to the revenue and expense assumptions detailed below. Also provided is the Education &

General Fund by Index (indices often correlate to departments or internally designated spending purposes), which is the working document shared with campus during the budget process.

Revenue Assumptions:

Total Revenues for the FY22 Preliminary Budget are \$66.078M.

Tuition & Fees

- Tuition assumes a 10% enrollment decline from Fall 2020, and then 6% attrition between terms. This results in an assumed 130,324 undergraduate and 8,044 graduate credit hours. Applying the applicable tuition rates as approved at the April 21, 2021 Board of Trustees meeting results in total undergraduate tuition of \$27.779M and graduate tuition of \$3.7M.
- Summer tuition revenues have been assumed to be approximately the same as the projected current fiscal year actuals (summer tuition crosses two fiscal years, with approximately 15% of revenues recognized in the fiscal year just ending and 85% in the fiscal year beginning). Total summer tuition is budgeted at \$2.7M.
- Other tuition incorporates miscellaneous tuition assessments such as employee discounted tuition or cohort tuition agreements. The budget assumes approximately the same as the projected current fiscal year actuals, \$360K.
- Matriculation fees have been budgeted at an approximate 10% decline from projected year end actuals, \$550K. Course fees have been budgeted at \$300K, the same as the FY21 Adjusted budget; although actual course fee revenues are projected to be slightly less in FY21, many divisions waived course fees this year due to the shift to increased online delivery. Application fee revenue is not budgeted in relation to the decision to waive the application fee for all applying students. Other fees are budgeted at \$150K which is approximately the same as the projected current fiscal year actuals.
- Online course fee revenue assumes that 25% of courses will be offered online to align with what the Provost's Office has communicated to campus. This results in an assumed 34,592 of online course credit hours, for a budget of \$1.833M, which is a significant change from FY21 where 95% of courses were online.
- Fee remission budget has been reduced to \$5.5M to reflect the continued decline in enrollments. This is a 15.9% discount rate based on budgeted tuition.
- Net Tuition & Fees total \$31.872M, \$6.093M less than the FY21 Adjusted budget, due to the decrease in enrollment and online course fee revenues.

Government Resources & Allocations

- State funding reflects the Tri-Chair's biennium budget of total PUSF funding of \$886M. FY22 will be the first year of the new SSCM formula, which is also reflected in the estimate. FY22 will also be the first year of the biennium; 49% of PUSF is distributed in year 1 with the remaining 51% distributed in year 2.

Other Revenues

- Budgeted Gift Grants and Contracts total \$622K, which incorporates the new policy allocation of grant indirects, as well as the anticipated reimbursement from the WOU foundation for certain personnel.
- Interest Earnings/Investment, Sales & Services, and Other Revenues are all budgeted at the same level as FY21's Adjusted budget, totaling \$2.6M.

Expense Assumptions:

Total Expenses for the FY22 Preliminary Budget are budgeted at \$65.594M.

Personnel

- Personnel budget totals \$56.28M, \$218K more than the FY21 Adjusted Budget. The FY21 Adjusted Budget incorporated partial year savings for many of the position eliminations and layoffs that occurred, as well as furlough and leave without pay savings.
- Budgeted amount for faculty totals \$17.899M, which reflects partial Article 15 savings of approximately \$700K (the full savings will be realized in the FY23 budget cycle). This also assumes no raises other than promotional step increases (bargaining is still underway).
- Budgeted amount for unclassified staff totals \$8.472M, which assumes no raises.
- Faculty & Unclassified pay is budgeted at \$550K. This category is largely reflective of stipends paid to faculty and unclassified staff, but also includes temporary employee and allowance funds.
- Budgeted amount for classified staff totals \$6.585M, which assumes regular step increases, but no COLA.
- Classified Pay is budgeted at \$243K and includes \$50K budgeted for longevity pay differential.
- Student pay is budgeted at approximately the same as the FY21 Adjusted Budget (despite the minimum wage increase of \$0.75 effective July 1), with only slight increases in areas that were funded via reallocation of other Divisional budgets.
- Budgeted Other Payroll Expense (OPE) totals \$20.803M. This is comprised of multiple components – health insurance (which is budgeted at a flat annual rate of \$17,004 per eligible individual), retirement (which is budgeted at a composite percentage of 27.5% applied to each employees' specific budgeted pay), and other rate of 8.15% (FICA, etc.). OPE is about \$176K more than the FY21 Adjusted Budget; although budgeted health insurance was reduced due to having fewer positions, the budgeted retirement contribution rate increased by 2% (to align with the increase in PERS contribution rates effective July 1).

Services & Supplies (S&S)

- Services & Supplies net budget totals \$9.104M.

- S&S divisional budgets were held at the same level as the FY21 Adjusted Budget (with some Divisions reallocated funds internally).
- Includes an additional \$92K budgeted for the new stormwater utility, additional \$150K budgeted for risk management assessment (FY21 was under budgeted), an additional \$300K for bad debt expense, a correlating \$113K increase due to the new grant indirects policy, a \$200K increase to internal sales from General Admin Overhead (due to increased auxiliary activity), and other miscellaneous reallocations.

Capital Expense

- Capital Expense (Library and University Computing Solutions purchases) left at the same FY21 Adjusted Budget amount of \$210K.

Net Transfer Assumptions:

Total Net Transfers are budgeted at \$3.145M.

- Inclusive of a \$2.8M transfer to athletics (to fund athletics personnel salaries, benefits, and corresponding general administration overhead), \$150K subsidy to the Child Development Center, \$175K transfer for SELP funding match, and \$13K in other miscellaneous transfers.

Other Activity Assumptions:

Total Other Activities are budgeted at \$297K.

- Inclusive of \$100M transfer to bookstore for student vaccine incentive voucher, \$61K for library faculty vacation payout (as a result of changing their contract from 11 months to 9 months), and \$136K for faculty retirement incentive payouts (estimated 10 payments of \$10K, plus OPE).

Auxiliary Component:

The auxiliary component is composed of Athletics, Housing, Dining, Parking, Conference Services, Bookstore, Student Health & Counseling Center (SHCC), Child Development Center (CDC), and other minor operations. The net budget deficit for all Auxiliaries (excluding IFC) totals \$1.023M. See the FY22 Designated Operations, Service Departments, & Auxiliary Enterprises Budgets (excluding Athletics & IFC) worksheet, as well as the FY22 Athletics (Non-IFC) Budgets worksheet, for the index-level detail.

University Housing:

University Housing comprises approximately \$5.465M, or 40%, of budgeted auxiliary expenses.

- University Housing has a cautiously optimistic budget resulting in \$164K of profit.
- University Housing's revenue budget totals \$5.629M and is built on an assumed 737 residents living in Housing between Ackerman, Heritage, and Arbor Park.
- Total expenses and transfers are budgeted at \$5.465M (inclusive of a \$1.412M transfer out to debt service):
 - Personnel budget totals \$1.119M and is reflective of a reorganization.
 - Supplies & Services budget totals \$3.115M, of which \$1.252M is the interest portion of the bond debt payment.

Campus Dining:

Campus Dining comprises approximately \$3.093M, or 22.6%, of budgeted auxiliary expenses.

- Campus Dining's budget totals a \$433K deficit for the year.
- Campus Dining's budgeted revenues total \$2.66M, based on an assumed 700 meal plans for Valsetz (budget reflective of resuming more typical operations), Café Allegro being open, and minimal catering revenues.
- Personnel for Campus Dining is budgeted at \$1.646M and includes \$280K of student labor.
- Services & Supplies for Campus Dining are budgeted at \$1.267M, which includes \$559K of food costs.

Student Health & Counseling Center (SHCC):

Student Health & Counseling Center (SHCC) comprises approximately \$1.734M, or 12.7%, of budgeted auxiliary expenses.

- SHCC's budget breaks even.
- Enrollment fees are budgeted at \$1.5M. This incorporates an estimated \$20K of health service fee revenue over summer term, and assumes 3,500 students will pay the fee fall term with 6% attrition for winter and spring, at the Board approved rate of \$150. The health service fee is assessed at the first credit of in-person courses, and can be opted into for service as well.
- Overall, SHCC revenue is budgeted at \$1.643M, including other miscellaneous revenues.
- Personnel expense budget totals \$1.09M.
- Services & Supplies budget totals \$536K.

Athletics:

Athletics (excluding Incidental Fee component) comprises approximately \$3.931M, or 28.8%, of budgeted auxiliary expenses.

Athletics receives funding from several sources including Education & General Fund, Lottery, Tickets & Concessions, and Special Projects.

- Lottery funding is budgeted at \$1.02M, the same level as the FY21 Adjusted Budget.
- No budgeted revenues for tickets and concessions are included, although athletics hopes to begin to generate these revenues again.
- Personnel budget totals \$2.614M.
- Athletics budget also incorporates the \$2.807M transfer in from E&G.

Parking:

Parking comprises approximately \$367K, or 2.7%, of budgeted auxiliary expenses.

- Parking's budget totals a deficit of \$242K for the year.
- Sales & Services revenues are budgeted at \$120K, which reflects an assumed increase in parking pass sales from FY21 (although still significantly less than the approximate \$300K generated in FY20).
- Parking's personnel totals \$190K, which includes partial FTE of Campus Public Safety personnel to provide relief to the E&G budget.

Overall Auxiliaries:

Bookstore and Child Development Center are other significant auxiliary components, comprising approximately \$1.49M, or 10.9%, of budgeted auxiliary expenses. These remain largely unchanged from the Adjusted FY21 Budget, and includes the \$150K subsidy from E&G for Child Development Center.

Incidental Fee (IFC) Component:

Incidental Fee has a net deficit budget of \$198K. See the included FY22 Incidental Fee Budgets worksheet for the index-level detail.

- Enrollment fees are budgeted at \$4.282M, which assumes \$175K of summer revenue (1,400 students paying fee of \$125) and \$4.107M of academic year revenue (approximately 4,100 students paying fee of \$355 fall term, with attrition between winter and spring). The incidental fee will be charged to all students at the first credit, regardless of modality of the course.
- Incidental Fee expenses reflect the total allocation of \$4.48M as determined by the Incidental Fee Committee with funding for Abby's House/Food Pantry, Access, ASWOU, Athletics, Campus Recreation, Childcare, Creative Arts, Student Engagement, Student Activities Board, Student Media, and WOLF Ride.

Designated Operations & Service Departments Component:

Designated Operations & Service Department budgets are inclusive of primarily Council of Presidents and Telecommunications, as well as other small miscellaneous budgets.

As such, the budgets have no significant changes from the FY21 Adjusted Budget. See the FY22 Designated Operations, Service Departments, & Auxiliary Enterprises Budgets (excluding Athletics & IFC) worksheet for the index-level detail.

FY22 Proposed Budget across Component Funds:

As shown on the Component Funds Budget Summary worksheet included below, combined component budgets results in a total net budget deficit across these funds of \$4.235M, or 5% of revenues.

COMMITTEE RECOMMENDATION:

The WOU Finance and Administration Committee recommends that the Western Oregon University Board of Trustees approve the FY22 Preliminary Budget as presented in the docket.

**Western Oregon University
FY22 Proposed Budget
Component Funds Budget Summary**

	Education & General (E&G)*	Auxiliary (excluding IFC)	Incidental Fee (IFC)	Designated Operations & Service Depts	Total
Revenues					
Enrollment Fees	31,872,450	1,784,013	4,281,640	113,134	38,051,237
Government Resources & Allocations	30,983,621	-	-	-	30,983,621
Gift Grants and Contracts	622,260	29,626	80,371	-	732,257
Investment	2,000,000	6,000	21	4,190	2,010,211
Sales & Services	500,000	9,407,076	103,693	126,630	10,137,399
Other Revenues	100,000	1,300,857	172,453	2,030,156	3,603,466
Total Revenues	66,078,331	12,527,572	4,638,178	2,274,110	85,518,191
Expenses					
Personnel	56,280,022	7,301,966	2,058,993	1,018,983	66,659,964
Services & Supplies	9,104,439	7,322,342	2,550,786	1,310,307	20,287,873
Capital Outlay	209,691	-	-	-	209,691
Total Expenses	65,594,151	14,624,308	4,609,779	2,329,290	87,157,528
Net Transfers	3,145,344	(1,074,188)	227,182	750	2,299,088
Total Expenses & Transfers	68,739,495	13,550,120	4,836,960	2,330,040	89,456,615
Net Recurring Budget	(2,661,164)	(1,022,548)	(198,782)	(55,930)	(3,938,424)
One Time Activities	296,693	-	-	-	296,693
Net Budget	(2,957,857)	(1,022,548)	(198,782)	(55,930)	(4,235,117)

*Education & General Fund budget shown here reflects -10% enrollment and \$886M PUSF scenario, as we believe that is what is most likely to occur.

**Western Oregon University
FY22 Proposed Budget
Education & General Fund Scenarios**

	Adjusted FY21 Budget	FY21 Projected Actuals*	-10% Enrollment		-5% Enrollment	
			Flat PUSF	\$886M PUSF	Flat PUSF	\$886M PUSF
Revenues						
Tuition & Fees						
Tuition	38,190,000	37,385,000	34,539,074	34,539,074	36,288,810	36,288,810
Online fees	5,500,000	7,124,000	1,833,376	1,833,376	1,935,295	1,935,295
Other fees	1,325,000	1,101,000	1,000,000	1,000,000	1,050,000	1,050,000
Fee remissions	<u>(7,050,000)</u>	<u>(7,500,000)</u>	<u>(5,500,000)</u>	<u>(5,500,000)</u>	<u>(5,500,000)</u>	<u>(5,500,000)</u>
Total	37,965,000	38,110,000	31,872,450	31,872,450	33,774,105	33,774,105
State Appropriations	28,981,566	28,990,147	29,324,771	30,983,621	29,324,771	30,983,621
Other Revenues	<u>3,100,000</u>	<u>3,501,000</u>	<u>3,222,260</u>	<u>3,222,260</u>	<u>3,222,260</u>	<u>3,222,260</u>
Total	70,046,566	70,601,147	64,419,481	66,078,331	66,321,136	67,979,986
Expenses						
Personnel						
Faculty Salaries	18,747,193		17,898,592	17,898,592	17,898,592	17,898,592
Unclassified Salaries	8,366,820		8,471,711	8,471,711	8,471,711	8,471,711
Faculty & Unclassified Pay	772,131		550,090	550,090	550,090	550,090
Classified Salaries	6,071,246		6,585,340	6,585,340	6,585,340	6,585,340
Classified Pay	193,128		243,128	243,128	243,128	243,128
Student	1,720,177		1,727,983	1,727,983	1,727,983	1,727,983
OPE	<u>20,626,996</u>		<u>20,803,177</u>	<u>20,803,177</u>	<u>20,803,177</u>	<u>20,803,177</u>
Total	56,497,691	56,200,000	56,280,022	56,280,022	56,280,022	56,280,022
S&S/Other	9,058,505	8,338,000	9,314,130	9,314,130	9,314,130	9,314,130
Transfers	<u>5,093,785</u>	<u>3,187,317</u>	<u>3,145,344</u>	<u>3,145,344</u>	<u>3,145,344</u>	<u>3,145,344</u>
Total Expenses & Transfers	70,649,981	67,725,317	68,739,495	68,739,495	68,739,495	68,739,495
Net Operating	(603,415)	2,875,830	(4,320,014)	(2,661,164)	(2,418,359)	(759,509)
One Time Activities	<u>700,000</u>	<u>(1,345,700)</u>	<u>296,693</u>	<u>296,693</u>	<u>296,693</u>	<u>296,693</u>
Net	(1,303,415)	4,221,530	(4,616,707)	(2,957,857)	(2,715,052)	(1,056,202)

*FY21 Projected Actuals as of April 30, 2021 Management Report

Western Oregon University
 FY22 Proposed Budget
 Education & General Fund Detail

	FY21 Adjusted Budget	FY22 Proposed Budget	Difference FY21 Adjusted Budget to FY22 Proposed Budget
Revenues			
Tuition & Fees			
Undergraduate Tuition			
Resident	21,650,000	19,420,776	(2,229,224)
WUE	7,630,000	7,004,598	(625,402)
Non-Resident	1,740,000	1,353,460	(386,540)
Total Undergraduate Tuition	31,020,000	27,778,834	(3,241,166)
Graduate Tuition			
New Structure	-	3,700,240	3,700,240
Resident	370,000	-	(370,000)
Non-Resident	250,000	-	(250,000)
Online	3,650,000	-	(3,650,000)
Total Graduate Tuition	4,270,000	3,700,240	(569,760)
Summer			
Undergraduate	1,870,000	1,900,000	30,000
Graduate	680,000	800,000	120,000
Total Summer	2,550,000	2,700,000	150,000
Other Tuition	350,000	360,000	10,000
Total Tuition	38,190,000	34,539,074	(3,650,926)
Fees			
Matriculation	575,000	550,000	(25,000)
Course	300,000	300,000	-
Application	100,000	-	(100,000)
Online Course	5,500,000	1,833,376	(3,666,624)
Other	350,000	150,000	(200,000)
Total Fees	6,825,000	2,833,376	(3,991,624)
Fee Remissions	(7,050,000)	(5,500,000)	1,550,000
Total Tuition & Fees (net of remissions)	37,965,000	31,872,450	(6,092,550)
Government Resources & Allocations			
Student Success & Completion (SSCM)	28,291,650	30,293,705	2,002,055
Engineering Technology (ETSF)	307,728	307,728	-
Small-Energy Loan Program (SELP)	382,188	382,188	-
Total Government Resources & Allocations	28,981,566	30,983,621	2,002,055
Other Revenues			
Gift Grants and Contracts	500,000	622,260	122,260
Interest Earnings/Investment	2,000,000	2,000,000	-
Sales & Services	500,000	500,000	-
Other Revenues	100,000	100,000	-
Total Other Revenues	3,100,000	3,222,260	122,260
Total Revenues	70,046,566	66,078,331	(3,968,235)

Western Oregon University
 FY22 Proposed Budget
 Education & General Fund Detail

	FY21 Adjusted Budget	FY22 Proposed Budget	Difference FY21 Adjusted Budget to FY22 Proposed Budget
Expenses			
Personnel			
Faculty Salaries	18,747,193	17,898,592	848,601
Unclassified Salaries	8,366,820	8,471,711	(104,891)
Faculty & Unclassified Pay	772,131	550,090	222,041
Classified Salaries	6,071,246	6,585,340	(514,094)
Classified Pay	193,128	243,128	(50,000)
Student	1,720,177	1,727,983	(7,806)
OPE	20,626,996	20,803,177	(176,181)
Total Personnel	56,497,691	56,280,022	217,669
Services & Supplies			
Services & Supplies	11,977,076	12,510,445	(533,369)
Internal Sales	(3,128,262)	(3,406,006)	277,744
Total Services & Supplies	8,848,814	9,104,439	(255,625)
Capital Outlay			
	209,691	209,691	-
Total Expenses	65,556,196	65,594,151	(37,955)
Transfers			
Athletics Subsidy	2,772,874	2,807,002	(34,128)
Child Development Center Subsidy	150,000	150,000	-
SELP Funding Match	175,000	175,000	-
Misc. Other Transfers	(4,089)	13,342	(17,431)
Total Transfers	3,093,785	3,145,344	(51,559)
Net Recurring	1,396,585	(2,661,164)	(4,057,749)
Other Activities			
Incidental Fee Subsidy	2,000,000	-	2,000,000
Vacation Payout/Unemployment	700,000	61,043	638,957
Retirement Incentive Faculty Payments	-	135,650	(135,650)
Student Vaccine Incentive	-	100,000	(100,000)
Total Other Activities	2,700,000	296,693	2,403,307
Net	(1,303,415)	(2,957,857)	(1,654,442)
Beginning Fund Balance	6,240,178	10,461,708	
Projected Ending Fund Balance	4,936,763	7,503,851	
Fund Balance as a Percentage of Revenues	7.05%	11.36%	

Western Oregon University
FY22 Education & General Fund Budget
By Index

INDEX	DEPT NAME	TOTAL REV	Tenure-Track	NTT	Unclass	Other	Academic	Classified	Classified	Student	Total	Services	Capital	Intrnl Sales	Transfer In	Transfer Out	TOTAL EXP	
			Faculty Salary (+) Acct 10102	Faculty Salary (+) Acct 10102	Salary (+) 10103	Unclassified & Faculty Pay (+) 10200	Pay Summer (+) Acct 10203	Salary (+) Acct 10301	Pay (+) Acct 10400	Pay (+) Acct 10501								OPe (+) Acct 109XX
PRESIDENT'S OFFICE/UNIVERSITY-WIDE																		
PRE907	President's Office	-	-	-	388,758	42,360	-	-	-	-	204,707	635,825	18,000	-	-	-	653,825	
PRE929	President's Campus Support	-	-	-	-	-	-	-	-	-	-	-	57,000	-	-	-	57,000	
PRE930	Strategic Initiatives	-	-	-	-	-	-	-	-	-	-	-	360,000	-	-	-	360,000	
PRE931	Visibility Initiatives	-	-	-	-	-	-	-	-	-	-	-	7,200	-	-	-	7,200	
PRE932	Diversity Initiatives	-	-	-	-	-	-	-	-	-	-	-	9,000	-	-	-	9,000	
PRE933	OCOP Dues	-	-	-	-	-	-	-	-	-	-	-	48,000	-	-	-	48,000	
PRE909	Faculty Senate	-	-	-	-	-	-	-	-	1,743	62	1,805	2,570	-	-	-	4,375	
PRE912	Commencement & Convocation	-	-	-	-	-	-	-	-	-	-	-	25,683	-	-	-	25,683	
PRE920	Pastega Endowed Awards	-	-	-	-	-	-	-	-	-	-	-	2,850	-	(1,425)	-	1,425	
PRE925	Faculty Athletic Representation	-	-	-	-	-	-	-	-	-	-	-	3,150	-	-	-	3,150	
PRE927	WOU Board Support	-	-	-	-	-	-	-	-	-	-	-	22,500	-	-	-	22,500	
PRE928	University Tree Advisory	-	-	-	-	-	-	-	-	-	-	-	3,240	-	-	-	3,240	
TOTAL PRESIDENT'S OFFICE/UNIVERSITY-WIDE			-	-	388,758	42,360	-	-	-	1,743	204,769	637,630	559,193	-	-	(1,425)	1,195,398	
GENERAL COUNSEL																		
LEG901	WOU Legal Counsel	-	-	-	370,260	-	-	-	-	-	183,011	553,271	9,000	-	-	-	562,271	
LEG902	Outside Legal Services	-	-	-	-	-	-	-	-	-	-	-	67,500	-	-	-	67,500	
LEGXXX	Risk Management Assessments	-	-	-	-	-	-	-	-	-	-	-	514,950	-	-	-	514,950	
PSI901	Public Affairs & Strategic Initiative	-	-	-	143,508	-	-	-	-	-	68,165	211,673	9,000	-	-	-	220,673	
HRO915	Human Resources Operation	-	-	-	393,785	-	-	165,790	-	-	386,534	946,109	178,104	-	-	-	1,124,213	
HRO917	Staff Professional Dev	-	-	-	-	-	-	-	-	-	-	-	20,700	-	-	-	20,700	
HRO918	Support ADA/WC Equip	-	-	-	109,709	-	-	-	-	-	65,931	175,640	13,500	-	-	-	189,140	
TOTAL GENERAL COUNSEL			-	-	1,017,262	-	-	165,790	-	-	703,641	1,886,694	812,754	-	-	-	2,699,448	
ACADEMIC AFFAIRS																		
PRO902	Provost	-	73,336	-	361,266	-	-	35,092	-	-	248,217	717,911	23,900	-	-	-	741,811	
PRO921	Faculty Development	-	-	97,499	-	-	-	-	-	-	34,760	132,259	225,000	-	-	-	357,259	
PRO923	Faculty Diversity Initiatives	-	-	-	-	-	-	-	-	-	-	-	18,000	-	-	-	18,000	
PRO924	AA Technology	-	-	-	-	-	-	-	-	-	-	-	290,000	-	-	-	290,000	
PRO816	AA Reserve	-	-	-	-	-	-	-	-	-	-	-	140,747	-	-	-	140,747	
PRO824	AA Course Release	-	-	200,006	-	-	-	-	-	-	71,303	271,309	-	-	-	-	271,309	
PRO927	Endowed Prof Business	-	-	-	-	-	-	-	-	-	-	-	5,304	-	(2,652)	-	2,652	
PRO818	Endowed Jensen Lectureship	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,804	4,804	
ISS901	International Students and Scholars	-	-	-	92,160	-	-	-	-	10,958	67,248	170,366	15,000	-	-	-	185,366	
SAB901	Study Abroad Program	-	-	-	-	-	-	-	-	-	-	-	7,500	-	-	-	7,500	
PRO810	Transfer Initiatives	-	-	-	53,796	-	-	-	-	2,900	36,285	92,981	8,160	-	-	-	101,141	
PRO811	Interdisciplinary Studies	-	-	-	-	-	-	-	-	-	-	-	2,700	-	-	-	2,700	
PRO812	Salem General	-	-	229,500	-	-	-	28,618	-	14,850	109,120	382,088	60,000	-	-	-	442,088	
NWA901	Northwest Accreditation	-	-	-	-	-	-	-	-	-	-	-	31,524	-	-	-	31,524	
PRO813	Willamette Promise	-	-	-	90,000	-	-	-	-	-	32,085	122,085	84,200	-	-	-	206,285	
WRC901	Writing Center	-	47,034	-	93,348	6,000	-	-	-	36,400	95,970	278,752	3,500	-	-	-	282,252	
LCT901	Learning Center	-	-	-	-	-	-	-	-	10,000	350	10,350	1,220	-	-	-	11,570	
AAD901	Student Success & Advising	-	-	-	378,012	-	-	52,464	800	27,000	307,733	766,009	14,000	-	-	-	780,009	
ADM923	Office of Inter Stdn Acad Support	-	-	-	-	-	-	-	-	8,576	301	8,877	1,230	-	-	-	10,107	
REG901	Registrar	68,000	-	-	180,204	-	-	195,246	2,800	14,620	271,392	664,262	24,080	-	-	-	688,342	
REG905	Diplomas/Certificates	2,000	-	-	-	-	-	600	-	-	214	814	8,000	-	-	-	8,814	
DEP701	Academic Effectiveness	-	-	-	-	-	-	-	-	-	-	-	41,450	-	-	-	41,450	
IRO901	Institutional Research Office	-	-	-	92,208	-	-	-	-	-	49,877	142,085	16,958	-	-	-	159,043	
PRO809	General Education	-	-	-	-	7,916	-	-	-	-	37,032	109,425	18,420	-	-	-	127,845	
PRO804	Honors Program - Acad Support	-	64,477	-	-	-	-	-	-	8,000	30,241	98,431	25,140	-	-	-	123,571	
PRO808	Honors Program Course Fees	-	60,190	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PRO977	Undergraduate Research	-	-	-	-	-	-	-	-	-	-	-	7,200	-	-	-	7,200	
TOTAL ACADEMIC AFFAIRS			70,000	245,036	527,005	1,250,994	103,916	-	311,420	4,200	133,304	1,392,128	3,968,003	1,073,233	-	(2,652)	4,804	5,043,388
LIBRARY																		
LIB901	Library Operations	-	498,410	122,602	174,108	5,800	-	214,992	2,000	213,620	611,431	1,842,963	170,285	-	-	-	2,013,248	
AIV901	Academic Innovation	-	-	-	191,308	12,800	-	53,748	250	4,637	160,195	422,938	32,400	-	-	-	455,338	
LIB904	Lost Books	17,000	-	-	-	-	-	-	-	-	-	-	3,000	-	-	-	3,000	
LIB927	Library Exhibits	-	-	-	-	-	-	-	-	-	-	-	2,250	-	-	-	2,250	
LIB945	Library Books - General	-	-	-	-	-	-	-	-	-	-	-	21,631	-	-	-	21,631	
LIB947	Library Books - Continuation	-	-	-	-	-	-	-	-	-	-	-	33,900	-	-	-	33,900	
LIB948	Library Books - Serials	-	-	-	-	-	-	-	-	-	-	-	21,000	-	-	-	21,000	
LIB949	Library Books - Binding	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
LIB950	Library Subscriptions/ Databases	-	-	-	-	-	-	-	-	-	-	-	143,300	-	-	-	143,300	
LIB951	Library Books - OCLC	-	-	-	-	-	-	-	-	-	-	-	11,000	-	-	-	11,000	
LIB952	Library Subscriptions/ Other	-	-	-	-	-	-	-	-	-	-	-	8,000	-	-	-	8,000	
LIB953	Library Subscriptions/ eBooks	-	-	-	-	-	-	-	-	-	-	-	18,000	-	-	-	18,000	
LIB956	Library Subs/ Pay Per View	-	-	-	-	-	-	-	-	-	-	-	65,000	-	-	-	65,000	
LIB959	Library Subscriptions/ eJournal	-	-	-	-	-	-	-	-	-	-	-	134,709	-	-	-	134,709	
LIB968	Curriculum Materials Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
LIB969	Library Books_ DPT Health Science	-	-	-	-	-	-	-	-	-	-	-	7,500	5,000	-	-	12,500	
LIB970	Open Edu Resources_Textbook Afford	-	-	-	-	-	-	-	-	-	-	-	5,000	10,000	-	-	15,000	
TOTAL LIBRARY			17,000	498,410	122,602	365,416	18,600	-	268,740	2,250	218,257	2,265,901	600,444	91,531	-	-	2,957,876	

Western Oregon University
FY22 Education & General Fund Budget
By Index

INDEX	DEPT NAME	TOTAL REV	Tenure-Track	NTT	Unclass	Other	Academic	Classified	Classified	Student	Total	Total	Services	Capital	Intrnl Sales	Transfer In	Transfer Out	TOTAL EXP	
			Faculty Salary (+) Acct 10102	Faculty Salary (+) Acct 10102	Salary (+) 10103	Unclassified & Faculty Pay (+) 10200	Pay Summer (+) Acct 10203	Salary (+) Acct 10301	Pay (+) Acct 10400	Pay (+) Acct 10501	OPe (+) Acct 109XX		and Supplies (+) Acct 20000	Outlay/Equip (+) Acct 40000	Reimburse (Redctn/Exp) (-) Acct 79000	(-) Acct 91000	(+) Acct 92000		
COLLEGE OF LIBERAL ARTS & SCIENCES																			
DLA904	Dean Liberal Arts/Sciences	-	-	-	199,596	-	-	38,424	-	581	135,889	374,490	4,450	-	-	-	-	378,940	
DLA905	Supplemental Instr Staff-LAS	-	-	-	-	73,600	550,348	-	-	-	224,141	868,982	-	-	-	-	-	868,982	
BUS902	Business	-	459,197	503,521	-	4,500	-	58,968	-	1,046	603,930	1,631,162	7,660	-	-	-	-	1,638,822	
CAD916	Creative Arts	-	1,434,234	598,874	92,974	4,500	-	27,201	-	32,559	1,314,519	3,504,861	41,075	-	-	-	-	3,545,936	
CAD948	Art Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CAD949	Music Practice Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CAD950	Dance Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CAD951	Theatre Art Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CAD952	MIDI Electronic Music Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COR901	Criminal Justice	-	492,150	193,519	-	4,500	-	38,820	-	-	480,938	1,209,927	9,125	-	-	-	-	1,219,052	
CSO902	Computer Science Instruction	-	527,527	163,229	-	4,500	-	42,990	-	12,403	433,662	1,184,311	25,525	-	-	-	-	1,209,836	
DLA906	Military Science Labs	-	-	-	-	-	-	-	-	-	-	-	460	-	-	-	-	460	
DLA914	Dean's Support for Faculty Travel	-	-	-	-	-	-	-	-	-	-	-	45,732	-	-	-	-	45,732	
DLA	Individualized Course (ICF) Payout	-	-	-	-	100,000	-	-	-	-	35,650	135,650	-	-	-	-	-	135,650	
DLA915	Chair Research/Travel	-	-	-	-	-	-	-	-	-	-	-	10,400	-	-	-	-	10,400	
HUM902	Humanities	-	1,475,123	524,748	-	4,500	-	48,864	-	2,128	1,259,179	3,314,542	13,600	-	-	-	-	3,328,142	
HUM909	Modern Language Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NSM902	Math Dept/Nat Science Div	-	1,266,236	408,360	-	4,500	-	270,382	-	13,036	1,192,816	3,155,329	48,670	-	-	-	-	3,203,999	
NSM964	Natural Sciences Tutoring Center	-	-	-	-	-	-	-	-	25,000	875	25,875	-	-	-	-	-	25,875	
NSM965	Biology Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NSM966	Chemistry Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NSM967	ES-GS-PH Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NSM968	GIS Equipment Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MTH904	Math Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
DLA941	Organizational Leadership	-	-	57,240	-	9,000	-	13,534	-	-	52,247	132,021	13,440	-	-	-	-	145,461	
MTH042	Mathematics	-	569,817	204,585	-	-	-	-	-	13,498	463,592	1,251,492	8,100	-	-	-	-	1,259,592	
MTH043	Math Center	-	-	-	-	-	-	-	-	25,537	894	26,431	270	-	-	-	-	26,701	
PSY901	Psychology Division	-	830,414	226,814	-	4,500	-	48,864	-	-	684,996	1,795,588	24,750	-	-	-	-	1,820,338	
SOC902	Social Science	-	1,075,741	225,812	-	4,500	-	48,864	-	1,511	811,941	2,168,368	7,985	-	-	-	-	2,176,353	
TOTAL LIBERAL ARTS & SCIENCES		-	8,130,438	3,127,594	292,570	218,600	550,348	636,911	-	127,299	7,695,269	20,779,028	261,242	-	-	-	-	21,040,270	
COLLEGE OF EDUCATION																			
DOE905	Dean of Education Admin	-	-	-	280,512	-	-	48,864	1,161	6,666	186,088	523,291	27,850	-	-	-	-	551,141	
DOE926	DOE Suppl Instructional Staff	-	-	202,487	-	27,600	410,267	-	-	-	228,287	868,641	-	-	-	-	-	868,641	
DOE901	Education and Leadership	-	1,463,661	665,797	86,232	4,500	-	48,864	-	3,000	1,421,169	3,693,223	43,580	-	-	-	-	3,736,803	
DOE953	Chair Research/Travel	-	-	-	-	-	-	-	-	-	-	-	3,900	-	-	-	-	3,900	
DOE964	COE Accreditation	-	-	-	-	-	-	-	-	-	-	-	25,570	-	-	-	-	25,570	
DOE965	Bilingual Initiative	-	-	-	-	-	-	-	-	-	-	-	23,370	-	-	-	-	23,370	
DOE985	Education & Leadership Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
DOE986	COE Credit Overlay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CPL901	Clinical Practice and Licensure	-	-	-	68,484	-	-	48,864	-	-	75,845	193,193	26,600	-	-	-	-	219,793	
CPL903	Clinical Prac & Lice Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
HEX901	Health & Exercise Science Div	-	730,555	310,479	-	4,500	-	40,584	-	1,500	676,324	1,763,942	28,920	-	-	-	-	1,792,862	
HEX904	Health & Exercise Sci Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
DPS901	Deaf Studies & Professional Studies	-	398,611	515,303	-	4,500	-	48,864	3,455	1,500	618,184	1,590,417	16,445	-	-	-	-	1,606,862	
DPS903	Deaf Studies Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
DOE984	Gentle Endowed Prof. Education	-	-	-	-	-	-	-	-	-	-	-	8,670	-	-	(4,816)	-	3,854	
RCD905	RCD Operations	-	-	-	36,907	-	-	17,737	3,950	-	36,705	95,299	1,800	-	-	-	-	97,099	
TOTAL EDUCATION		-	2,592,827	1,694,066	472,135	41,100	410,267	253,777	8,566	12,666	3,242,602	8,728,006	206,705	-	-	(4,816)	-	8,929,895	
GRADUATE STUDIES/SPONSORED RESEARCH																			
GRA901	Graduate Program	30,000	-	-	69,000	-	-	98,975	-	4,648	99,498	272,121	26,430	-	-	-	-	298,551	
GRA903	Graduate Studies - Sales	-	-	-	-	-	-	-	-	-	-	-	18,000	-	-	-	-	18,000	
GRA904	Graduate Office Matric Fees	80,000	-	-	-	-	-	11,122	-	26,000	7,937	45,059	8,460	-	-	-	-	53,519	
GRA905	Graduate Assistant Remissions	-	-	-	-	-	-	-	-	296,352	435,413	731,765	-	-	-	-	-	731,765	
PRO978	Institutional Review Board	-	-	-	-	-	-	-	-	4,648	163	4,811	16,930	-	-	-	-	21,741	
SPO902	Sponsored Research	212,500	-	-	282,000	-	-	64,836	-	-	200,166	547,002	22,070	-	-	(218,530)	-	350,542	
SPO903	Sponsored Research Support Services	-	-	-	16,943	12,000	-	-	-	-	11,645	40,588	54,000	-	-	-	-	94,588	
TOTAL GRADUATE STUDIES/SPONSORED RESEARCH		322,500	-	-	367,943	12,000	-	174,933	-	331,648	754,822	40,588	145,890	-	-	(218,530)	-	1,568,706	
FINANCE & ADMINISTRATION																			
VPF901	Office of VP for Business & Finance	-	-	-	352,972	-	-	-	-	5,000	179,555	537,527	7,740	-	-	-	-	545,267	
BAO901	Business Office	40,000	-	-	296,448	-	-	357,634	4,500	30,000	1,104,661	416,079	275,000	-	-	-	-	1,379,661	
BAO911	NDSL Recoveries	25,000	-	-	-	-	-	15,940	-	-	12,486	28,426	-	-	-	-	-	28,426	
BAO914	Records Retention	-	-	-	-	-	-	-	-	-	-	-	2,000	-	-	-	-	2,000	
BAO923	Bank Processing Charges	100,000	-	-	-	-	-	-	-	-	-	-	100,000	-	-	-	-	100,000	
PPO908	Bldg Maint and Alteration	50,000	-	-	389,694	260	-	830,298	37,000	139,440	784,671	2,181,363	394,000	-	(440,000)	-	-	2,135,363	
PPO912	Janitorial	-	-	-	109,080	800	-	767,648	35,000	29,050	717,427	1,659,005	140,000	-	(830,784)	-	-	968,221	
PPO920	Campus Grounds Maintenance	3,000	-	-	-	-	-	390,364	8,000	34,860	279,271	712,495	161,010	-	(150,000)	-	-	723,505	
PPO931	Print Production	120,000	-	-	-	-	-	16,446	-	10,000	14,716	41,162	5,000	-	-	-	-	46,162	
PPO932	Mail Room	-	-	-	-	-	-	70,194	-	25,564	51,426	147,184	60,000	-	(60,000)	-	-	147,184	
PPU901	Light and Power	-	-	-	-	-	-	-	-	-	-	-	700,000	-	(240,000)	-	-	460,000	
PPU902	Water	-	-	-	-	-	-	-	-	-	-	-	267,000	-	(5,000)	-	-	262,000	

Western Oregon University
 FY22 Education & General Fund Budget
 By Index

INDEX	DEPT NAME	TOTAL REV	Tenure-Track Faculty Salary (+) Acct 10102	NTT Faculty Salary (+) Acct 10102	Unclass Salary (+) 10103	Other Unclassified & Faculty Pay (+) 10200	Academic Pay Summer (+) Acct 10203	Classified Salary (+) Acct 10301	Classified Pay (+) Acct 10400	Student Pay (+) Acct 10501	Total OPE (+) Acct 109XX	Total	Services and Supplies (+) Acct 20000	Capital Outlay/ Equip (+) Acct 40000	Intrnl Sales Reimburse (Redctn/Exp) (-) Acct 79000	Transfer In (-) Acct 91000	Transfer Out (+) Acct 92000	TOTAL EXP
		PPU903	Gasoline	-	-	-	-	-	-	-	-	-	-	-	24,000	-	(7,000)	-
PPU904	Heating - Oil	-	-	-	-	-	-	-	-	-	-	-	10,000	-	-	-	-	10,000
PPU905	Heating - Gas	-	-	-	-	-	-	-	-	-	-	-	309,760	-	(140,000)	-	-	169,760
PSS915	Risk Management	-	-	-	61,032	-	-	-	1,345	-	39,243	101,620	19,230	-	-	-	-	120,850
PSS917	Public Safety	-	-	-	45,360	-	-	362,937	52,817	87,245	302,412	850,771	26,505	-	(240,960)	-	-	636,316
PSS926	Emergency Preparedness Team	-	-	-	-	-	-	-	-	-	-	-	6,300	-	-	-	-	6,300
UCS901	Computing Services	25,000	-	-	338,400	-	-	1,210,329	20,000	100,647	843,342	2,512,718	194,492	50,000	(214,262)	-	-	2,542,948
UCS905	IT Resale	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
UCS911	Technology Support - Students	10,000	-	-	-	-	-	76,731	500	82,832	44,250	204,313	497,606	68,160	-	-	-	770,079
UCS914	Campus Software	-	-	-	-	-	-	-	-	-	-	-	187,996	-	(78,000)	-	-	109,996
UCS915	Ellucian Services - Banner Support	-	-	-	-	-	-	-	-	-	-	-	681,775	-	-	-	-	681,775
UCS916	GFA Machines	-	-	-	-	-	-	-	-	-	-	-	150,000	-	-	-	-	150,000
TOTAL FINANCE/ADMIN		373,000	-	-	1,592,986	1,060	-	4,098,521	159,162	544,638	3,684,878	10,081,245	4,219,413	118,160	(2,406,006)	-	-	12,012,812
STUDENT AFFAIRS		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DOS901	VP of Student Affairs	-	-	287,225	-	-	39,178	-	27,895	182,364	536,661	65,350	-	-	-	17,431	-	619,442
DOS906	Career Development Center	-	-	129,144	-	-	52,827	-	12,963	111,920	306,854	32,950	-	-	-	-	-	339,804
DOS909	Community Internship Program	-	-	-	-	-	-	-	30,000	1,050	31,050	-	-	-	-	-	-	31,050
DOS911	Office of Disability Services	-	-	361,409	110,000	-	46,113	-	45,564	339,130	902,216	67,380	-	-	-	-	-	969,596
DOS948	Upward Bound Program	-	-	28,241	-	-	-	-	-	18,367	46,608	8,325	-	-	-	-	-	54,933
DOS949	Student Enrichment	-	-	270,613	-	-	10,059	-	2,693	198,968	482,333	19,620	-	-	-	-	-	501,953
DOS997	Veteran's Success Center	-	-	50,000	-	-	-	-	-	34,829	84,829	4,500	-	-	-	-	-	89,329
MSS901	Multicultural Student Services	-	-	147,096	2,142	-	-	250	18,893	104,968	273,349	23,155	-	-	-	-	-	296,504
ADM924	Office of Admissions	-	-	394,764	312	-	165,126	1,700	59,084	406,436	1,027,422	575,761	-	-	-	-	-	1,603,183
FAI908	Financial Aid Operation	-	-	366,204	-	-	194,160	6,000	9,337	406,286	981,987	108,720	-	-	-	-	-	1,090,707
SEO908	NSW Matriculation	-	-	-	-	-	-	-	62,274	2,180	64,454	46,575	-	-	-	-	-	111,029
SEO909	ID Photography	5,000	-	-	-	-	-	-	1,824	64	1,888	3,000	-	-	-	-	-	4,888
DOS999	Abby's House - GF	-	-	56,292	-	-	-	-	10,125	37,428	103,845	25,200	-	-	-	-	-	129,045
TOTAL STUDENT AFFAIRS		5,000	-	2,090,987	112,454	-	507,463	7,950	280,651	1,843,990	4,843,495	980,536	-	-	-	-	17,431	5,841,462
DEVELOPMENT IN ADVANCEMENT		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COM902	Strategic Comm & Marketing	-	-	238,727	-	-	50,853	5,000	21,840	178,903	495,323	24,220	-	-	-	-	-	519,543
MKT902	Marketing	-	-	-	-	-	-	-	-	-	-	188,590	-	-	-	-	-	188,590
DIA604	Magazine	-	-	-	-	-	-	-	-	-	-	22,000	-	-	-	-	-	22,000
DIA907	Office of Inst. Advancement	102,260	-	393,933	-	-	57,965	3,000	42,561	273,158	770,617	42,640	-	-	-	-	-	813,257
DIA954	Annual Fund	-	-	-	-	-	-	-	8,667	304	8,971	27,000	-	-	-	-	-	35,971
DIA922	Alumni Office	-	-	-	-	-	58,968	3,000	4,709	39,262	105,939	18,000	-	-	-	-	-	123,939
TOTAL DEVELOPMENT IN ADVANCEMENT		102,260	-	632,660	-	-	167,786	11,000	77,777	491,627	1,380,850	322,450	-	-	-	-	-	1,703,300
GENERAL INSTITUTION		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GEN803	Operating Reserve	-	-	-	-	-	-	-	50,000	17,825	67,825	300,000	-	-	-	-	-	367,825
GEN710	Institution Wide - Instruct Support	-	-	-	-	-	-	-	-	-	-	900,000	-	-	-	-	-	900,000
GEN812	College Center Gen Fund Use	-	-	-	-	-	-	-	-	-	-	160,000	-	-	-	-	-	160,000
GEN819	General Institutional Expense	1,900,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GEN837	Admin. Cost Recoveries (Auxiliary)	-	-	-	-	-	-	-	-	-	-	-	-	(1,000,000)	-	-	-	(1,000,000)
GEN862	Summer Session - Even	300,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GEN863	Summer Session - Odd	2,400,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GEN877	Institution-Wide SELP Loans	382,188	-	-	-	-	-	-	-	-	-	-	234,000	-	-	175,000	-	409,000
GEN896	Copier Replacement Reserve	-	-	-	-	-	-	-	-	-	-	30,000	-	-	-	-	-	30,000
GEN941	State Government Assessments	-	-	-	-	-	-	-	-	-	-	49,679	-	-	-	-	-	49,679
GEN944	Instruction Fees	34,472,450	-	-	-	-	-	-	-	-	-	1,300,000	-	-	-	-	-	1,300,000
GEN945	Fee Remissions	(5,175,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GEN954	Indirect Cost Recoveries	195,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GENXXX	Indirect Allocation Clearing	112,500	-	-	-	-	-	-	-	-	-	112,500	-	-	-	-	-	112,500
GEN971	Staff/Dependents at other Inst	-	-	-	-	-	-	-	-	-	-	20,000	-	-	-	-	-	20,000
GEN983	Institutional Wide	-	-	-	-	-	-	-	-	-	-	222,405	-	-	-	-	-	222,405
GEN984	Prior Yr Balance To/From BD	30,601,433	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,175,532	3,175,532
TOTAL GENERAL INSTITUTION		65,188,571	-	-	-	-	-	-	50,000	-	17,825	67,825	3,328,584	-	(1,000,000)	-	3,350,532	5,746,941
RECURRING BUDGETED GENERAL FUND		66,078,331	11,466,711	5,471,266	8,471,711	550,090	960,615	6,585,340	243,128	1,727,983	20,803,177	56,280,022	12,510,445	209,691	(3,406,006)	(227,423)	3,372,767	68,739,495
ONE-TIME FUNDS		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GEN803	Retirement Incentive Faculty Payments	-	-	-	100,000	-	-	-	-	35,650	135,650	-	-	-	-	-	-	135,650
GEN803	Library vacation payout	-	-	-	45,000	-	-	-	-	16,043	61,043	-	-	-	-	-	-	61,043
GEN984	Student Vaccine Incentive	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100,000	-	100,000
EDUCATION & GENERAL FUND TOTAL		66,078,331	11,466,711	5,471,266	8,471,711	695,090	960,615	6,585,340	243,128	1,727,983	20,854,870	56,476,715	12,510,445	209,691	(3,406,006)	(227,423)	3,472,767	69,036,188

Western Oregon University
 FY22 Designated Operations, Service Departments,
 & Auxiliary Enterprises Budgets (excluding Athletics & IFC)

INDEX	DEPT NAME	Total Revenue	Unclass Salary (+) Acct 10103	Other Unclassified Pay (+) Acct 10200	Classified Salary (+) Acct 10301	Classified Pay (+) Acct 10400	Student Pay (+) Acct 10501	Total OPE (+) Acct 109XX	Total Personnel	Services and Supplies (+) Acct 20000	General Admin Overhead (+) Acct 28204	Bond Debt (+) Acct 28811	Student Aid (+) Acct 50000	Merchandise for Resale (+) Acct 60000	Indirect Costs (+) Acct 70003	Depreciation (+) Acct 80500	Transfer In (-) Acct 91000	Transfer Out (+) Acct 92000	TOTAL EXP	NET (ignoring depr.)
DESIGNATED OPS AND SERVICE DEPTS FUNDS																				
COP901	Council of Presidents	460,000	290,900	-	-	-	-	153,725	444,625	45,805	-	-	-	-	-	-	-	-	490,430	(30,430)
CTL903	CTL -Tapes and Sales Services	40	-	-	-	-	-	-	-	40	-	-	-	-	-	-	-	-	40	-
DOS957	National Student Exchange Program	3,500	-	-	-	-	-	-	-	3,500	-	-	-	-	-	-	-	-	3,500	-
DOS811	Career Development Revenue	9,999	-	-	-	-	-	-	-	9,090	-	-	-	909	-	-	-	-	9,999	-
PSS918	Crime Prevention	3,000	-	-	-	-	-	-	-	2,727	-	-	-	273	-	-	-	-	3,000	-
PPO928	Compactor Services	34,690	-	-	-	-	-	-	-	34,690	-	-	-	-	-	-	-	-	34,690	-
PRE919	Sundry Gifts	1,000	-	-	-	-	-	-	-	909	-	-	-	91	-	-	-	-	1,000	-
RCD901	RCDHHA Summer Program	65,000	-	23,702	-	-	-	8,451	32,153	14,083	-	-	-	4,624	-	-	-	50,860	14,140	
RCD902	ASL Testing	15	-	-	-	-	-	-	-	15	-	-	-	-	-	-	-	-	15	-
RCD904	Resource Center on Deafness	5,000	-	3,000	-	-	-	1,070	4,070	535	-	-	-	461	-	-	-	5,066	(66)	
REG910	Veteran's Service	3,000	-	-	-	-	-	-	-	3,000	-	-	-	-	-	-	-	-	3,000	-
SAB902	Non-Credit International Program	80	-	-	-	-	-	-	-	72	-	-	-	8	-	-	-	-	80	-
CAD910	WOU Band Festival	10,105	-	3,000	-	-	500	1,088	4,588	3,976	-	-	-	857	-	-	750	10,171	(66)	
CAD912	Music Scholarships	200	-	-	-	-	-	-	-	-	-	-	200	-	-	-	-	-	200	-
CAD928	Quarried Sculpture Stone	30	-	-	-	-	-	-	-	30	-	-	-	-	-	-	-	-	30	-
CAD929	WOU Choral Festival	510	-	-	-	-	300	11	311	152	-	-	-	47	-	-	-	510	-	
DEP910	CAI Non-Credit Special Projects	300	-	-	-	-	-	-	-	300	-	-	-	-	-	-	-	-	300	-
TRD909	TR Consulting Services	3,500	-	-	-	-	-	-	-	3,181	-	-	-	319	-	-	-	-	3,500	-
TRD911	TR Publications	800	-	-	-	-	-	-	-	727	-	-	-	73	-	-	-	-	800	-
TRD914	TR Tech Support Center	30,000	-	-	-	-	-	-	-	30,000	-	-	-	-	-	-	-	-	30,000	-
TRD886	Traffic Safety Education	34,635	-	-	-	-	-	-	-	31,486	-	-	-	3,149	-	-	-	-	34,635	-
GFA935	General Scholarship Fund	50,000	-	-	-	-	-	-	-	-	-	-	50,000	-	-	-	-	-	50,000	-
UCS904	Computer Maintenance	74,568	-	-	35,712	3,400	1,400	22,496	63,008	15,754	-	-	-	-	3,000	-	-	81,762	(4,194)	
UCS907	Telecommunications	1,484,138	-	-	292,691	14,000	-	163,537	470,228	1,049,224	-	-	-	-	270,000	-	-	1,789,452	(35,314)	
TOTAL DESIGNATED OPS AND SERVICE DEPTS FUNDS		2,274,110	290,900	29,702	328,403	17,400	2,200	350,378	1,018,983	1,249,296	-	-	50,200	-	10,811	273,000	-	750	2,603,040	(55,930)
AUXILIARY ENTERPRISES FUNDS (EXCLUDING ATHLETICS & IFC)																				
DIA517	DIA Smith Series Revenue Odd Year	25,000	-	-	-	-	-	-	-	23,148	1,852	-	-	-	-	-	-	-	25,000	-
DIA527	DIA Smith Series Revenue Even Year	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PSS922	Parking	125,000	45,360	-	51,894	3,000	20,000	69,388	189,642	150,000	27,172	-	-	-	-	-	-	-	366,814	(241,814)
GEN876	Recreation Center Building Fee	172,915	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	460,000	460,000	(287,085)
GFA962	Vending Inc(copier)-Library	500	-	-	-	-	-	-	-	462	37	-	-	-	-	-	-	-	499	1
GFA964	Vending Income-General	5,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,000	5,000	-	
AUX990	Conference Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AUX991	Bookstore	1,000,000	58,125	-	142,421	18,000	15,000	163,459	397,005	150,000	87,761	-	-	550,000	-	-	-	1,184,766	(184,766)	
OUR901	University Residences Operations	5,629,340	368,104	16,522	199,559	13,850	113,750	407,222	1,119,007	1,635,739	220,380	1,252,242	-	-	-	-	(175,000)	1,412,814	5,465,182	164,158
OUR902	Residence Hall Prog & Training	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OUR903	Residence Hall Association	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OUR919	Vending Income -Dorms	7,000	-	-	-	-	-	-	-	6,481	519	-	-	-	-	-	-	7,000	(0)	
AUX977	Residential Dining	2,585,192	222,930	276	526,635	5,550	280,000	610,742	1,646,133	462,749	213,402	-	-	558,640	-	-	-	180,000	3,060,924	(475,732)
AUX978	Retail Dining	-	-	-	-	-	-	-	-	30,000	2,400	-	-	-	-	-	-	-	32,400	(32,400)
AUX993	The Press	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AUX994	Allegro	75,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	75,000
AUX995	Western Deli	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Western Oregon University
 FY22 Designated Operations, Service Departments,
 & Auxiliary Enterprises Budgets (excluding Athletics & IFC)

INDEX	DEPT NAME	Total Revenue	Unclass Salary (+) Acct 10103	Other Unclassified Pay (+) Acct 10200	Classified Salary (+) Acct 10301	Classified Pay (+) Acct 10400	Student Pay (+) Acct 10501	Total OPE (+) Acct 109XX	Total Personnel	Services and Supplies (+) Acct 20000	General Admin Overhead (+) Acct 28204	Bond Debt (+) Acct 28811	Student Aid (+) Acct 50000	Merchandise for Resale (+) Acct 60000	Indirect Costs (+) Acct 70003	Depreciation (+) Acct 80500	Transfer In (-) Acct 91000	Transfer Out (+) Acct 92000	TOTAL EXP	NET (ignoring depr.)
AUX996	Western Grill	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHC901	Undist Student Health Fee	1,502,390	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,502,390
SHC904	Health Service	31,805	258,537	6,509	381,917	9,754	433,468	1,090,185	269,064	108,740	158,000	-	-	-	107,844	(158,000)	-	158,000	1,575,833	(1,436,184)
SHC916	Health Counseling Building Fee	108,709	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	158,000	158,000	(49,291)
CAD953	Rainbow Dance Theatre	36,626	-	25,000	-	-	8,913	33,913	500	2,754	-	-	-	-	-	-	-	-	37,167	(541)
PRO817	Child Development Center	175,316	79,299	8,000	10,867	-	41,671	67,475	207,312	75,515	22,627	-	-	-	-	(150,000)	-	-	155,454	19,862
TOTAL AUXILIARY ENTERPRISES FUNDS (EXCLUDING ATHLETICS)		11,479,792	1,032,355	56,307	1,313,293	50,154	470,421	1,760,668	4,683,198	2,803,658	687,644	1,410,242	-	1,108,640	-	107,844	(483,000)	2,215,814	12,534,040	(946,404)
TOTAL DESIGNATED OPS, SERVICE DEPTS, AND AUXILIARY ENTE		13,753,902	1,323,255	86,009	1,641,696	67,554	472,621	2,111,046	5,702,181	4,052,954	687,644	1,410,242	50,200	1,108,640	10,811	380,844	(483,000)	2,216,564	15,137,080	(1,002,334)

Western Oregon University
FY22 Incidental Fee Budgets

INDEX	DEPT NAME	Total Revenue	Unclass Salary (+) Acct 10103	Other Unclassified Pay (+) Acct 10200	Classified Salary (+) Acct 10301	Classified Pay (+) Acct 10400	Student Pay (+) Acct 10501	Total OPE (+) Acct 109XX	Total Personnel	Services and Supplies (+) Acct 20000	General Admin Overhead (+) Acct 28204	Travel (+) Acct 39000	Depreciation (+) Acct 80500	Transfer In (-) Acct 91000	Transfer Out (+) Acct 92000	TOTAL EXP	NET (Ignoring depr.)
ADMINISTRATIVE																	
GEN897	IFC Computer Reserve	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GEN948	Extraordinary Travel	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GEN949	Child Care Reserve	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GEN950	SS Incidental Fees	175,000	-	-	-	-	-	-	-	-	-	-	-	(53,113)	53,113	-	175,000
GEN951	Acad Yr Incidental Fees	4,106,640	-	-	-	-	-	-	-	-	-	-	-	-	-	4,480,421	(373,781)
TOTAL ADMINISTRATIVE		4,281,640	-	-	-	-	-	-	-	-	-	-	-	(53,113)	4,533,534	4,480,421	(198,781)
ASSOCIATED STUDENTS OF WOU																	
ASW903	ASWOU Administration	-	-	-	29,262	-	61,916	29,604	120,782	144,162	19,606	-	1,151	(284,550)	-	1,151	0
TOTAL ASSOCIATED STUDENTS OF WOU		-	-	-	29,262	-	61,916	29,604	120,782	144,162	19,606	-	1,151	(284,550)	-	1,151	0
CAMPUS RECREATION																	
DOS967	Health & Wellness Center	33,250	179,700	2,655	-	-	208,023	123,303	513,681	255,624	57,466	7,250	366,682	(848,616)	47,845	399,932	0
DOS982	Health and Wellness Programs	3,000	-	2,500	-	-	36,327	2,163	40,990	11,038	3,851	-	-	(52,879)	-	3,000	(0)
DOS983	Aquatic Center Operation	-	-	-	-	-	38,020	1,331	39,351	64,549	7,689	-	-	(111,589)	-	-	-
DOS984	Aquatic Center Programs	22,500	-	-	-	-	18,239	639	18,878	2,071	1,551	-	-	-	-	22,500	-
DOS985	Intramurals	3,500	-	-	-	-	38,306	1,341	39,647	7,086	3,459	-	-	(46,692)	-	3,500	-
DOS986	Turf and Grass Fields	1,350	-	-	-	-	2,997	105	3,102	21,393	1,813	-	-	(24,958)	-	1,350	-
DOS800	Men's Lacrosse	-	-	-	-	-	-	-	-	11,659	1,716	11,520	-	(24,895)	-	-	-
DOS801	Men's Soccer	-	-	-	-	-	-	-	-	1,837	203	900	-	(2,940)	-	-	-
DOS802	Men's Rugby	-	-	-	-	-	-	-	-	5,131	803	5,720	-	(11,654)	-	-	-
DOS803	Women's Rugby	-	-	-	-	-	-	-	-	3,140	588	4,800	-	(8,528)	-	-	-
DOS804	SORC Rock Climbing	-	-	-	-	-	-	-	-	200	74	800	-	(1,074)	-	-	-
DOS806	Dance Team	-	-	-	-	-	-	-	-	6,061	449	-	-	(6,510)	-	-	-
DOS812	Women's Soccer	-	-	-	-	-	-	-	-	1,837	203	900	-	(2,940)	-	-	-
TOTAL CAMPUS RECREATION		63,600	179,700	5,155	-	-	341,912	128,882	655,649	391,626	79,865	31,890	366,682	(1,143,275)	47,845	430,282	(0)
CREATIVE ARTS																	
CAD931	Broadway/Opera	-	-	564	-	-	-	201	765	2,303	228	-	-	(3,296)	-	(0)	0
CAD932	Choral Organizations	800	-	420	-	-	1,894	217	2,531	3,878	1,000	7,100	-	(13,709)	-	800	0
CAD933	Instrumental Jazz	1,050	-	420	-	-	851	180	1,451	12,403	1,456	5,816	-	(20,076)	-	1,050	0
CAD934	Vocal Jazz	190	-	410	-	-	570	166	1,146	6,281	1,140	7,971	-	(16,349)	-	190	0
CAD935	Guest Artists	790	-	6,096	-	-	711	2,198	9,005	6,631	1,158	-	-	(16,004)	-	790	(0)
CAD936	Western OR Symphony & Wind Ensemble	278	-	2,753	-	-	1,532	1,035	5,320	13,585	2,057	8,881	-	(29,566)	-	278	0
CAD937	WOU Dance Theatre	8,000	-	-	-	-	3,385	119	3,504	27,384	2,917	8,520	1,166	(34,325)	-	9,166	(0)
CAD938	Theatre	12,000	-	-	-	-	37,112	1,299	38,411	52,370	6,960	3,266	-	(89,007)	-	12,000	0
CAD939	Summer Theatre	-	-	-	-	-	-	-	-	31,440	2,327	-	-	(33,767)	-	0	(0)
CAD941	Instrumental Chamber Ensembles	-	-	-	-	-	-	-	-	1,931	943	10,806	-	(13,680)	-	(0)	0
CAD942	IFC Art Gallery	735	-	-	-	-	2,800	98	2,898	10,919	1,123	1,350	-	(15,555)	-	735	(0)
CAD945	IFC Smith Fine Arts - Labor	77,371	40,572	-	-	-	-	31,468	72,040	5,331	-	-	-	-	-	77,371	0
TOTAL CREATIVE ARTS		101,214	40,572	10,663	-	-	48,855	36,981	137,071	169,125	26,640	53,710	1,166	(285,333)	-	102,379	1
STUDENT ENGAGEMENT																	
SEO901	Student Engagement Operations	171,528	322,332	-	131,547	5,877	170,157	339,899	969,812	300,867	94,623	8,000	482,609	(1,327,997)	126,224	654,138	(1)
SEO902	Ledership, Inclusion, & Activities (LIA)	5,000	-	-	-	-	-	-	-	54,194	4,547	7,240	-	(60,981)	-	5,000	(1)
SEO903	Student Activities Board	4,546	-	-	-	-	12,899	452	13,351	43,812	4,482	3,400	-	(60,499)	-	4,546	(0)
TOTAL STUDENT ENGAGEMENT		181,074	322,332	-	131,547	5,877	183,056	340,351	983,163	398,873	103,652	18,640	482,609	(1,449,476)	126,224	663,685	(2)
STUDENT MEDIA																	
SEO904	Student Media	-	-	-	-	-	-	-	-	4,000	404	1,456	-	(5,860)	-	-	-
SEO905	Northwest Passage	-	-	-	-	-	4,841	170	5,011	3,530	633	-	-	(9,174)	-	-	-
SEO906	Western Journal	7,500	-	-	-	-	60,467	2,117	62,584	12,795	5,579	-	-	(73,458)	-	7,500	-
SEO907	KWOU Student Radio Station	150	-	-	-	-	4,841	170	5,011	2,280	540	-	-	(7,681)	-	150	-
TOTAL STUDENT MEDIA		7,650	-	-	-	-	70,149	2,457	72,606	22,605	7,156	1,456	-	(96,173)	-	7,650	-
STUDENT AFFAIRS																	
DOS923	Interpreters (Access)	-	-	14,000	-	-	-	4,718	18,718	-	1,386	-	-	(20,104)	-	-	-
DOS975	SPEAK (Abby's House)	-	-	-	-	-	5,942	208	6,150	170	468	-	-	(6,788)	-	-	-
DOS813	Food Pantry	-	12,600	-	-	-	-	9,000	21,600	274	1,619	-	-	(23,493)	-	0	(0)
DOS979	WOLF Ride	3,000	-	-	-	-	36,584	1,244	37,828	6,534	3,283	-	8,499	(44,645)	-	11,499	-
DOS980	Student Programs (SLCD)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL STUDENT AFFAIRS		3,000	12,600	14,000	-	-	42,526	15,170	84,296	6,978	6,756	-	8,499	(95,030)	-	11,499	(0)
ATHLETICS																	

Western Oregon University
FY22 Incidental Fee Budgets

INDEX	DEPT NAME	Total Revenue	Unclass Salary (+) Acct 10103	Other Unclassified Pay (+) Acct 10200	Classified Salary (+) Acct 10301	Classified Pay (+) Acct 10400	Student Pay (+) Acct 10501	Total OPE (+) Acct 109XX	Total Personnel	Services and Supplies (+) Acct 20000	General Admin Overhead (+) Acct 28204	Travel (+) Acct 39000	Depreciation (+) Acct 80500	Transfer In (-) Acct 91000	Transfer Out (+) Acct 92000	TOTAL EXP	NET (Ignoring depr.)
		JA1101	IFC - Administration	-	-	-	-	-	-	-	-	-	-	-	841	-	-
JA1501	IFC - Athletic Training	-	-	-	-	-	-	-	-	18,146	1,343	-	-	(19,489)	-	-	-
JA1601	IFC - Athletic Performance	-	-	-	-	-	-	-	-	3,073	272	600	-	(3,945)	-	-	-
JA2501	Champion Travel IFC-Mens Basketball	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JA2901	Champion Travel IFC - Baseball	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JA3001	Champion Travel IFC - Softball	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JA4201	ChampionTravel IFC -M Cross Countr	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JA4301	ChampionTravel IFC -W Cross Country	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JA4401	Champion Travel IFC-M Indoor Track	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JA4501	Champion Travel IFC-W Indoor Track	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JA4601	Champion Travel IFC-M Outdoor Track	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JA4701	Champion Travel IFC-W Outdoor Track	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JI2101	IFC - Football	-	-	-	-	-	-	-	-	101,440	16,757	125,000	-	(243,197)	-	-	-
JI2201	IFC - Volleyball	-	-	-	-	-	-	-	-	28,945	5,842	50,000	-	(84,787)	-	-	-
JI2301	IFC-Womens Soccer	-	-	-	-	-	-	-	-	15,005	5,033	53,000	-	(73,038)	-	-	-
JI2501	IFC - Mens Basketball	-	-	-	-	-	-	-	-	31,858	6,576	57,000	-	(95,434)	-	-	-
JI2601	IFC - W Basketball	-	-	-	-	-	-	-	-	32,811	5,759	45,000	-	(83,570)	-	-	-
JI2901	IFC - Baseball	-	-	-	-	-	-	-	-	19,094	8,147	91,000	-	(118,241)	-	-	-
JI3001	IFC - Softball	-	-	-	-	-	-	-	-	12,023	7,106	84,000	-	(103,129)	-	-	-
JI4101	IFC - Cheerleading	-	-	4,000	-	-	-	1,426	5,426	4,048	702	-	-	(10,176)	-	-	-
JI4201	IFC - M Cross Country	-	-	-	-	-	-	-	-	10,860	1,396	8,000	-	(20,256)	-	-	-
JI4301	IFC - W Cross Country	-	-	-	-	-	-	-	-	10,860	1,396	8,000	-	(20,256)	-	-	-
JI4401	IFC - M Indoor Track	-	-	-	-	-	-	-	-	-	1,368	18,483	-	(19,851)	-	-	-
JI4501	IFC - W Indoor Track	-	-	-	-	-	-	-	-	-	1,368	18,483	-	(19,851)	-	-	-
JI4601	IFC - M Outdoor Track	-	-	-	-	-	-	-	-	7,611	2,229	22,500	-	(32,340)	-	-	-
JI4701	IFC - W Outdoor Track	-	-	-	-	-	-	-	-	7,611	2,229	22,500	-	(32,340)	-	-	-
JU1101	Ins Ded - Admin	-	-	-	-	-	-	-	-	78,972	5,844	-	-	(84,816)	-	-	-
JU2101	Ins Ded FTB - Football	-	-	-	-	-	-	-	-	3,600	267	-	-	(3,867)	-	-	-
JU2201	Ins Ded VLB - Volleyball	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU2301	Ins Ded WSO - Women's Soccer	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU2501	Ins Ded MBX-Men's Basketball	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU2601	Ins Ded - W Basketball	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU2901	Ins Ded BSB - Baseball	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU3001	Ins Ded SFT - Softball	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU4101	Ins Ded CHR - Cheerleading	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU4201	Ins Ded MXC-Men's X Country	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU4301	Ins Ded WXC-Women's X Country	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU4401	Ins Ded MITK-Men's Indoor Track	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU4501	Ins Ded WITK-Women's Indoor Track	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU4601	Ins Ded - M Outdoor Track	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
JU4701	Ins Ded - W Outdoor Track	-	-	-	-	-	-	-	-	350	26	-	-	(376)	-	-	-
TOTAL ATHLETICS		-	-	4,000	-	-	-	1,426	5,426	390,507	73,972	603,566	841	(1,073,471)	-	841	-
TOTAL IFC		4,638,178	555,204	33,818	160,809	5,877	748,414	554,871	2,058,993	1,523,877	317,647	709,262	860,948	(4,480,421)	4,707,603	5,697,908	(198,782)

Western Oregon University
FY22 Athletics (Non-IFC) Budgets

INDEX	DEPT NAME	Total Revenue	Unclass Salary (+) Acct 10103	Classified Salary (+) Acct 10301	Student Pay (+) Acct 10501	Total OPE (+) Acct 109XX	Total Personnel	Services and Supplies (+) Acct 20000	General Admin Overhead (+) Acct 28204	Travel (+) Acct 39000	Student Aid (+) Acct 50000	Transfer In (-) Acct 91000	Transfer Out (+) Acct 92000	TOTAL EXP	NET
		Athletics General Fund Support													
JF1101	General Fund - Administration	-	270,444	59,785	-	202,747	532,976	39,441	-	-	-	(572,417)	-	(0)	0
JF1501	Gen Fund - Athletic Training	-	136,380	-	-	99,631	236,011	17,465	-	-	-	(253,476)	-	0	(0)
JF1601	Gen Fund - Athletic Performance	-	88,296	-	-	65,486	153,782	11,380	-	-	-	(165,162)	-	0	0
JF2101	General Fund Ath Support- Football	-	284,128	-	-	163,218	447,346	33,104	-	-	-	(480,450)	-	0	(0)
JF2201	Gen Fun Ath Support-Volleyball	-	97,512	-	-	68,771	166,283	12,305	-	-	-	(178,588)	-	0	(0)
JF2301	Gen Fund Ath Support- Womens Soccer	-	97,800	-	-	68,874	166,674	12,334	-	-	-	(179,008)	-	0	0
JF2501	Gen Fund Ath Sup-Mens Basketball	-	122,436	-	-	77,656	200,092	14,807	-	-	-	(214,899)	-	0	(0)
JF2601	Gen Fund Ath Sup- W Basketball	-	108,132	-	-	72,557	180,689	13,371	-	-	-	(194,060)	-	0	(0)
JF2801	Gen Fund Supp- XC/Track	-	105,012	-	-	71,445	176,457	13,058	-	-	-	(189,515)	-	0	0
JF2901	Gen Fund Ath Sup - Baseball	-	109,160	-	-	70,027	179,187	13,260	-	-	-	(192,447)	-	0	0
JF3001	Gen Fund Ath Sup - Softball	-	103,272	-	-	70,824	174,096	12,884	-	-	-	(186,980)	-	0	(0)
TOTAL GENERAL FUND SUPPORT		-	1,522,572	59,785	-	1,031,236	2,613,593	193,409	-	-	-	(2,807,002)	-	0	(0)
LOTTERY															
JL1101	Lottery - Administration	1,020,152	-	-	-	-	-	30,000	2,220	-	888,850	-	59,156	980,226	39,926
JL1201	Lottery - Marketing	-	-	-	5,000	175	5,175	15,000	1,493	-	-	-	-	21,668	(21,668)
JL1401	Lottery - Sports Information	-	-	-	-	-	-	17,000	1,258	-	-	-	-	18,258	(18,258)
TOTAL LOTTERY		1,020,152	-	-	5,000	175	5,175	62,000	4,971	-	888,850	-	59,156	1,020,152	0
NCAA															
JN1101	NCAA - Administration	4,000	-	-	-	-	-	3,724	276	-	-	-	-	4,000	0
JN2501	NCAA - Mens Basketball	10,740	-	-	-	-	-	10,000	740	-	-	-	-	10,740	-
JN4201	NCAA - M Cross Country	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JN4301	NCAA - W Cross Country	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JN4401	NCAA - M Indoor Track	2,685	-	-	-	-	-	2,500	185	-	-	-	-	2,685	-
JN4501	NCAA - W Indoor Track	2,685	-	-	-	-	-	2,500	185	-	-	-	-	2,685	-
JN4601	NCAA - M Outdoor Track	3,759	-	-	-	-	-	3,500	259	-	-	-	-	3,759	-
JN4701	NCAA- W Outdoor Track	3,759	-	-	-	-	-	3,500	259	-	-	-	-	3,759	-
TOTAL NCAA		27,628	-	-	-	-	-	25,724	1,904	-	-	-	-	27,628	0
RECRUITING															
JR2101	Recruiting - Football	-	-	-	-	-	-	906	12,240	-	-	(59,156)	-	(46,010)	46,010
JR2201	Recruiting-Volleyball	-	-	-	-	-	-	377	5,100	-	-	-	-	5,477	(5,477)
JR2301	Recruiting-Womens Soccer	-	-	-	-	-	-	377	5,100	-	-	-	-	5,477	(5,477)
JR2501	Recruiting - Mens Basketball	-	-	-	-	-	-	453	6,120	-	-	-	-	6,573	(6,573)
JR2601	Recruiting - W Basketball	-	-	-	-	-	-	453	6,120	-	-	-	-	6,573	(6,573)
JR2901	Recruiting - Baseball	-	-	-	-	-	-	377	5,100	-	-	-	-	5,477	(5,477)
JR3001	Recruiting - Softball	-	-	-	-	-	-	377	5,100	-	-	-	-	5,477	(5,477)
JR4201	Recruiting - M Cross Country	-	-	-	-	-	-	126	1,700	-	-	-	-	1,826	(1,826)
JR4301	Recruiting - W Cross Country	-	-	-	-	-	-	126	1,700	-	-	-	-	1,826	(1,826)
JR4401	Recruiting - M Indoor Track	-	-	-	-	-	-	126	1,700	-	-	-	-	1,826	(1,826)
JR4501	Recruiting - W Indoor Track	-	-	-	-	-	-	126	1,700	-	-	-	-	1,826	(1,826)
JR4601	Recruiting - M Outdoor Track	-	-	-	-	-	-	126	1,700	-	-	-	-	1,826	(1,826)
JR4701	Recruits- W Outdoor Track	-	-	-	-	-	-	126	1,700	-	-	-	-	1,826	(1,826)
TOTAL RECRUITING		-	-	-	-	-	-	4,076	55,080	-	-	(59,156)	-	(0)	0
SPECIAL PROJECTS															
JS1101	Special Projects - Administration	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JS1601	Spec Proj - Athletic Performance	-	-	-	-	-	-	985	73	-	-	-	-	1,058	(1,058)
JS2101	Special Projects - Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JS2201	Special Projects - Volleyball	-	-	-	-	-	-	29,204	2,161	-	-	-	-	31,365	(31,365)
JS2301	Special Projects- Womens Soccer	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JS2501	Special Projects - Mens Basketball	-	-	-	-	-	-	1,250	93	-	-	-	-	1,343	(1,343)
JS2601	Special Projects- W Basketball	-	-	-	-	-	-	11,926	883	-	-	-	-	12,809	(12,809)
JS2901	Special Projects - Baseball	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JS3001	Special Projects- Softball	-	-	-	-	-	-	21,691	1,605	-	-	-	-	23,296	(23,296)
JS4101	Special Projects - Cheerleading	-	-	-	-	-	-	429	32	-	-	-	-	461	(461)
JS4201	Special Projects - M Cross Country	-	-	-	-	-	-	5,115	379	-	-	-	-	5,494	(5,494)
JS4301	Special Projects- W Cross Country	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JS4401	Special Projects - M Indoor Track	-	-	-	-	-	-	46	3	-	-	-	-	49	(49)
JS4501	Special Projects - W Indoor Track	-	-	-	-	-	-	226	17	-	-	-	-	243	(243)
JS4601	Special Projects-M Outdoor Track	-	-	-	-	-	-	24	2	-	-	-	-	26	(26)
JS4701	Special Projects- W Outdoor Track	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL SPECIAL PROJECTS		-	-	-	-	-	-	70,898	5,246	-	-	-	-	76,144	(76,144)
TOTAL ATHLETICS (NON-IFC) FUNDS		1,047,780	1,522,572	59,785	5,000	1,031,411	2,618,768	158,622	209,606	55,080	888,850	(2,866,158)	59,156	1,123,924	(76,144)

EGTC, Standing Board Committee on Diversity, Equity, and Inclusion

At the April 21, 2021 Board meeting, Chair Betty Komp, among other announcements related to the university's diversity, equity and inclusion initiatives, announced that the Board would pursue a standing committee on diversity, equity, and inclusion. Currently, the Board has three standing committees: Executive, Governance and Trusteeship (EGTC), Finance and Administration (FAC), and Academic and Student Affairs (ASAC).

The scope of activities for each Board's standing committees is outlined in the Board Statement on Board Committees. In order to create the committee, the EGTC considered revisions to the Board Statement that are included in these written docket materials. Separate from the revisions to the Board Statement on Board Committees, each committee also has a committee charter. Previously, once the standing board committees were formed, the committees, with the assistance of a template, were charged with drafting their charter for Board approval.

COMMITTEE RECOMMENDATION:

The Executive, Governance, and Trusteeship Committee recommends the creation of a standing Board Committee on Diversity, Equity and Inclusion (DEIC) and the necessary revisions to the Board Statement on Board Committees to memorialize the committee's creation and recommends that at such time as the Board Chair appoints the members to the DEIC, the DEIC, with staff's assistance and the charter template, draft a committee charter for Board approval.

**Board Statement on Board Committees
Board of Trustees of Western Oregon University**

1.0 -Standing Committees

Subject to the requirements of applicable law, the Board may establish such Standing Committees and Ad Hoc Committees as it deems appropriate or necessary from time to time and shall define the duration, existence, duties, membership and reporting requirements of such committees. The Standing Committees of the Board ~~are: shall be~~ the Executive, Governance, and Trusteeship Committee (EGTC), Finance & Administration Committee (FAC), ~~and~~ Academic and Student Affairs Committee (ASAC) and the Diversity, Equity and Inclusion Committee (DEIC). Standing Committees may consist only of Trustees, continue until terminated by the Board, and develop a committee charter for approval by the Board. The Board Chair appoints the committee chairs of each Standing Committee and, in consultation with the committee chairs, appoints the members of the Standing Committees. To the extent practicable and advisable, the Chair will rotate some or all Standing Committee membership from time to time to provide Trustees with an opportunity to serve on different Standing Committees. The term of Ad Hoc Committees, if any, shall be one year or less. An Ad Hoc Committee shall include at least one Trustee, engage in information gathering and reporting only, and make any report or recommendation to the Chair of the Board or the Chair of a Standing Committee.

2.0 Executive, Governance, and Trusteeship Committee

2.1-There shall be a 5-member Executive, Governance and Trusteeship of the Board of Trustees.

2.2 The Board Chair shall serve as the Chair of the EGTC.

2.3 The EGTC shall operate under a charter approved by the Board. The charter will identify the committee's general areas of responsibility and will specifically identify any instance which the committee may act for the full Board.

2.4 As further described in its charter, the EGTC may consider and recommend actions to the Board on the following topics:

2.4.1. The hiring, employment, evaluation, and removal of the President of the University.

2.4.2. Matters pertaining to effective trusteeship, including, but not limited to board self-evaluation, the agenda for the board retreat, recommendations to the Governor when

there are Board vacancies, and participation in educational or other activities to enhance the Board's effectiveness.

2.4.3. Litigation, legal services, and compliance, including, but not limited to reports on litigation from the General Counsel, board statements or policies to be considered by the Board, and, to the extent not addressed by the Finance & Administration Committee, issues of risk management and legal services.

2.4.4. Advocacy and advancement, including but not limited to strategies for University personnel to deploy in order to enhance the University's profile with external audiences, decision-makers, and government officials.

2.4.5. Input and recommendation on the University's strategic plan, as developed by the President and University, prior to adoption by the full Board.

2.4.6. Human resources policies and practices.

2.5 The EGTC shall also serve, as appropriate, as the Board's Audit Committee. When sitting as the Audit Committee, the EGTC shall consider matters pertaining to internal controls, enterprise risk management, internal or external auditors, as the Board or President shall use, and audit plans and reports.

2.65 The primary University personnel that will staff, advise and, assist the EGTC shall be the President of the University and the General Counsel.

3.0 Finance & Administration Committee

3.1 There shall be a 5-member Finance & Administration Committee (FAC).

3.2 The FAC shall operate under a charter approved by the Board. The charter will identify the committee's general areas of responsibility and will specifically identify any instance which the committee may act for the full Board.

3.3 As further described in its charter, the FAC may consider and recommend actions to the Board on the following topics:

3.3.1 The University's operating and capital budgets and requests for appropriation of state funds.

3.3.2 The University's investments, finances, financial accounts, and debt finance.

3.3.3 Tuition and mandatory enrollment fees.

3.3.4 The acquisition, management, development and disposal of real property.

3.3.5 The acquisition, management, development and disposal of personal property, tangible and intangible.

~~3.3.6 Human resources policies and practices.~~

3.3.6 Insurance, self-insurance programs, and other mechanisms designed to manage risk and reduce liability facing the University.

~~3.4 The FAC shall also serve, as appropriate, as the Board's Audit Committee. When sitting as the Audit Committee, the FAC shall consider matters pertaining to internal controls, enterprise risk management, internal or external auditors, as the Board or President shall use, and audit plans and reports.~~

3.4 The primary University personnel that will staff, advise, and assist the FAC shall be the Vice President of Finance & Administration.

4.0 Academic and Student Affairs Committee

4.1 There shall be a 5-member Academic and Student Affairs Committee (ASAC).

4.2 The ASAC shall operate under a charter approved by the Board. The charter will identify the committee's general areas of responsibility and will specifically identify any instance which the committee may act for the full Board.

4.3 As further described in its charter, the ASAC may consider and recommend actions to the Board on the following topics:

4.3.1 Faculty affairs, including the faculty's status and responsibilities, discipline and welfare.

4.3.2 Educational policy, including admissions requirements, enrollment strategies, instruction, curriculum, degrees, research, educational technology, distance learning, public services activities, and the establishment and disestablishment of educational and research organizational units.

4.3.3 The general welfare of students, including housing and food services, health services and health insurance, safety, extracurricular activities, sports programs, and policies governing student discipline and student organizations.

4.4 The primary University personnel that will staff, advise, and assist the ASAC shall be the Provost and the Vice President for Student Affairs.

5.0 Diversity, Equity and Inclusion Committee

5.1 There shall be a 5-member Diversity, Equity and Inclusion Committee (DEIC). The five members of the DEIC will be the Board Chair, the university president, and one trustees from each of the other three standing committees (EGTC, ASAC, FAC).

5.2 The DEIC shall operate under a charter approved by the Board. The charter will identify the committee's general areas of responsibility and will specifically identify any instance which the committee may act for the full Board.

5.3 As further described in its charter, the DEIC may consider and recommend actions to the Board on the following topics:

5.3.1 Oversight of, and periodic progress reports regarding, the priorities and expectations enumerated in the Board Statement on Diversity, Inclusion, Equity and Accessibility.

5.3.2 Reports, as appropriate, from the University Diversity and Inclusion Advisory Committee (UDIAC) and University Cultural Competence Advisory Committee (UCCAC).

5.3.3. Reports, as appropriate, regarding the university's Diversity Action Plan.

5.4 The primary university personnel that will staff, advise, and assist the DEIC shall be the Director.

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65.0 Notice of Meetings of Standing Committees

Meetings of Standing Committees of the Board shall be held at such times and places as may be fixed by each committee or its chair. The Secretary shall cause the required notices of meetings of Standing Committees to be sent to each member of the Board. The Secretary shall also cause the preparation of the minutes, any audio recording, audio and video recording, streaming audio, or streaming audio and video of the meeting. The Secretary shall cause the minutes and any recording or transmission to be maintained in accordance with applicable records retention requirements.

76.0 Quorums

A majority of the members of a Standing Committee shall be necessary to constitute a quorum. The faculty and non-faculty staff members of any committee may not participate in any discussions or action by the committee or attend any executive

session of the committee involving collective bargaining issues that affect faculty or non-faculty staff at the university.

| **87.0 _ Information Gathering and Investigation**

The Chair of the Board, or the Vice Chair during the Chair's absence or incapacity, may appoint one to three members of the Board or one or more other persons to gather information and provide it to the Board or a Board Committee. The Chair of a Standing Committee may appoint one to three members of the Standing Committee or one or more other persons to gather information and provide it to the Standing Committee.

EGTC, Board Vice Chair Nomination

Article III, Section 5 of the Board's Bylaws governs the election of Board officers. Currently, the Western Oregon University Board of Trustees has a Board Chair and Board Vice Chair, elected in alternate years for two-year terms. There is no automatic succession or term limits for Board officers.

Last year, the Board reelected Betty Komp as its Chair. On June 30, 2021, Jaime Arredondo will complete a two-year term serving as Vice Chair. The EGTC needs to consider the nomination of a trustee to serve in this role.

COMMITTEE RECOMMENDATION:

The WOU Executive, Governance and Trusteeship Committee (EGTC) recommends the nomination of Doug Morse to serve as Board of Trustees Vice Chair, for a two-year term, effective July 1, 2021 through June 30, 2023.

EGTC, Interim President

After the Board approved the new Board Statement on Presidential Vacancies and guidelines for both the interim and regular presidential searches at its February 17, 2021 meeting to set the stage for both searches, Chair Komp reached out to the shared governance bodies (Faculty Senate, Staff Senate, and ASWOU) as well as campus generally to receive nominations for the interim president advisory committee. An advisory committee for an interim search was a new process element the Board approved in February 2021.

In early March 2021, Chair Komp announced the nine-member advisory committee that would assist with the search for an interim president. The committee members were: Dr. Elisa Maroney, Dr. Bojan Ilievski, Dr. Rob Wunningham, Malissa Larson, Nathan Sauer, Sandra Holland, Alexander Ped, Jon Carey, and Mike Morgan. Ginny Lang assisted with facilitation. Over the course of the process, the advisory committee held seven meetings to discuss characteristics and traits necessary for an interim president, devise interview questions, review application materials, and interview candidates. Upon the conclusion of the interviews and deliberations, Vice Chair Arredondo, consistent with the Board Statement on Presidential Vacancies and the interim president guidelines, reached his recommendation to present to the Board's Executive, Governance and Trusteeship Committee and the full Board. Vice Chair Arredondo recommended **Dr. Jay Kenton** to serve as WOU's interim president.

Dr. Kenton is an experienced higher education leader in Oregon. He received BS in Business Administration and M.Ed. with an emphasis in higher education administration from Oregon State University and his Ph.D. in Public Administration from Portland State University. Dr. Kenton held multiple senior administrative posts including Vice President for Finance & Administration at Portland State University, Vice President for Finance & Administration at the University of Idaho, Vice Chancellor for Finance & Administration for the former Oregon University System, Interim President for Eastern Oregon University, Interim President at Oregon Institute of Technology, and Interim Vice President for Finance & Administration at Western Oregon University.

VICE CHAIR RECOMMENDATION

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.