



**MEETING OF THE WOU BOARD OF TRUSTEES
MEETING NO. 62 – June 11-12, 2024**

June 11, 2024

3:00-5:00PM

WERNER UNIVERSITY CENTER | COLUMBIA ROOM

To observe the meeting:

<https://www.youtube.com/@WOUnews/streams>

Audio only, call: +1 346 248 7799 US | Meeting ID: 810 4838 3366

AGENDA

I. CALL-TO-MEETING / ROLL CALL

II. CHAIR'S WELCOME

III. PRESIDENT'S WELCOME

- 1) [Students At the Center Presentation: Graduating Students Share Their Experience at WOU](#) (pg. 5)

IV. STAKEHOLDER UPDATES

1) SHARED GOVERNANCE

- a. ASWOU | Brenda Rocio Martinez
- b. [Faculty Senate](#) | Dr. Steve Scheck (pg. 7)
- c. [Staff Senate](#) | Alexis Morrison (pg. 8)

2) UNION

- a. SEIU | Jackson Stalley
- b. WOUFT | Dr. Melanie Landon-Hayes

V. RECESS

Following the recess, members of the Board of Trustees will participate in a reception with members of the campus community at the WOU Welcome Center.



June 12, 2024

CAMPUS COFFEE CHAT

9:00-9:45AM

**WERNER UNIVERSITY CENTER | FIRST FLOOR, ACROSS FROM THE
FREEDOM CENTER**

PUBLIC MEETING

10:00AM – 3:00PM

WERNER UNIVERSITY CENTER | COLUMBIA ROOM

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AGENDA

I. CALL-TO-MEETING / ROLL CALL

II. CHAIR'S WELCOME

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

- 1) [FY24 Management Report](#) (As of April 30, 2024)
- 2) Graduate Certificates
 - a) [Principal License Graduate Certificate](#)
 - b) [Educational Leadership Graduate Certificate](#)
- 3) [Internal Audit Plan FY 25](#)
- 4) [Approval of Honorary Degree](#)
- 5) Updates to Board Statements
 - a) [Western Oregon University Bylaws](#)
 - b) [Western Oregon University Board Statement on Board Vacancies](#)
 - c) [Western Oregon University Board Statement on Conduct of Public Meetings](#)
 - d) [Western Oregon University Board Statement on the Delegation of Authority](#)
 - e) [Western Oregon University Board Statement on Ethics and COI](#)



- f) [Western Oregon University Board Statement on Performance of Office Duties](#)
- g) [Western Oregon University Board Statement on Presidential Vacancies](#)
- h) [Western Oregon University Board Statement on the Performance Evaluation of the University President](#)
- i) [Western Oregon University Board Resolution on Responsibilities of Individual Trustees](#)

IV. FIRST PUBLIC COMMENT

V. FINANCE & ADMINISTRATION COMMITTEE (FAC)

- 1) Committee Chair Report | Trustee Gayle Evans
- 2) Committee Recommendations for Board Discussion/Action
 - a. [Approval FY2025 Preliminary Budget](#) (pg. 10)

VI. STAKEHOLDER UPDATES

- 1) WOU FOUNDATION REPORT | Katie Wojke, Vice President for Advancement
- 2) LEGISLATIVE REPORT | Ricardo “Rico” Lujan Valerio, Director of Government Relations

**VII. [PRESIDENT’S REPORT](#) | President Jesse Peters (pg. 36)
(Senior Leadership Reports in [Appendix B](#))**

VIII. BREAK

IX. LUNCH / SHOWCASE PRESENTATION:
[Update on Wolfie Chatbot | Vice President Tina Fuchs, Director of Student Success & Advising Paige Jackson, & Associate Director of Student Success & Advising Jen Koshnick](#) (pg. 48)



X. ACADEMIC & STUDENT AFFAIRS COMMITTEE (ASAC)

- 1) Committee Chair Report | Trustee Leah Mitchell
- 2) Committee Recommendations for Board Discussion/Action
 - a. None

XI. DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY COMMITTEE (DEIAC)

- 1) Committee Chair Report | Trustee Susan Castillo
- 2) Committee Recommendations for Board Discussion/Action
 - a. None

XII. EXECUTIVE, GOVERNANCE & TRUSTEESHIP COMMITTEE (EGTC)

- 1) Committee Chair Report | Chair Betty Komp
- 2) Committee Recommendations for Board Discussion/Action
 - a. [Election of a Chair](#)

XIII. SECOND PUBLIC COMMENT

XIV. ANNOUNCEMENTS/COMMENTS

XV. Executive Session:

The Western Oregon University Board of Trustees will meet in executive session to discuss the President's Performance Review. Pursuant to ORS 192.660(2)(f) and 192.660(2)(i). 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), no final action may be, or will be, taken in executive session.

- 1) President's Performance Review

XVI. ADJOURNMENT



***Students at the Center Presentation:
Hearing from Graduating Students:***

- *Faith DeVyldere*
- *Daila Marroquin Salazar*
- Johnny Martinez-Isaac
- Quinn Ridder
- David Rodriguez-Tapia



- (1) Your Name
- (2) Where you are from originally
- (3) How long you have been at WOU
- (4) The degree(s) you will be awarded at Commencement
- (5) Highlight some of the activities you have been involved in during your time at WOU (leadership, committees, internships, research projects, employment, etc)
- (6) A brief commentary about your experience at WOU, such as:
 - (a) How did the activities you were involved in help you?
 - (b) Was there ever a time you were about to quit but stayed in school?
 - (c) Is there someone who has made a difference in your life here and WOU and how did they help you?
 - (d) Is there anything you would change about your experience at WOU?
- (7) What do you plan to do after graduation?



Faculty Senate Report to the Board of Trustees, June 11-12, 2024

This week is finals week and of course, Saturday is commencement. This is always a time of year that makes me appreciate working in higher education—well, that is after final exams are graded. I’ve seen many classes of “XXXX” graduate over the years and it is still exciting to see the joy in students and their families. Although a successful life is not guaranteed to our new graduates, having a solid education is a good tool to have in one’s toolbox for life—and national data backs this up.

To ensure that we continue to provide a solid education to those who put their trust in us, the faculty do devote considerable time to managing the curricular programs we have in our portfolio. As previously reported to the Board, the Faculty Senate is involved with the administration in constructing new approaches to how best to manage updates to our curricular offerings and to develop new policies/procedures to ensure we are efficient in this management. New software will be employed by the Registrar’s Office for tracking our curricular exploits and a working group that has been focusing on all this will continue to move the implementation process to a conclusion.

Speaking of conclusion; this report should be my last report to the Board of Trustees in my capacity as Faculty Senate President. However, we are struggling to identify able and willing candidates for the President and Vice President roles in Faculty Senate for next academic year. There are many factors that likely have played a role in making this year such a taxing one for a smooth transition in Senate leadership. Regardless, we do need to fill these positions in order to ensure solid representation in shared governance work at WOU.

Respectfully,
Stephen Scheck, Senate President



June 4, 2024

To The Board of Trustees:

As you know, Staff Senate has been a great place to connect with others around campus and discuss issues staff members face. Staff Senate has completed the general election process and it is with great honor that I/we welcome new Senators.

New senators include:

- Sandra Holland, Classified representative
- Kirstie Rudich, Classified representative
- Ellie Baker, Classified representative
- Connor King-Goehring, Unclassified representative
- Wendi Mars, Unclassified representative

Continuing senators are:

- Alexis Morrison, Classified representative - President
- Rip Horsey, Unclassified representative - Vice President
- Ambre Plahn, Unclassified representative - Secretary
- Jenna Otto, Classified representative
- Adrian Trujillo, Unclassified representative
- Kristen Perry, Unclassified representative

Unfortunately, there was an unexpected departure after the election cycle so we are missing one classified representative. We plan to call for nominations closer to the Fall term in order to engage the most staff possible in naming a replacement.

The Staff Senate Scholarship Committee is reviewing student scholarship applications and plans to award a \$1,000 scholarship to one student for the 24-25 academic year.

The Staff Connections Committee, a subcommittee of Staff Senate, works to

strengthen the relationships and connections folks have at WOU. This group is excited to hold outdoor bring-your-own-lunch events over the next few months. The first is scheduled for June 26 from 12:00 pm - 1:00 pm; there will be yard games and good company!

Western Oregon Board of Trustees Meeting June 12, 2024

FY25 Proposed Preliminary Budget

Budget Creation Process:

For the past several months, we have been working towards developing the FY25 Preliminary Budget. The budget process was streamlined this year due to extenuating circumstances so the usual budget meetings were not held, rather the Budget & Planning office engaged stakeholders across campus via email, including College of Liberal Arts & Sciences, College of Education, divisions of Academic Affairs, Student Affairs, General Counsel, Development and Advancement, Finance and Administration, Diversity Equity & Inclusion, President's Office, Athletics, University Housing, Campus Dining, Bookstore, Parking, Student Health & Counseling Center, and Child Development Center to confirm the budget is accurate for their respective areas. Collaborative work resulted in several important assumptions regarding enrollment, state allocation, and next year expenditures. As has been done in previous years, an Adjusted FY25 Budget will be brought to the Board in the fall, when enrollment, state appropriation allocation, and bargaining results are known.

Education & General (E&G) Fund Component:

The FY25 Education & General Fund totals \$72.199M in revenues and \$76.111M in recurring expenses and transfers, resulting in a recurring deficit of \$3.912M. As outlined in the five-year NWCCU Fiscal Sustainability plan, our goal was to reduce the recurring E&G budget deficit to \$3.5M in FY25. Combined with one-time activities of \$863K, this results in a budget deficit of \$4.775M. Projected beginning FY25 Fund Balance totals \$10.172M, this deficit level would reduce the fund balance to \$5.397M, or 7.48% of revenues by the end of FY25. See the FY25 Education & General Fund Detail worksheet for a comparison of the FY25 Proposed Preliminary Budget to the FY24 Adjusted Budget, as well as FY24 Projections (based on April 30, 2024 Management Report). See the FY25 Education & General Fund Budget worksheet for the index-level detail.

Revenue Assumptions:

Total Revenues for the FY25 Preliminary Budget are \$72.199M.

Tuition & Fees

- Tuition assumes a 2% UG & GR enrollment decline from Fall 2023 with 6% attrition between terms, and 20 new OTD students. This assumption was made in collaboration with University Budget Advisory Committee. Although every year predicting enrollment is done with much uncertainty, this year due to the delays with the FAFSA Simplification Act, that uncertainty is heightened. Admissions data (as of May 10th) look promising for first year students (up 2.6% in applications and 11.5% in admits), but are down for transfer students (down 13.2% for applications and 11.5% for admits) and graduate students (down 25.8% in applications and 16.8% in admits). Housing reservations as of May 13th are 385 for new students, compared to 496 last year (down 22.4%). As of April 30th, Financial Aid pulled 5,496 unique FAFSAs designated for WOU into our system compared to 4,997 this time last year at this time (9% increase). Fall 2023 enrollment was a 1.2% increase from Fall 2022 for UG FTE.
 - This results in an assumed 117,325 undergraduate and 8,579 graduate credit hours. Applying the applicable tuition rates as approved at the April 19, 2023 Board of Trustees meeting (5% increase for Resident UG, WUE UG, GR and 4.86% for Non-Resident UG) results in total undergraduate tuition of \$27.044 and graduate tuition of \$4.667M.
 - A 1% change in enrollment for UG is approximately \$270K in gross tuition, while a 1% change in enrollment for GR is approximately \$40K. To compensate for 1% drop in UG enrollment, an ~7% increase in GR enrollment is required.
- 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 \$2M.
- 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, course fees, and other fees have been budgeted at \$500K, \$400K, and \$150K respectfully, approximately the same as the projected current year actuals.
- Online course fee revenue assumes that 35% of UG enrollment and 80% of GR enrollment will be online, reflecting an assumption that online enrollment will continue at approximately the current rate. This results in an assumed 55,727 of online course credit hours, for a budget of \$2.954M.
- Fee remission budget has been held at FY25's budgeted amount of \$5.5M in collaboration with the Financial Aid office, although actual fee remissions for

FY24 are projected to be closer to \$5M. This is a 14.4% discount rate based on budgeted tuition and fees (16.1% based on gross tuition).

- Net Tuition & Fees total \$32.574M, \$1.319M more than the FY24 Adjusted Budget, with the assumed decrease in enrollment offset by the addition of OTD students and the tuition rate increases.

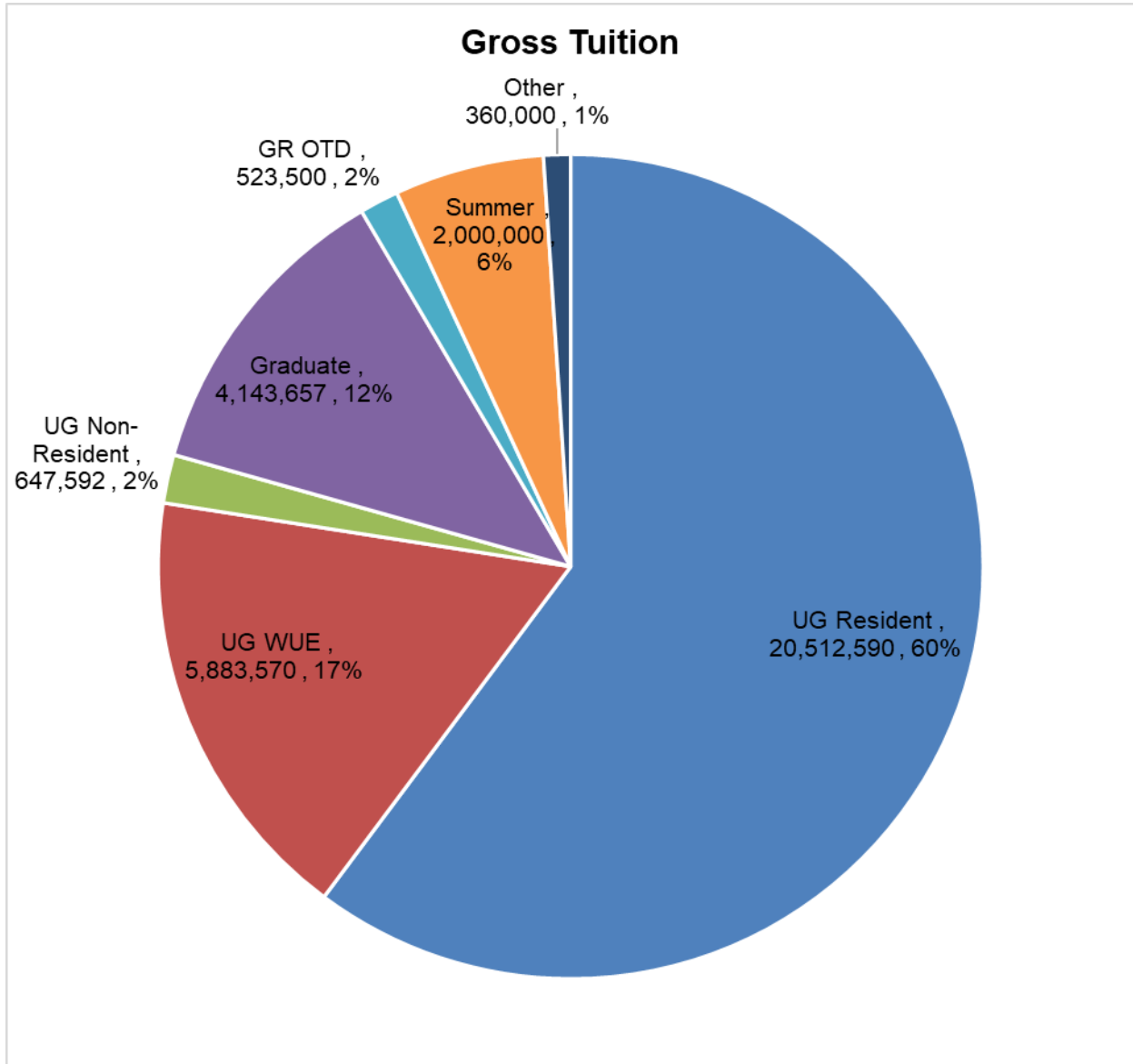


Figure 1: Tuition Revenue by category based on FY25 Proposed Preliminary Budget

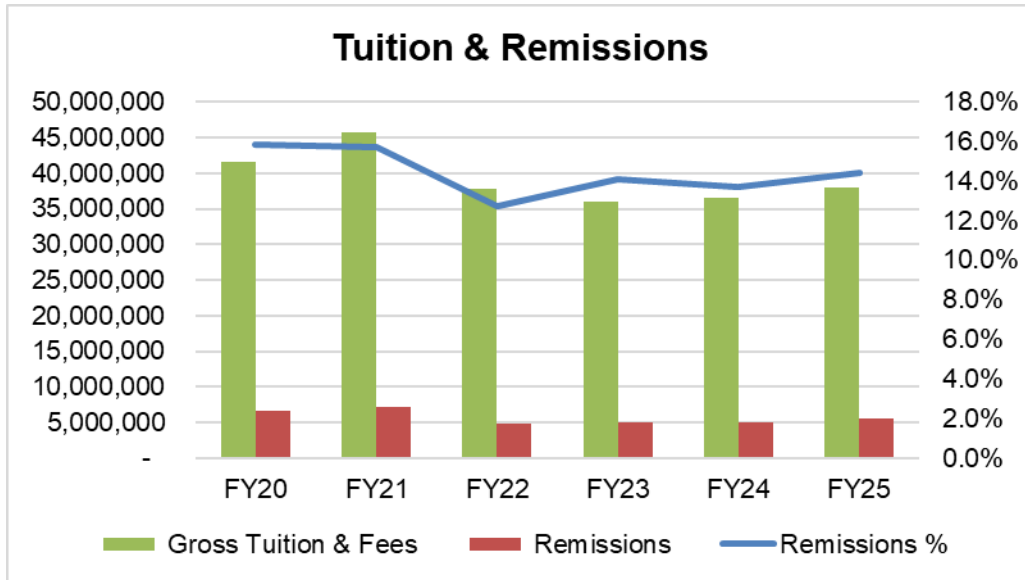


Figure 2: Total gross tuition & fees, total remissions, and remissions as a percentage of gross tuition & fees for FY20 – FY25.

*FY24 based on April 30, 2024 projections.

**FY25 based on FY25 Proposed Preliminary Budget.

Government Resources & Allocations

- State funding incorporates the \$1B funding to the Public University Support Fund (PUSF) for the 2023-25 biennium, which results in approximately \$67M for the biennium for WOU. FY25 will be the second year of the biennium, with 51% distributed (49% was distributed in FY24 for year1). FY25 assumed allocation is \$34.142M, a \$994K increase from the FY24 Adjusted Budget. The Student Success and Completion Model (SSCM) which allocates the funding among the seven public universities incorporates enrollment and graduation data on a three-year rolling average; FY24 data is not yet known and as such the projection utilizes FY23 distribution levels. This will be updated in the fall for the true-up.

Other Revenues

- Budgeted Gift Grants and Contracts total \$2.194M, the same as the FY24 Adjusted Budget, which is comprised of grant indirect revenue and reimbursement from the WOU foundation for certain personnel.
- Interest Earnings/Investment, Sales & Services, and Other Revenues are all assumed at their FY24's Adjusted Budget levels, totaling \$2.6M.

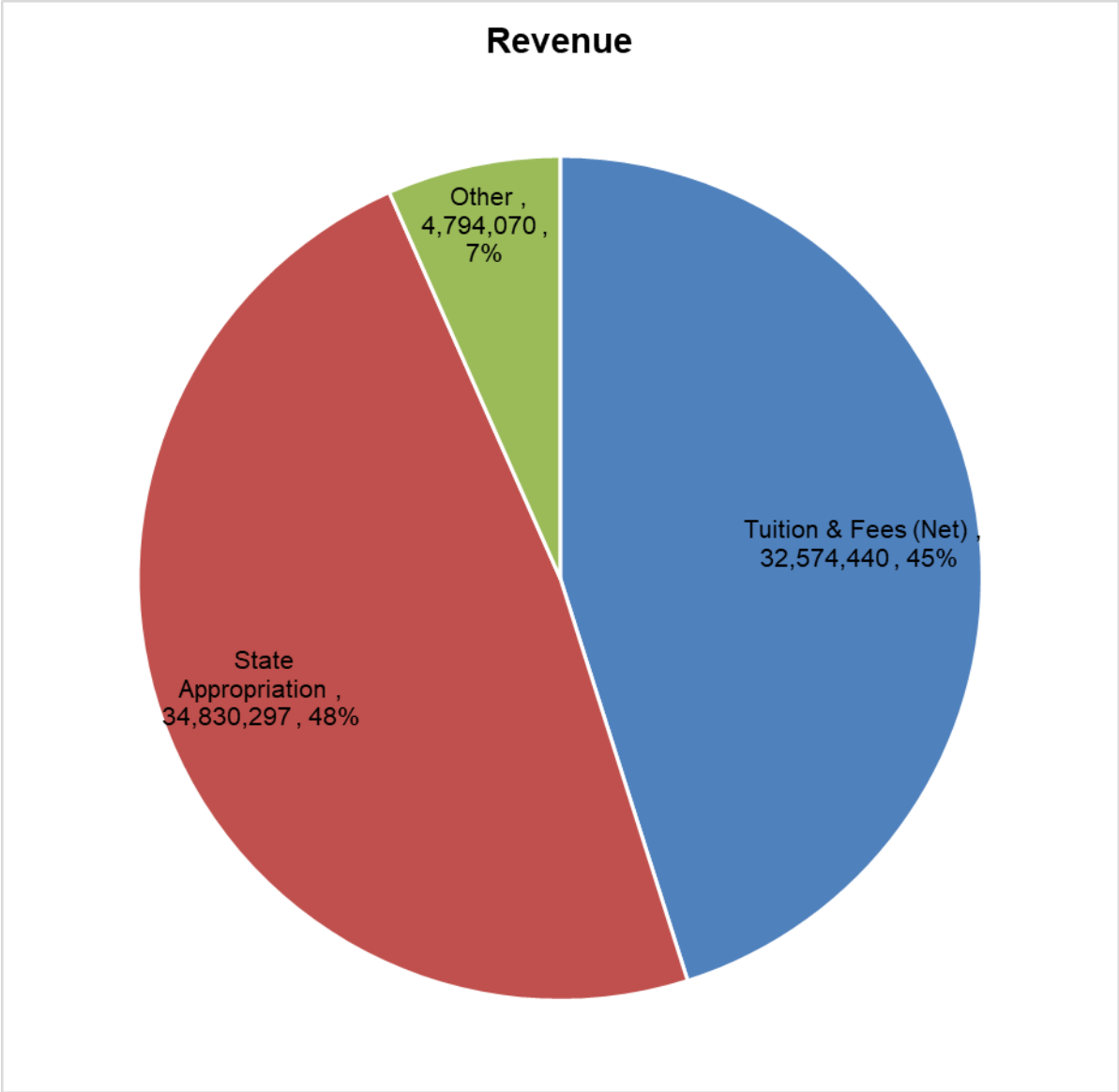


Figure 3: Total revenue by category based on FY25 Proposed Preliminary Budget.

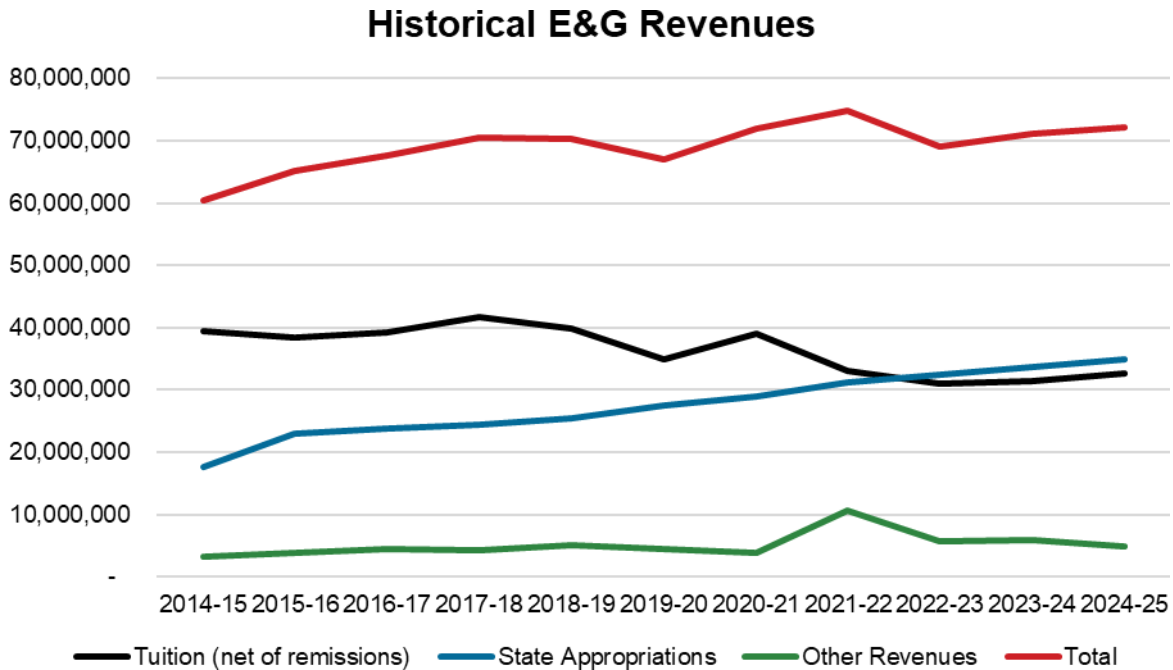


Figure 4: E&G Revenue trends over the last 10 years.

*FY24 based on April 30, 2024 projections.

**FY25 based on FY25 Proposed Preliminary Budget.

Expense Assumptions:

Total Expenses for the FY25 Preliminary Budget are budgeted at \$70.443M.

Personnel

- Personnel budget totals \$60.099M, \$2.522M more than the FY24 Adjusted Budget. This includes \$1M of centralized salary savings and associated \$357K of OPE from regular turnover and vacancies. As was done in FY24, we will continue this practice until fiscal sustainability is reached.
- Faculty Salaries are budgeted at \$17.184M, which is reflective of:
 - Rostered faculty salaries have been updated for annual step increases. Promotions (resulting in 4 step increases) were also incorporated into the budget for 5 faculty.
 - Bargaining with WOUFT is currently underway; a 1% COLA has an associated cost of approximately \$220K with OPE.
 - 3.5 additional Occupational Therapy faculty lines have been added. 1 additional T/TT line in Social Sciences.
 - A decrease in NTT pool allocations of 1.3 FTE.
- Budgeted amount for unclassified staff totals \$12.562M and incorporates:
 - No raise costs incorporated for FY24; a 1% COLA has an associated cost of approximately \$165K with OPE.

- Incorporates additions of 1 payroll compliance analyst, 1 HR generalist, 1 confidential advocate, 2.85 FTE of New Student Week & Family Programs (was one-time funded in prior budget), and 1 Associate Provost for Faculty Success. Also incorporated are funds to reorganize current positions into Associate Provost for Enrollment Management & Student Success and Associate Director for Admissions Operations.
 - Maintains a \$250K reserve for equity study adjustments.
- Faculty & Unclassified Supplemental pay is budgeted at \$616K. This category is largely reflective of stipends paid to faculty and unclassified staff, but also includes temporary employee and allowance funds.
 - Added funds for additional Willamette Promise faculty liaisons and Destination Western.
- Budgeted amount for classified staff totals \$7.230M and incorporates:
 - Incorporates step increases and COLAs (6.5% effective April 1, 2024, 2% effective November 1, 2024, and 3.5% effective June 1, 2025) according to the SEIU Collective Bargaining Agreement.
 - Incorporates additions of 1 night custodian, 1 cybersecurity analyst, and 1 accountant in Business Services.
- Classified Pay is budgeted at \$260K and includes \$50K budgeted for longevity pay differential. This category includes pay for differentials, overtime, and temporary employees.
- Student pay is budgeted at \$1.630M and incorporates an increase for New Student Week & Family Programs.
- Budgeted Other Payroll Expense (OPE) totals \$21.890M. 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.).

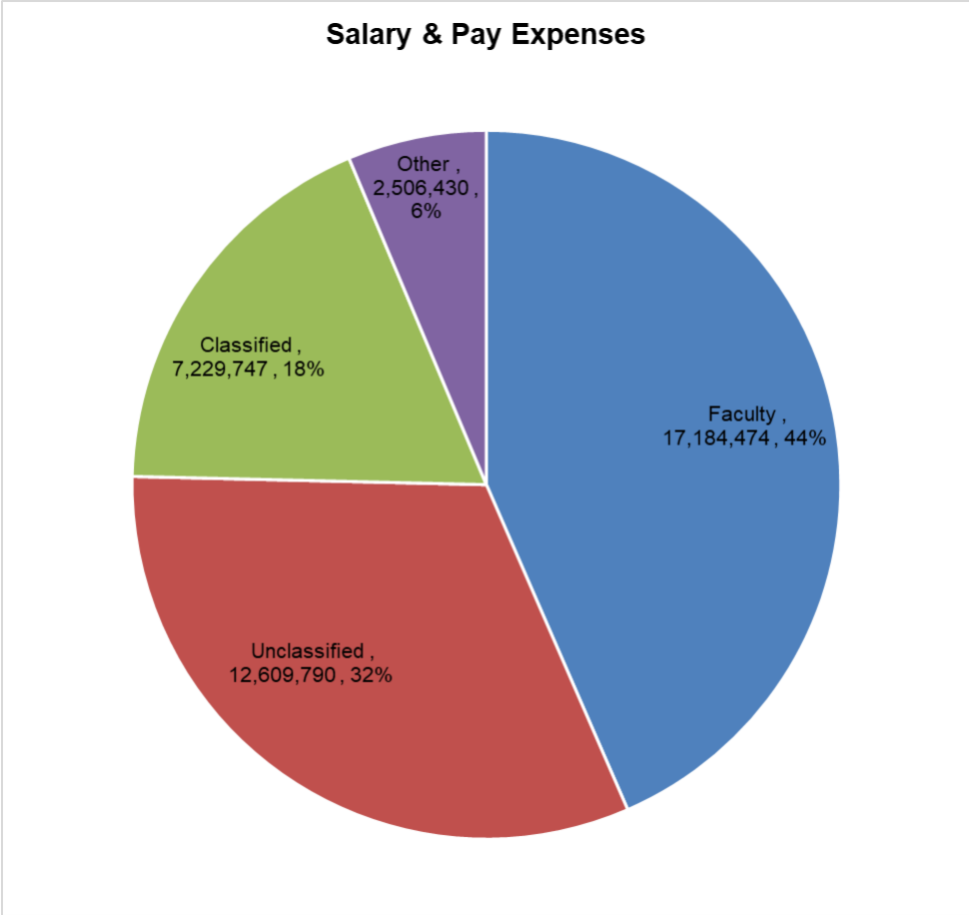


Figure 5: Total salary & pay by category based on FY25 Proposed Preliminary Budget.

Services & Supplies (S&S)

- Services & Supplies net budget totals \$10.434M. With Services & Supplies increasing approximately \$542K, and internal sales remaining consistent from FY24's budget.
 - S&S divisional budgets were held at the same level as the FY24 Adjusted Budget (with some Divisions reallocating funds internally).
 - Assumed no change to general administrative overhead from auxiliaries (internal sales), budgeted at \$1.3M.
 - Additions were incorporated for the following:
 - Increase to New Student Week & Family Programs
 - Increase to Natural Sciences S&S for Hood Maintenance
 - Increase to DEI for HSI initiatives
 - Establishing S&S for Dean of Students/Student Conduct
 - Increase to Campus projects S&S
 - Increase for Banner/Ellucian inflationary costs
 - Increase to Willamette Promise for administrative support contract
 - Increase to create longevity for Canvas and other LMS tools
 - Increase for ATIXA membership and professional development

Net Transfer Assumptions:

Total Net Transfers are budgeted at \$5.578M.

- Athletics Subsidy is increased by \$120K to \$5.120M resulting from adding an Assistant Director of Business Operations.
- Other transfers of \$150K subsidy to the Child Development Center and \$294K transfer for SELP funding match are budgeted at the same levels as FY24.

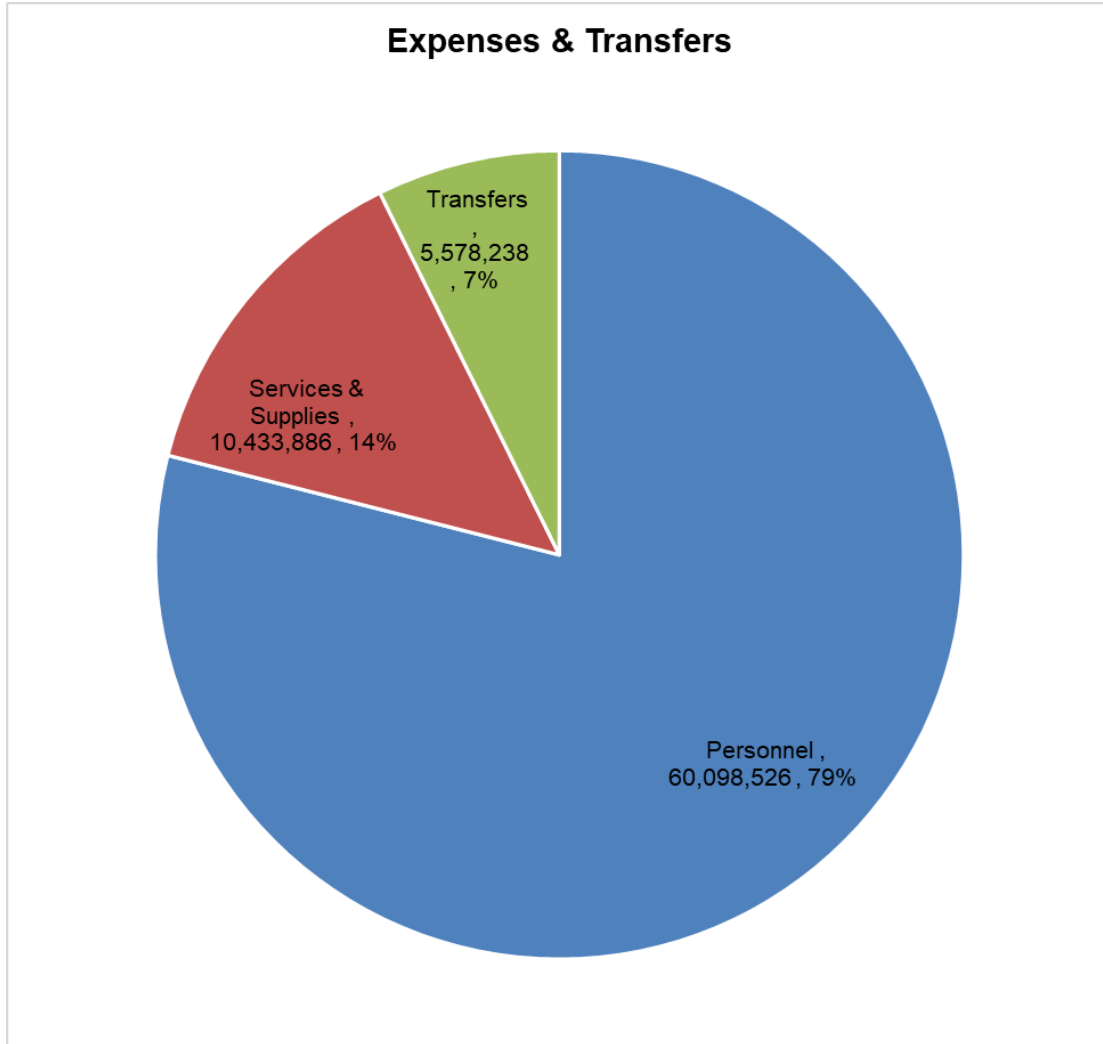


Figure 6: Total recurring expenses and transfers based on FY25 Proposed Preliminary Budget.

Other Activity Assumptions:

Total Other Activities (one-time revenues and expenses) are budgeted at \$863K and include:

- \$500K of Sustainability funds rollover
- \$165K for Campaign S&S
- \$125K of rollover for Occupational Therapy start-up costs
- \$73K for New Faculty Start-Up costs

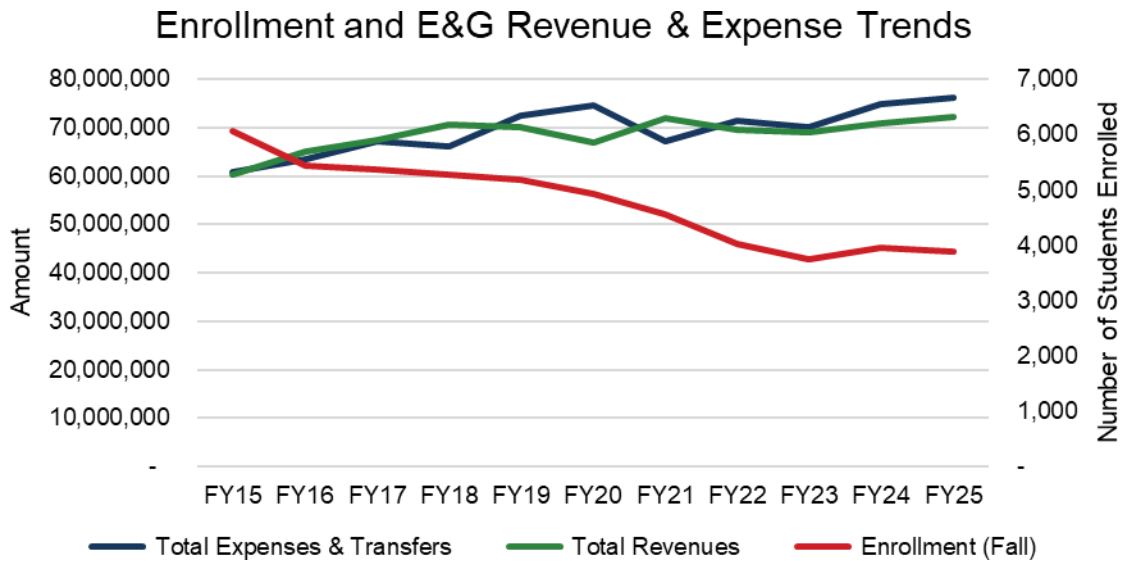


Figure 7: Enrollment (headcounts) and E&G Revenue & Expense trends over the last 10 years.

*FY24 based on April 30, 2024 projections.

**FY25 based on proposed preliminary budgeted numbers.

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 surplus for all Auxiliaries (excluding IFC) totals \$292K. See the FY25 Designated Operations, Service Departments, & Auxiliary Enterprises Budgets (excluding Athletics & IFC) worksheet, as well as the FY25 Athletics (Non-IFC) Budgets worksheet, for the index-level detail.

University Housing:

University Housing comprises approximately \$6.824M, or 33%, of budgeted auxiliary expenses.

- University Housing expects to net positive \$339K between revenues and expenses for FY25, with hopes to continue to rebuild their fund balance.

- University Housing’s revenue budget totals \$7.164M and is built on an assumed 855 room-paying residents living in Housing between Ackerman, Heritage, Landers, and Arbor Park as well as the approved 3.5% rate increase.
- Total expenses and transfers are budgeted at \$6.824M (inclusive of a \$1.831M transfer out to debt service):
 - Personnel budget totals \$1.556M.
 - Supplies & Services budget totals \$3.670M, of which \$891K is the interest portion of the bond debt payment.

Campus Dining:

Campus Dining comprises approximately \$4.250M, or 20%, of budgeted auxiliary expenses.

- Campus Dining’s budget totals \$226K to the positive for the year, with hopes to continue to rebuild fund balance.
- Campus Dining’s budgeted revenues total \$4.476M, based on an assumed 709 meal plans for Valsetz (since residents living in Arbor Park are not required to purchase a meal plan). The budget also incorporates projected Café Allegro revenues of \$138K. Pre-pandemic levels were ~900 meal plans.
- Personnel for Campus Dining is budgeted at \$2.064M and includes \$411K of student labor.
- Services & Supplies for Campus Dining are budgeted at \$1.978M, which includes \$983K of food costs.

Student Health & Counseling Center (SHCC):

Student Health & Counseling Center (SHCC) comprises approximately \$1.875M, or 9%, of budgeted auxiliary expenses.

- SHCC has a \$28K positive budget, with plans to begin to rebuild fund balance.
- Enrollment fees are budgeted at \$1.776M. This assumes 3,000 students will pay the in-person fee of \$175 and 328 students will pay the reduced fee of \$130 fall term with attrition built in for winter and spring.
- Overall, SHCC revenue is budgeted at \$1.903M, including other miscellaneous revenues.
- Personnel expense budget totals \$1.264M.
- Services & Supplies budget totals \$611K.

Athletics:

Athletics (excluding Incidental Fee component) comprises approximately \$6.547M, or 32%, 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 \$1.396M, based on actuals received in FY24.
- Tickets and concessions revenues of \$31K are included.
- Personnel budget totals \$3.323M, and includes an additional Asst. Director of Business Operations position.
- S&S budget totals \$3.224M, including travel (though majority of athletics travel is within IFC). Also budgeted is an additional \$1.140M of student aid.
- Athletics budget also incorporates the \$5.12M transfer in from E&G.

Parking:

Parking comprises approximately \$435K, or 2%, of budgeted auxiliary expenses.

- Parking's budget nets zero for the year.
- Sales & Services revenues are budgeted at \$435K, a slight increase from FY24.
- Parking's personnel totals \$250K, 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 \$1.435M, or 7%, of budgeted auxiliary expenses. Bookstore continues to run at a deficit (budgeted \$267K for FY25) and is working to become a sustainable operation. Child Development Center's budget includes the \$150K subsidy from E&G and anticipates netting zero with that.

Incidental Fee (IFC) Component:

Incidental Fee depleted all reserves in FY23 and underwent substantial reductions for FY24. With the IFC reserve being rebuilt to 10%, the FY25 allocations have increased substantially from prior year.

- Enrollment fees are budgeted at \$3.754M, which assumes a flat headcount from Fall 2023. This is comprised of \$142K of summer revenue (949 students paying fee of \$150) and \$3.611M of academic year revenue (2,707 students paying fee of \$415 and 849 students paying fee of \$210 fall term, with attrition between winter and spring). The incidental fee will be charged at the same rate as prior year, all Monmouth-campus students at the first credit at a rate of \$415; students who take courses off-campus (Salem, online) will pay a reduced fee of \$210.
- Incidental Fee expenses reflect the total allocation of \$3.871M 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 FY24 Budget. See the FY25 Designated Operations, Service Departments, & Auxiliary Enterprises Budgets (excluding Athletics & IFC) worksheet for the index-level detail.

FY25 Preliminary 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 \$4.600M.

COMMITTEE RECOMMENDATION:

The Finance and Administration Committee recommends that the Western Oregon Board of Trustees approve the FY25 Preliminary Budget as presented in the docket.

Western Oregon University
 FY25 Proposed Preliminary Budget
 Component Funds Budget Summary

	Education & General (E&G)	Auxiliary (excluding IFC)	Incidental Fee (IFC)	Designated Operations & Service Depts	Total	Total FY24 Adj Budget
Revenues						
Enrollment Fees	32,574,440	2,161,241	3,753,557	48,134	38,537,372	36,905,573
Government Resources & Allocations	34,830,297	1,396,015	-	-	36,226,312	35,232,688
Gift Grants and Contracts	2,194,070	104,369	3,000	-	2,301,439	2,345,991
Investment	2,000,000	26,000	-	4,175	2,030,175	2,011,175
Sales & Services	500,000	12,675,186	177,250	126,630	13,479,066	12,733,465
Other Revenues	100,000	614,480	190,000	2,087,550	2,992,030	2,792,349
Total Revenues	72,198,807	16,977,291	4,123,807	2,266,489	95,566,394	92,021,241
Expenses						
Personnel	60,098,526	9,361,054	1,881,929	1,015,265	72,356,774	69,260,756
Services & Supplies	10,433,886	10,509,644	2,268,838	1,251,224	24,463,592	23,637,566
Total Expenses	70,532,411	19,870,698	4,150,767	2,266,489	96,820,365	92,898,322
Net Transfers	5,578,238	(3,185,551)	90,300	-	2,482,987	2,123,155
Total Expenses & Transfers	76,110,649	16,685,147	4,241,067	2,266,489	99,303,352	95,021,477
Net Recurring Budget	(3,911,842)	292,144	(117,260)	-	(3,736,958)	(3,000,236)
One Time Activities	863,275	-	-	-	863,275	1,974,588
Net Budget	(4,775,117)	292,144	(117,260)	-	(4,600,233)	(4,974,824)

Western Oregon University
FY25 Proposed Preliminary Budget
Education & General Fund Detail

	FY25 Proposed Prelim Budget	FY24 Adjusted Budget	Increase/ (Decrease)	FY24 Projection	Increase/ (Decrease)
Revenues					
Tuition & Fees					
Undergraduate Tuition					
Resident	20,512,590	19,934,600	577,990		
WUE	5,883,570	5,717,700	165,870		
Non-Resident	<u>647,592</u>	<u>630,344</u>	<u>17,248</u>		
Total Undergraduate Tuition	27,043,752	26,282,644	761,108		
Graduate Tuition					
Graduate	4,143,657	4,026,380	117,277		
OTD	<u>523,500</u>	<u>-</u>	<u>523,500</u>		
Total Graduate Tuition	4,667,157	4,026,380	640,777		
Summer					
Undergraduate	1,400,000	1,400,000	-		
Graduate	<u>600,000</u>	<u>600,000</u>	<u>-</u>		
Total Summer	2,000,000	2,000,000	-		
Other Tuition	360,000	360,000	-		
Total Tuition	34,070,909	32,669,024	1,401,885	31,728,802	2,342,107
Fees					
Matriculation	500,000	500,000	-	500,000	-
Course	400,000	400,000	-	400,000	-
Online Course	2,953,531	3,036,105	(82,574)	3,315,265	(361,734)
Other	<u>150,000</u>	<u>150,000</u>	<u>-</u>	<u>527,621</u>	<u>(377,621)</u>
Total Fees	4,003,531	4,086,105	(82,574)	4,742,886	(739,355)
Fee Remissions	(5,500,000)	(5,500,000)	-	(5,000,000)	(500,000)
Total Tuition & Fees (net of remissions)	32,574,440	31,255,129	1,319,311	31,471,688	1,102,752
Government Resources & Allocations					
Student Success & Completion (SSCM)	34,141,560	33,147,936	993,624	34,092,886	48,674
Engineering Technology (ETSF)	309,489	309,489	-	297,598	11,891
Small-Energy Loan Program (SELP)	<u>379,248</u>	<u>379,248</u>	<u>-</u>	<u>379,248</u>	<u>-</u>
Total Government Resources & Allocations	34,830,297	33,836,673	993,624	34,769,732	60,565
Other Revenues					
Gift Grants and Contracts	2,194,070	2,194,070	-	1,882,098	311,972
Interest Earnings/Investment	2,000,000	2,000,000	-	2,000,000	-
Sales & Services	500,000	500,000	-	500,000	-
Other Revenues	<u>100,000</u>	<u>100,000</u>	<u>-</u>	<u>416,496</u>	<u>(316,496)</u>
Total Other Revenues	4,794,070	4,794,070	-	4,798,594	(4,524)
Total Revenues	72,198,807	69,885,872	2,312,935	71,040,015	1,158,792

Western Oregon University
 FY25 Proposed Preliminary Budget
 Education & General Fund Detail

	FY25 Proposed Prelim Budget	FY24 Adjusted Budget	Increase/ (Decrease)	FY24 Projection	Increase/ (Decrease)
Expenses					
Personnel					
Faculty Salaries	17,184,474	16,630,545	553,929		
Unclassified Salaries	12,609,790	11,687,636	922,154		
Faculty & Unclassified Supplemental Pay	615,903	566,748	49,155		
Classified Salaries	7,229,747	6,819,239	410,508		
Classified Pay	260,061	260,061	-		
Student	1,630,466	1,575,813	54,653		
OPE	21,924,585	21,392,532	532,053		
Centralized Salary & OPE Savings	<u>(1,356,500)</u>	<u>(1,356,500)</u>	-		
Total Personnel	60,098,526	57,576,074	2,522,452	56,952,504	3,146,021
Services & Supplies					
Services & Supplies	14,210,626	13,668,609	542,017		
Internal Sales	<u>(3,776,740)</u>	<u>(3,776,740)</u>	-		
Total Services & Supplies	10,433,886	9,891,869	542,017	11,336,881	(902,995)
Total Expenses	70,532,411	67,467,943	3,064,469	68,289,386	2,243,026
Transfers					
Athletics Subsidy	5,120,000	5,000,000	120,000	6,500,000	(1,380,000)
Child Development Center Subsidy	150,000	150,000	-	150,000	-
SELP Funding Match	294,000	294,000	-	294,000	-
Other Transfers	<u>14,238</u>	<u>14,238</u>	-	<u>(340,767)</u>	<u>355,005</u>
Total Transfers	5,578,238	5,458,238	120,000	6,603,233	(1,024,995)
Total Recurring Expenses & Transfers	76,110,649	72,926,181	3,184,469	74,892,619	1,218,031
Net Recurring	(3,911,842)	(3,040,309)	(871,534)	(3,852,604)	(59,238)
Other Activities					
Sustainability Funds Rollover	500,000	-	500,000		
Campaign S&S	165,000	-	165,000		
OTD Start-Up	125,000	300,000	(175,000)		
Other	<u>73,275</u>	<u>674,588</u>	<u>(601,313)</u>		
Total Other Activities	863,275	974,588	(111,313)	-	863,275
Net	(4,775,117)	(4,014,897)	(760,221)	(3,852,604)	(922,513)
Beginning Fund Balance	10,172,273	14,024,877		14,024,877	
Projected Ending Fund Balance	5,397,156	10,009,980		10,172,273	
Fund Balance as a Percentage of Revenues	7.48%	14.32%		14.32%	

**Western Oregon University
FY25 Proposed Preliminary Budget
Auxiliary Detail**

	Athletics (excluding IFC)*	Bookstore	Dining	Parking	Student Health & Counseling	University Housing	Other Auxiliaries	Total
Revenues								
Enrollment Fees	-	-	-	-	1,879,186	(50,000)	332,055	2,161,241
Government Resources & Allocations	1,396,015	-	-	-	-	-	-	1,396,015
Gift Grants and Contracts	-	-	-	-	-	-	104,369	104,369
Investment	-	-	-	-	-	26,000	-	26,000
Sales & Services	31,000	750,000	4,026,188	435,455	-	7,047,935	384,608	12,675,186
Other Revenues	-	-	<u>450,294</u>	-	<u>23,686</u>	<u>139,500</u>	<u>1,000</u>	<u>614,480</u>
Total Revenues	<u>1,427,015</u>	<u>750,000</u>	<u>4,476,482</u>	<u>435,455</u>	<u>1,902,872</u>	<u>7,163,435</u>	<u>822,032</u>	<u>16,977,291</u>
Expenses								
Unclassified Salaries	1,940,704	68,604	208,720	65,862	326,698	567,216	208,541	3,386,345
Unclassified Pay	-	-	500	-	16,124	7,500	25,000	49,124
Classified Salaries	103,778	131,798	734,923	65,649	423,035	160,096	41,673	1,660,952
Classified Pay	-	10,000	26,250	5,000	23,877	12,700	-	77,827
Student	-	12,500	410,550	30,000	-	297,304	74,790	825,144
OPE	<u>1,278,392</u>	<u>143,462</u>	<u>683,394</u>	<u>83,725</u>	<u>474,240</u>	<u>510,701</u>	<u>187,748</u>	<u>3,361,662</u>
Total Personnel	<u>3,322,874</u>	<u>366,364</u>	<u>2,064,337</u>	<u>250,236</u>	<u>1,263,974</u>	<u>1,555,517</u>	<u>537,752</u>	<u>9,361,054</u>
Services & Supplies	<u>3,224,140</u>	<u>650,310</u>	<u>1,977,756</u>	<u>225,219</u>	<u>611,376</u>	<u>3,687,354</u>	<u>133,489</u>	<u>10,509,644</u>
Total Expenses	<u>6,547,014</u>	<u>1,016,674</u>	<u>4,042,093</u>	<u>475,455</u>	<u>1,875,350</u>	<u>5,242,871</u>	<u>671,241</u>	<u>19,870,698</u>
Net Transfers	<u>(5,120,000)</u>	<u>-</u>	<u>208,000</u>	<u>(40,000)</u>	<u>-</u>	<u>1,581,449</u>	<u>185,000</u>	<u>(3,185,551)</u>
Total Expenses & Transfers	<u>1,427,014</u>	<u>1,016,674</u>	<u>4,250,093</u>	<u>435,455</u>	<u>1,875,350</u>	<u>6,824,320</u>	<u>856,241</u>	<u>16,685,147</u>
Net Budget	1	(266,674)	226,389	-	27,522	339,115	(34,209)	292,144

*Athletics also receives \$925,048 of funding from incidental fee.

**Western Oregon University
 FY25 Proposed Adjusted Budget & NWCCU Plan
 Education & General Fund**

	NWCCU Plan	FY25 Proposed Prelim Budget
FY23		
Recurring Deficit	(8,000,000)	
Expense containment (one-time)	<u>3,000,000</u>	
Use of Fund Balance	(5,000,000)	(1,156,477)
FY24		
Beg Fund Balance	10,000,000	14,024,877
Recurring Deficit	(4,500,000)	
Expense containment (one-time)	<u>1,000,000</u>	
Use of Fund Balance	(3,500,000)	(3,852,604)
FY25		
Beg Fund Balance	6,500,000	10,172,273
Tuition & Fee Revenue (net)		32,574,440
State Appropriation		34,830,297
Other Revenues		<u>4,794,070</u>
Total Revenues		72,198,807
Total Expenses & Transfers		<u>76,110,649</u>
Recurring Deficit	(3,500,000)	(3,911,842)
Expense containment (one-time)	<u>1,000,000</u>	<u>(863,275)</u>
Use of Fund Balance	(2,500,000)	(4,775,117)
FY26		
Beg Fund Balance	4,000,000	5,397,156
Recurring Deficit	(1,500,000)	
Expense containment (one-time)	<u>1,000,000</u>	
Use of Fund Balance	(500,000)	
FY27		
Beg Fund Balance	3,500,000	
Recurring Deficit	-	
Expense containment (one-time)	<u>-</u>	
Use of Fund Balance	-	
FY28		
Beg Fund Balance	3,500,000	

Western Oregon University
 F125 Education & General Fund Budget
 By Index

INDEX	DEPT NAME	Tuition Acct 01100	Study Resource Fees (+) Acct 01200	Other Student Fees (+) Acct 01700	Fee Remissions (-) Acct 01900	State Resource Reinstata (+) Acct 02510	Gift Grants & Comps (+) Acct 03000	Interest & Royalties (+) Acct 05100	Sales & Services (+) Acct 06000	Other Revenue (+) Acct 08000	TOTAL REV	Tenure- 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	Uncl HealthLife OPE (+) Acct 10964	Uncl Retirement OPE (+) Acct 10967	Uncl Other OPE (+) Acct 10968	Classified HealthLife OPE (+) Acct 10974	Classified Retirement OPE (+) Acct 10977	Classified Other OPE (+) Acct 10978	Student OPE (+) Acct 10988	Total Personnel	Services and Supplies (+) Acct 20000	Intral Sales Reimburse (Reimburse) (-) Acct 19000	Transfer In (-) Acct 91000	Transfer Out (+) Acct 92000	TOTAL EXP																	
VFR04	Sustainability Funds Rolover										-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	500,000				500,000																	
DIAG07	Campaign SAS										-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	165,000				165,000																
OTD901	OTD Start-Up										-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	125,000				125,000																
PR0637	New Faculty Start-Up										-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	73,275				73,275																
TOTAL ONE-TIME FUNDS																																													963,275				963,275
EDUCATION & GENERAL FUND TOTAL											34,070,909	550,000	3,453,531	(5,500,000)	34,830,297	2,194,070	2,000,000	500,000	100,000	72,198,807	11,809,548	4,449,985	12,109,790	615,800	925,841	6,729,747	260,051	1,630,466	6,242,660	7,813,944	2,437,089	2,105,605	1,015,400	569,078	482,108	50,098,526	15,073,901	(3,776,740)	(8,893)	5,587,131	78,973,924								

Western Oregon University
 FY25 Designated Operations, Service Departments,
 & Auxiliary Enterprises Budgets (excluding Athletics & FIC)

INDEX	FUND	TYPE	DEPT	NAME	Enrollment	State	Gifts, Grants	Investment	Sales &	Other	Swc Dept	Total	Unclass	Other	Classified	Classified	Student	Uncl	Uncl	Uncl	Classified	Classified	Classified	Student	Total	Services	General	Bond Debt	Student	Merchandise	Indirect	Depreciation	Transfer In	Transfer Out	TOTAL	EXP	NET																																						
					Acct101000	Acct02320	Acct03000	Acct05100	Acct06000	Acct08000	Acct09000		Acct10103	Acct10200	Acct10301	Acct10400	Acct10501	Acct10964	Acct10967	Acct10968	Acct10974	Acct10977	Acct10978	Acct10988		Acct10994	Acct10997	Acct10998	Acct10998	Personnel	Acct20000	Acct28204	Acct28811	Acct30000				Acct60000	Acct70003	Acct80000	Acct81000	Acct82000	EXP	(imp)	depr.																														
DESIGNATED OPS AND SERVICE DEPTS FUNDS																																																																											
AUXILIARY ENTERPRISES FUNDS (EXCLUDING ATHLETICS & FIC)																																																																											
TOTAL DESIGNATED OPS AND SERVICE DEPTS FUNDS																																																																											
TOTAL AUXILIARY ENTERPRISES FUNDS (EXCLUDING ATHLETICS & FIC)																																																																											
TOTAL DESIGNATED OPS, SERVICE DEPTS, AND AUXILIARY ENTERPRISES																																																																											

Western Oregon University
FY25 Incidenta Fee Budgets

INDEX	DEPTNAME	Other Student Fees	Gifts, Grants & Contracts	Investment	Sales & Services	Other Revenues	Svc Dept Sales Reimb	Total Revenue	Unclas Salary	Other Unclassified Pay	Classified Salary	Classified Pay	Student Pay	Uncl Health/Life OPE	Uncl Retirement OPE	Uncl Other OPE	Classified Health/Life OPE	Classified Retirement OPE	Classified Other OPE	Student OPE	Total Personnel	Services and Supplies	General Admin Overhead	Travel	Depreciation	Transfer In Incidental Fee Allocation	Transfer Out	TOTAL EXP	NET (ignoring depr.)		
		(+) Acct 01700	(+) Acct 03000	(+) Acct 05100	(+) Acct 06000	(+) Acct 08000	(+) Acct 09000	(+)	(+) Acct 10100	(+) Acct 10200	(+) Acct 10301	(+) Acct 10400	(+) Acct 10501	(+) Acct 10964	(+) Acct 10967	(+) Acct 10968	(+) Acct 10974	(+) Acct 10977	(+) Acct 10978	(+) Acct 10988	(+)	(+) Acct 20000	(+) Acct 28204	(+) Acct 39000	(+) Acct 80500	(+) Acct 91105	(+) Acct 92000				
CAMPUS RECREATION																															
DOS867	Health & Wellness Center	-	-	-	53,000	-	-	53,000	263,704	-	-	-	157,995	64,887	72,519	21,491	-	-	-	5,530	586,126	187,902	57,279	-	374,295	(778,307)	-	427,295	-		
DOS882	Health and Wellness Programs	-	-	-	14,000	-	-	14,000	-	-	-	34,252	-	-	-	-	-	-	-	1,199	35,451	7,910	3,209	-	(102,761)	-	14,000	-			
DOS883	Aquatic Center Operation	-	-	-	-	-	-	-	-	-	-	26,957	-	-	-	-	-	-	-	943	27,900	67,780	7,081	-	(32,570)	-	-	-			
DOS884	Aquatic Center Programs	-	-	-	46,000	-	-	46,000	-	-	-	41,382	-	-	-	-	-	-	-	1,448	42,830	-	3,170	-	(102,761)	-	46,000	-			
DOS885	Intramurals	-	-	-	2,000	-	-	2,000	-	-	-	42,182	-	-	-	-	-	-	-	1,976	43,658	4,150	3,538	-	(49,346)	-	2,000	-			
DOS886	Turf and Grass Fields	-	-	-	9,000	-	-	9,000	-	-	-	14,158	-	-	-	-	-	-	-	496	14,654	32,383	3,482	-	(41,529)	-	9,000	-			
DOS800	Men's Lacrosse	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18,047	1,336	-	(19,383)	-	-	-			
DOS801	Men's Soccer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,500	333	-	(4,833)	-	-	-			
DOS802	Men's Rugby	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21,000	1,554	-	(22,554)	-	-	-			
DOS803	Women's Rugby	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11,000	814	-	(11,814)	-	-	-			
DOS804	SORC Rock Climbing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,000	148	-	(2,148)	-	-	-			
DOS806	Dance Team	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,000	296	-	(4,296)	-	-	-			
DOS812	Women's Soccer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,500	333	-	(4,833)	-	-	-			
DOS814	Men's Basketball	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,500	299	-	(3,799)	-	-	-			
TOTAL CAMPUS RECREATION		-	-	-	124,000	-	-	124,000	263,704	-	-	-	316,326	64,887	72,519	21,491	-	-	-	11,032	750,919	383,932	82,932	-	374,295	(1,076,133)	-	488,295	-		
CHILDCARE																															
GEN649	Child Care Reserve	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(39,540)	39,540	-	-		
TOTAL CHILDCARE		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(39,540)	39,540	-	-		
CREATIVE ARTS																															
CAD535	Guest Artists	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(291,529)	-	-	-		
TOTAL CREATIVE ARTS		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(291,529)	-	-	-		
STUDENT ENGAGEMENT																															
SE0901	Student Engagement Operations	-	-	-	50,250	-	190,000	240,250	264,926	127,121	5,877	122,871	85,020	72,855	21,592	44,210	36,574	10,839	4,300	796,185	323,234	82,838	-	482,609	(962,006)	-	722,860	-			
SE0902	Leadership, Inclusion, & Activities (LIA)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	38,004	3,005	2,592	-	(43,601)	-	-			
SE0903	Student Activities Board	-	-	-	-	-	-	-	-	-	-	18,857	-	-	-	-	-	-	-	583	17,240	27,201	3,289	-	(47,730)	-	-	-			
TOTAL STUDENT ENGAGEMENT		-	-	-	50,250	-	190,000	240,250	264,926	127,121	5,877	139,528	85,020	72,855	21,592	44,210	36,574	10,839	4,983	813,425	366,439	89,132	2,592	482,609	(1,053,337)	-	722,860	-			
STUDENT MEDIA																															
SE0904	Student Media	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,936	292	-	-	(4,228)	-	-			
SE0905	Northwest Passage	-	-	-	-	-	-	-	-	-	-	5,605	-	-	-	-	-	-	-	196	5,801	3,409	682	-	(9,892)	-	-				
SE0906	Western Journal	-	3,000	-	-	-	-	3,000	-	-	-	43,466	-	-	-	-	-	-	1,521	44,987	10,626	4,116	-	-	(56,729)	3,000	-				
SE0907	KWOU Student Radio Station	-	-	-	-	-	-	-	-	-	-	5,650	-	-	-	-	-	-	-	198	5,848	3,581	688	-	(10,127)	-	-				
TOTAL STUDENT MEDIA		-	3,000	-	-	-	-	3,000	-	-	-	59,721	-	-	-	-	-	-	-	1,918	55,638	21,632	5,768	-	(83,959)	-	3,000	-			
WOLF RIDE																															
DOS979	WOLF Ride	-	-	-	3,000	-	-	3,000	-	-	-	30,833	-	-	-	-	-	-	-	1,071	31,674	10,264	3,104	-	8,499	(42,042)	-	11,499	-		
TOTAL WOLF RIDE		-	-	-	3,000	-	-	3,000	-	-	-	30,833	-	-	-	-	-	-	-	1,071	31,674	10,264	3,104	-	8,499	(42,042)	-	11,499	-		
TOTAL FC		3,753,257	3,000	-	177,250	-	190,000	4,123,807	5,285,930	19,724	165,086	9,877	671,251	149,907	150,798	44,691	61,214	47,014	13,933	43,304	1,881,329	1,241,350	286,015	761,473	865,403	(3,836,617)	3,326,317	3,106,470	(117,246)		

June 12, 2024

President's Report to the Board of Trustees:

This is the week we all work so hard for. This is the week when we watch our students graduate, when we celebrate their accomplishments as a community. And we have pride knowing what a positive impact they will have in the world. It is a special journey here at Western Oregon University. This is a community built around support for students and focused on our mission: personalized learning, belonging, and empowerment. Saturday, more than 800 students will walk across the stage and start a new journey as alumni of this fine institution.

I grow increasingly proud of the goals we have set for this institution, and I am fortunate to be a president of a university where we can articulate those goals boldly and work to achieve the best possible environment for student success. In a world that is so very divisive, we use words like accessibility, diversity, community, belonging, and empowerment. We understand that strength lies in differences and uniqueness, not in sameness and stagnation. This is precisely what will keep drawing students to us. And we will always endeavor to make sure they are welcomed and supported.

Since we have several trustees leaving the board, I also want to take a minute to speak to how important the work you do is, to me personally, as well as to this institution. Since I arrived, this board of trustees has worked in a collaborative, transparent, and professional manner. You have set a tone that pushed me and my team towards positive change for the university, and I have been given the freedom to make the decisions I felt move us towards sustainability. Together, we have created a vision grounded in a focus on student success. You have taken your role seriously and have always put the institution first, constantly seeking improvements for its students and employees. This BOT is as much a part of the Western community as anyone else, and I thank you for the confidence you have placed in me and my team. I thank you for serving in this capacity. Those of you who are continuing, I look forward to our future work together, and to those who are leaving, I thank you for everything. You are, and will always be, Wolves!

So now we look to the weekend and the ceremony we will experience as a community. As I like to say, I believe we walk best when we walk together, and many eyes make for a stronger vision.

And Saturday, we will all be walking with our graduates, supporting them every step of the way.

Areas of Focus:

1) Strategic Planning:

As you will see in the individual unit reports provided in the appendices, the teams are actively connecting their work with the University Core Values and articulating how actions and strategies are connecting to the Institutional Goals. As the good work continues, they are also developing clear strategic plans for each unit, and those should be completed in September and available by the BOT retreat.

Two examples of the preliminary work and vision for strategic plan development are below.

Student Affairs -- The Student Affairs leadership team will meet this summer in a full day retreat (August 8) to finalize a division-wide Strategic plan that is in alignment with the WOU Strategic Plan. In the meantime, Student Affairs has started a review of current initiatives and future goals relative to the WOU Strategic Plan to lay the foundation for our summer conversation.

Academic Affairs -- The Office of the Provost is completing the academic affairs strategic plan with three main goals that support and enhance WOU's strategic plan and which will be used to guide colleges and units across academic affairs in their individual strategic plan.

- Streamline and increase the efficiency of academic processes.
- Establish a collaborative decision-making framework for academic affairs.
- Integrate core liberal arts competencies into academic degree programs and co-curricular experiences, ensuring all students develop critical thinking, communication, analytical reasoning, and interdisciplinary problem-solving skills.

2) Enrollment & Budget:

We continue to monitor markers that indicate where enrollment might land. Housing renewals are slightly up, but new housing reservations are down when compared to this time last year. Issues with the FAFSA have been a deterrent to applications and there is fear that a major college enrollment decline may happen in the fall across the nation. Admissions should be engaging with efforts to connect with students who have applied but not yet indicated they will enroll. Our faculty and staff are willing to help in these efforts, and that personal touch can make a significant difference when a potential student is making a decision on where to attend college.

As we project budgets, we continue to imagine conservative numbers. At the same time, we also believe that we will see a growing interest in our institution and a stronger retention because of our improvements to advising, better wrap-around services, and the grading system change. But these need time to take effect. Next year is a key year for this institution, a moment where we should start to see the realization of our efforts over the last two years.

Today we also bring forward a preliminary budget for BOT approval. When I first arrived, we set out a plan to move us towards financial stability, and we are on that path. Enrollment increased last year, state support went up a small amount, and retention was the best anyone can remember. As I said above, next year is a pivotal year, and we may yet need to make difficult decisions. Efficiencies can be achieved in many ways, and we will explore shared services with other institutions while also considering internal moves to maximize resources. I have asked the Provost to work with faculty to develop clear maps to graduation, to reevaluate their curriculum while paying close attention to number of credit hours, and to make sure our general education pathway is easy to navigate. We will make every effort to partner with community colleges, especially Chemeketa, in order to facilitate better student transfer and success.

Fall 2024 Application Data

Z Report (week of 5/10) - Undergraduate applications

Year	Apps	Admits
2024	3834	3026
2023	3817	2802
%	+45%	+8.0%

WOU FAFSAs

As a result of the changes to the FAFSA and the process, we understood there may be a sharp decline in FAFSA submissions, on average of 20% nationwide. Financial Aid was able to pull FAFSAs designated for WOU into our system this week. As of Tuesday, April 30:

- Unique FAFSAs: 5,496 compared to 4,997 this time last year at this time (9% increase)

Note of interest: of the unique FAFSAs received, 2,827 are Pell

The NSFP (New Student and Family Programs) team is deep into the planning for Summer Connect Days, Destination Western, and Welcome Week. Student leaders are being trained to serve in their roles relative to each of these phases of orientation.

Summer Connect Days are scheduled for July 10, 12, 13 and will allow students and their families to explore campus, learn about resources important for them to know in advance of attending in the Fall, and meet with campus departments to take care of any last questions or processes that are yet to be completed.

3) Student Health & Counseling Center (SHCC):

Student Health and Counseling Center has hired two full time counselors with one being bilingual. They are also conducting an internal search process to hire a female medical provider (they currently have a female provider under contract, but not a permanent position).

4) University Housing:

- As of May 13th there are currently 858 students living on campus, as compared to 800 this time last year (up 7%)
- New incoming applications are down 22% from this time last year.
- Current students living on campus who have signed up to live on campus next year are up 13% from this time last year. Total reservations for the 2024-2025 academic year are down 7%.
- Housing, Dining, and Conference Services are gearing up for a busy summer conference season hosting a number of camps and events, including WOU athletic camps, WOU Upward Bound residential program and a number of groups attracting high school students.

5) Admissions:

Admissions has worked on a virtual tour of campus buildings and spaces partnering with the Educational Advisory Board (EAB) subsidiary, **YouVisit**. Those virtual tours are now LIVE and you can find them on the Admissions main webpage: <https://wou.edu/admission/visit/> (scroll to Visit Us, Virtually located on the middle of the webpage).

6) Marketing & Communications:

MarCom works closely with the Admit-To-Enroll and Enrollment Strategies teams to ensure alignment with their goals and efforts to improve and enhance the student experience at Western along with marketing the university to prospective students. Examples include developing electronic and printed marketing advertisements and video and written messaging that resonate with prospective students and their families, and that reflect the majority of current and past student experiences. We gather data and information from sources such as research-backed studies from EAB, reputable higher educational research journals and studies, former and current student survey results, and feedback from current students.

We are working on additional messaging through Slate and a digital marketing campaign to provide prospective students with more customized communications based on their interests and backgrounds. Starting in fall 2024, Western will launch a Campus Climate Survey for current students, faculty, and staff. This survey will gather feedback on campus culture, services, resources, and overall experience. The university will use this data to make informed decisions to enhance the experience for current and prospective students.

A comprehensive digital marketing campaign, **We Got You**, was launched in January. Strategic tactics include streaming video ads, targeted social media campaigns, digital ads, SEO optimization, and Google AdWords.

- Student segments from The College Tour episode are used as video ads on Facebook and Instagram.
- Webpage visits to the We Got You campaign landing page are up nearly 200 percent. From March 20 through May 28, pageviews were at 7,400 compared to the timeframe from February 1 through March 19, where pageviews were 2,400.
- Current Western billboards are located on Hwy 34 between Albany and Corvallis, off I-5 and Market Street. Another billboard with the tagline We Got You, went up off along 99W and Suver Road. Another billboard will go up off I-5 and Chemawa and in Grand Ronde off Hwy 18 during mid-to-late June.

Western's social media accounts saw upticks in post impressions and engagements in May. Compared to April, Instagram engagement increased 44.4%, Facebook's account engagement increased 51.2%. LinkedIn gained 111 new followers and increased engagement by 5%, X (formerly Twitter) post impressions increased by 30%, and TikTok content interaction (likes, comments, views, shares) increased 81%.

7) Promotion & Tenure:

Congratulations to the following faculty members for achieving promotion and/or tenure:

Dr. Shari Hopkins, Associate Professor
Dr. Emily Vala-Haynes, Full Professor
Dr. Dana Schowalter, Full Professor
Professor Daniel Tankersley, Full Professor
Dr. Tad Shannon, Full Professor
Dr. Shaun Hansen, Full Professor

8) Pastega Awards:

Congratulations to this year's Pastega Award recipients:

Excellence in Scholarship: Patricia Goldsworthy-Bishop, Professor of History
Excellence in Service: Earlene Camarillo, Associate Professor of Politics, Policy, and Administration

Excellence in Teaching: Brooke Dolenc Nott, Assistant Professor of Psychological Sciences
Award for Staff Excellence: LouAnn Vickers, Senior Executive Assistant to the President

9) National Science Foundation Grant Award:

Western Oregon University's first NSF Grant! The Earth and Environmental Science program recently received a three-year \$420,000 GEOPATHs (Pathways into the Geosciences - Earth, Ocean, Polar and Atmospheric Sciences) grant from the National Science Foundation Division of Research, Innovation, Synergies and Education (RISE). The project will engage WOU undergraduate students in Earth and Environmental Science with a scaffolded mix of course-based training, service learning, and workplace skill building. The primary goal of the NSF GEOPATHs funding opportunity is to increase the number of students pursuing undergraduate degrees through the design and testing of novel approaches that engage students in authentic, career-relevant experiences. A priority of the program is to diversify and increase participation in the geoscience professions, and to address the growing need for a STEM-trained workforce in managing societal energy, environment, and natural resource challenges over the coming decades. The WOU GEOPATHs project focuses on the broad theme of water in the environment and is titled "Strengthening the Geo-STEM Learning Ecosystem: Undergraduate Connections to Community Water Resource Partnerships". Co-Principal investigators on the project are WOU Geology Professors Steve Taylor and Jeff Templeton.

10) WOU Foundation, Comprehensive Campaign, & Fundraising:

The Campaign for Western Oregon University pillars are Scholarships, Wolves Athletics and Student Success. The goal and timeline are \$20 million by June 30, 2028.

\$20M Campaign for Western Oregon University



Scholarships – \$10M Goal

- Endowed Scholarships
- Annual Scholarships



Wolves Athletics – \$5M Goal

- Endowed Scholarships for Student-Athletes
- Athletics Facilities – Phase 1: Turf Field
- Wolves Club
- General Athletics Support



Student Success – \$5M Goal

- Student Success Center – \$1M matching funds
- Removing Barriers to Student Success
- Student Enrichment
- Faculty Support & Dean's Funds
- Unrestricted Endowment
- General University Support – all other funds

As of April 30, we have raised \$3,253,453 this fiscal year! This brings the current Campaign total to \$13,008,641, which is 65% towards our goal of \$20 million! We are well on our way to being able to go public with the campaign in fiscal year 2024-25 and have tentatively set December 14 for a joint President's Club and Campaign Kickoff dinner.

The Campaign Steering Committee has been formed with the following alumni and community members championing and leading the campaign efforts. They will be supporting development of the case statement and other marketing materials over the summer and helping plan the kickoff dinner. This committee will meet three times a year with their first meeting in October.

Campaign Co-Chairs

Mike Morgan, PhD, '70 and Jan Hathaway Morgan '71, '76,

Committee Members

Chester Anonson '10, '12

Sharon Baugh '75, '86

T.J. Beck '98

Bill Hansen and Betty McDonald

Mike Lynch '72 and Anne McGee

Pat Stineff '77, '83

Dave Novotney '95

Jesse Peters, President

Katie Wojke, Vice President of Advancement & Executive Director, WOU Foundation

Major Giving and Planned Giving

- \$100,000 future estate commitment to support Women’s Athletics Scholarships and Teacher Education
- Two grants from the Oregon Community Foundation totaling more than \$77,000 for two existing music scholarships
- \$50,000 grant from Spirit Mountain Community Fund for Abby’s House
- \$26,237 gift of stock to support the Criminal Justice Division Discretionary Fund
- \$25,000 gift to increase award amounts for an expendable scholarship for future teachers
- Inaugural Art Auction raised about \$8,000 for art scholarships, with the goals to make this an annual event and create an endowment.
- Ford Family Foundation President and CEO and Director of Secondary Education visited campus to meet with campus leadership, learn about Western and our unique demographics, and discuss how Western fits into the current higher education landscape in Oregon.

Events since last report:

- April 4 – Jensen Lecture
- April 6 – Smith Fine Arts Series featuring Reverie Road
- April 6 – Softball Alumni Game
- April 9 – Alumni night at the Portland Trailblazers
- April 27 – Women’s Soccer Alumni Game
- May 22 – Pastega Awards (Ken Pastega joined the event)

Upcoming events:

- June 1 – Wolves Athletic Auction
- June 8 – Smith Fine Arts Series featuring Makaha Sons
- June 14 – Forever Wolves Grad Party
- July 4 – Monmouth Independence 4th of July Parade
- TBD – Regional Alumni Event – Eugene
- August 11 - Reginal Alumni Event – Syndicate Wine in Beaverton @ 3:00pm
- August 17 – Fiesta Mexicana Parade in Woodburn
- September 28 – Football Hall of Fame
- September - Track & Field / Cross Country Reunion - Date TBD
- October – 25 & 26 – Homecoming Weekend
 - October 25
 - Wolves on the Green Golf Tournament
 - Alumni Awards and Hall of Fame Induction Dinner
 - October 26
 - Alumni Saturday Market
 - Tailgate/Football Game
 - Student leadership Reunion (ASWOU, Peer Mentors, SAB, Resident Hall Assistants, student organizations etc)

- Earth Science Reunion
- Library Student workers and staff reunion
- Football Alumni Game
- Volleyball Alumni Game
- December 6 – Tree Lighting
- December 14 – President’s Club Dinner and Campaign Kickoff (date still tentative)

11) Human Resources:

New Employee Orientation (NEO):

In February, nine new employees participated in a full-day New Employee Orientation (NEO), followed by eleven more in May. At a recent CUPA-HR conference, we discovered that our institution is unique in having the President personally welcome new staff members by attending each NEO. This practice was inspiring and impressive to other attendees.

Compensation Project Update:

HR, in coordination with HR Answers, Inc., is currently in the final stages of updating position descriptions and completing the pay equity evaluation. We anticipate completing this phase of the project by the end of June 2024. Following this, the next phase will involve conducting a market compensation study.

Tuesday’s @ 2pm for Supervisors: Beginning in February, we have been conducting a series of HR workshops. All workshop details are available on our training page: [Training Calendar](#). We actively seek feedback through evaluations and solicit topic suggestions from across the campus. Our current topics are a direct result of our Campus Engagement efforts.

- February: Performance Evaluations (Kirsty Pinchuk & Malissa Larson)
- March: Pay Documents (Jamie Smith)
- April: Timesheets (Wendi Mars)
- May: Collaborative training with SEIU/UCS on How to Read Your Paystub (following updates to the Classified Contract and pay raises)

Future topics:

- Progressive Discipline
- FMLA/OFLA/OPFMLA & Accommodations
- Supervisors & SEIU CBA
- Search Committee Training
- Onboarding for New Supervisors
- Work Related Injury Procedures

Unclassified Sick Leave Bank:

In May we announced the launch of the Unclassified Employee-Donated Sick Leave Bank.

This initiative expands our commitment to supporting staff through all stages of their careers, especially during challenging times. It builds on the foundations set by the Classified Hardship Leave and the WOUFT Donated Leave Bank, offering similar benefits to our unclassified staff members. This new policy ensures that unclassified staff, like classified staff, (including those in positions funded by grants) now have access to a donated leave bank that helps foster a supportive work environment, ensuring that all members of our community can face personal challenges without the added burden of financial stress.

12) Athletics:

Graduating Seniors FY24- 96 student athletes

Spring Sport Update:

GNAC Academic All-Conference-68 (3.2+ GPA after first year)

Baseball- 16

Softball- 13

Men's Track & Field- 17

Women's Track & Field- 22

Baseball- Finished 2nd in GNAC regular season standings (29-21), Runner-Up in GNAC tournament. Arturo Alvarez was named GNAC Pitcher of the Year, 9 student athletes earned All-Conference Honors.

Softball- Finished 5th in GNAC regular season (21-26). Mackenzie Collins was named GNAC Newcomer of the Year, 6 student athletes earned All-Conference Honors.

Men's Outdoor Track & Field- Placed 3rd at GNAC Championship (120). Two conference champions- Mark Warren (hammer) and Brennen Murphy (400). Isaiah Rodriguez qualified for the NCAA Championship in the 800m (placed 18th).

Women's Outdoor Track & Field- Placed 3rd at GNAC Championship (117). Four conference champions- Madelin Lambing (400 Hurdles), Amity Deters (high jump), and Kaylee Wright (javelin), Ujunwa Nwokoma (long jump). Kaylee Wright qualified for the NCAA Championship in the javelin (placed 16th).

442 Student Athletes (161 female, 281 male)

32% first year, 24% second year, 19% third year, 21% 4th year, 4% fifth year
53% In State, 47% WUE/Out of state

Ethnicity as self-reported on NCAA survey:

19% Two or more, 11% Black, 11% Hispanic, 5% Native Hawaiian/Pacific Islander, 1% Native American, 53% White/Non-Hispanic

13) University Computing Solutions:

UCS is working on a three-year plan for Banner optimization utilizing sustainability funding. Optimization for HR and the new WolfWeb interface is already underway using the first tranche of funds; a proposal has been submitted for the second tranche that would aim to optimize Banner for HR, Registration, Finance, and all areas touching Banner.

Cybersecurity continues to be at the forefront of UCS efforts. In a recent phishing email cybersecurity attack, nearly 20 employees fell victim. We strongly urge everyone to take the security trainings which are conveniently located at the top of the Portal, and to install DUO.

14) Capital Planning and Construction:

Student Success Center totaling \$22M is on schedule to move in early December. CPC has conducted site tours with end users, facilities, and ODS to ensure the building will meet their needs and avoid costly changes at finish.

WOU: Salem Occupational Therapy remodel totaling \$2.8M is on schedule to move in late July and be ready for students beginning the program in the Fall.

15) HSI Status:

According to the office of Institutional Research, as of Fall 2023, 24% of all Western Oregon University students identify as Hispanic/Latine, and 25.3% of full-time equivalent undergraduate students identify as Hispanic/Latine. To become a Hispanic Serving Institution 25% of Western’s undergraduate students must identify as Hispanic/Latino/a/e, and we must maintain that minimum percentage.

The table below shows the undergraduate FTE percentage for the last five fall terms.

Term	IPEDS_Race	Percent
Fall 2023 Census	Hispanic	25.3
Fall 2022 Census	Hispanic	23.6
Fall 2021 Census	Hispanic	23.2
Fall 2020 Census	Hispanic	22.6
Fall 2019 Census	Hispanic	21.3

The HSI Advisory Committee is seeking new members, specifically students and classified staff. A call has gone out to the university community to request individuals complete an interest form.

16) Title IX:

New Title IX regulations were released on April 19, 2024. We have until August 1, 2024 to update university policy and procedures.

Additionally, Summer 2023, [Oregon House Bill 3456](#) was passed. This House Bill has gone through legislative fixes in the short session in February 2024 and is now [Oregon](#) House Bill 4164.

The Title IX Coordinator, in partnership with General Counsel, Human Resources, Student Affairs, Campus Public Safety, and more, will develop an updated university policy and procedures in compliance with both federal regulations and the Oregon house bill.

As of May 20, 766 employees have completed the Title IX Canvas course, and more than 100 employees still need to complete the course. Senior Leadership has been assisting with outreach and completion efforts. The Title IX office is facilitating a specialized training session for night custodial staff and another for daytime facility staff.



Western Oregon
UNIVERSITY

WOLFIE Chatbot

--

One Year Later





MEET WOLFIE

In Spring of 2023, students at Western Oregon University were introduced to Wolfie, a behaviorally smart SMS chatbot that proactively checks in with them using an evidence-based retention framework, connects them to resources, and answers their questions about WOU.

Through Wolfie, WOU is able to capture the student voice - a critical, yet usually missing, data point in retention solutions.





SHOUT OUT to the Behind the Scenes Team

- The team from **EdSights**

- Madison Nealon - Partner Success Specialist (and creator of the graphics for this presentation)
- Cara Annunziata - initial Partner Success Specialist (initiated the contract with WOU)
- Madison Wilkinson - head of implementation (lead the implementation of the resource data)

•

- The team from **WOU**

- Paige Jackson and Jen Koshnick, Student Success & Advising
- Malissa Larson and Tina Fuchs, Student Affairs
- Samantha Brubaker, University Computing Solutions
- Student Success and Advising Advisors
- Professional Advisors in SSA, SEP, MSSP, and TPSSS
- Financial Aid
- CARE Team
- The many contributors to the **Knowledge Base** information



Student Engagement

Below is an overview of student engagement with Wolfie

96% STUDENT
OPT-IN

96% of students are opted-in to receive texts from Wolfie

ABOVE EDSIGHTS AVERAGE ✨

71% STUDENT
ENGAGEMENT

71% of students are actively engaged and texting Wolfie

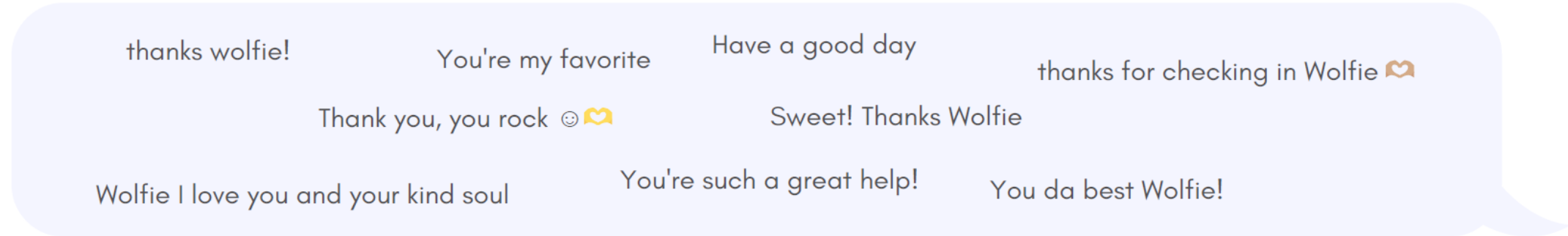
ABOVE EDSIGHTS AVERAGE ✨

28,690+ STUDENT
TEXTS

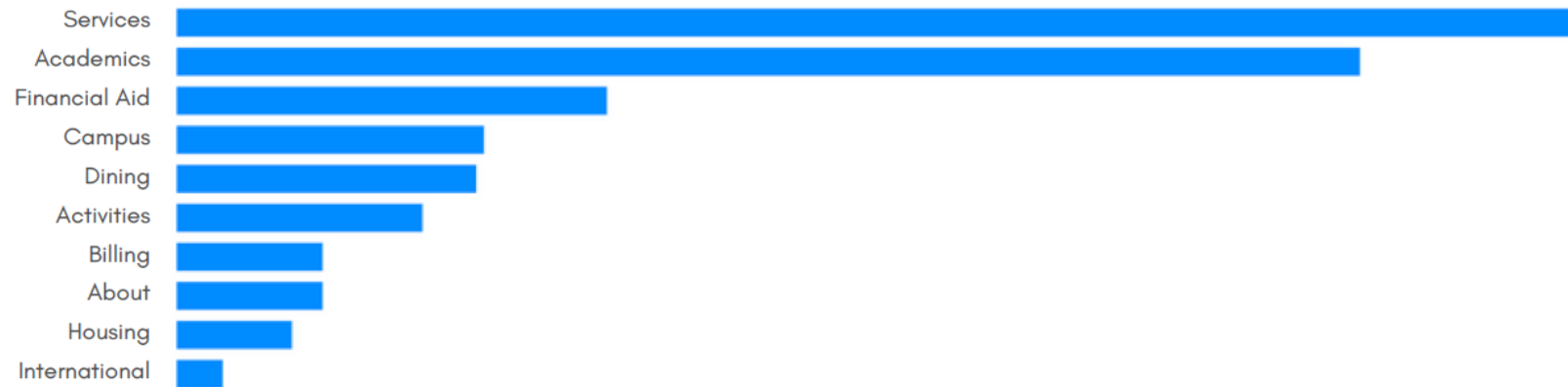
Wolfie has received over 28,690 texts in the last year



WHAT STUDENTS ARE SAYING TO WOLFIE



TOPICS STUDENTS ARE ASKING ABOUT





Student Voice Score

The first industry-wide benchmark to measure student satisfaction. A simple yet transformative approach that allows institutions to understand their students' journeys and grasp the heartbeat of their institution. With the SVS, student satisfaction is no longer just a concept but a quantifiable reality.

Alicia 🙌 Your feedback matters to us.

On a scale of 0 to 5, how likely are you to recommend Western Oregon University to a friend?

(0 = Not At All, 5 = Very Likely)

63

Top 20th percentile!

Your Spring 2023 SVS

74.9% of students were promoters, and **11.9%** were detractors

54

Your Sector

Average SVS across public, 4-year

45

Industry Average

Average SVS across all institutions partnering with EdSights



Retention Activity

32 RETENTION CHECK-INS

Since September 2023, Wolfie has sent 32 proactive, **research-backed retention check-ins** to students to measure how they are doing in key areas that drive student success and persistence

2,050+ CONNECTIONS TO RESOURCES

With no staff lift, Wolfie has **uncovered barriers and connected students to resources in over 2,050 instances**

Intervention Highlights



FLAGGED 47 STUDENTS WORRIED ABOUT NOT DOING WELL IN THEIR CLASSES

Wolfie identified 47 students who said they were worried about not doing well in their classes in the Winter Quarter so he encouraged them to reach out to the Student Success and Advising Office and SSA Peer-Tutoring. He also flagged them for additional administrative follow-up



SUPPORTED 51 STUDENTS EXPERIENCING FOOD INSECURITY

Wolfie identified 51 students who said they were facing high stress due to access to food so Wolfie connected them to the WOU Food Pantry and Abby's House



Review Interventions



Opportunity for Follow Up

Wolfie identified 9 student(s) who said they are feeling "Nervous/Overwhelmed" about the term, need academic support, and are facing an issue that may make it hard for them to stay in school 📌 Wolfie directed them to the following resource(s): Student Success and Advising Office and SSA Peer -Tutoring Program 📄 Download the report to read any comments they shared and follow up, if necessary 🍌



Action Taken by EdSights

Wolfie identified 42 student(s) who said they are feeling "Nervous/Overwhelmed" about the term and need academic support so Wolfie directed them to the following resource(s): Student Success and Advising Office and SSA Peer -Tutoring Program 📄



Opportunity for Follow Up

Wolfie identified 3 student(s) who said they are feeling "Nervous/Overwhelmed" about the term, need financial support, and are facing an issue that may make it hard for them to stay in school 📌 Wolfie directed them to the following resource(s): Financial Aid 📄 Download the report to read any comments they shared and follow up, if necessary 🍌



Dropout Alert

Action Taken by P.J.

Date Triggered: 4/9/2024, 5:52:21 PM

Name: [REDACTED]

Number: [REDACTED]

Email: [REDACTED]

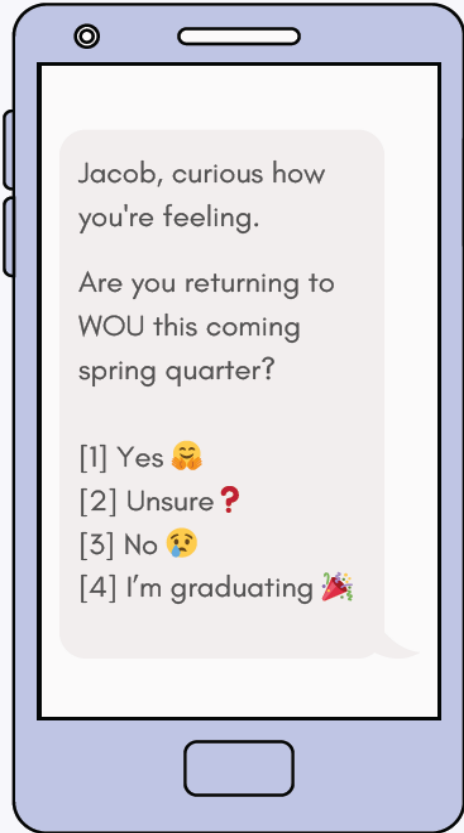
Student ID: [REDACTED]

Previous SMS Text: [04/09/2024 5:52pm] Don't give up - it'll be worth it. You'll be so proud at the end of this. Individuals with a college degree earn 30% more than individuals without a degree. It's not easy, but most great things aren't. I have full confidence you'll get through this!

Incoming SMS Text: [04/09/2024 5:52pm] I wanna drop out

Outgoing SMS Text: [04/09/2024 5:52pm] I am sorry things haven't been going so smoothly at school. We want you to succeed here! Unfortunately, I'm just a chatbot and not the best one to help. I suggest you speak to your advisor or a human helper at your institution to discuss your options and plan a path forward.

Remove Action Taken



Term Persistence Check

Every semester, Wolfie sends an automatic text to all students asking them if they plan to return to WOU the following term

This winter, 49 students told Wolfie they were **unsure about returning** to WOU in the spring



Due to targeted intervention from WOU staff, **38 of those students enrolled** this spring

This represents **\$309,624*** at-risk tuition saved through just one of Wolfie's check-ins

**Based on revenue from cost of in-state tuition minus average institutional grant*



Custom Campaigns

Through the use of Custom Campaigns, Wolfie is helping WOU personalize student support, capture data at scale, increase resource awareness, and provide a deeper connection to campus for students.

NUDGE

Joel, check out these reminders as you prepare for registration 📌

- 1 Check email for registration time
- 2 Check for holds
- 3 Register by November 17th

Questions? Check out our registration page here 📌
<https://wou.edu/registrar/paperless-registration-students/>

ENGAGE

Dara, wishing you a joyous New Year from the entire WOU community 🎉

I'm curious, which song helped you navigate through 2023?

Reply with the title and artist, and I might include it in a playlist for everyone to groove to 🎶

COLLECT DATA

Hi, Janelle! We are getting close to Spring course registration.

How are you feeling about the academic advising process?

- [1] Great 😊
- [2] Okay 😐
- [3] Not good 😞



Questions?