



**MEETING OF THE WOU BOARD OF TRUSTEES
MEETING NO. 69 – JUNE 3-4, 2025**

JUNE 3, 2025

PUBLIC MEETING 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: Recognition of Distinguished Student Awards**
- **Outstanding Graduating Seniors:** Jaidah Garcia and Alexis Pacheco
 - **Heart of WOU:** Viviana Romero and Brittany Robles Jimenez
 - **Distinguished Student Leaders:** Morgan Pemberton and Brenda Rocio Martinez

IV. STAKEHOLDER UPDATES

1) SHARED GOVERNANCE

- a. [ASWOU](#) | Brenda Rocio Martinez & Morgan Pemberton (incoming president) **p.5**
- b. [Faculty Senate](#) | Dr. Steve Scheck & Dr. Michael Baltzley (incoming president) **p. 17**
- c. [Staff Senate](#) | Alexis Morrison & Rip Horsey (incoming president) **p. 18**

2) UNION

- a. SEIU | Jackson Stalley
- b. WOUFT | Dr. Melanie Landon-Hayes & Dr. Ben Cote (incoming president)

V. RECESS

Following the recess, members of the Board of Trustees will participate in a reception with members of the campus community at the WUC, Summit located on the second floor.



JUNE 4, 2025

CAMPUS COFFEE CHAT

9:00-9:45 AM

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

PUBLIC MEETING 10:00 AM-3:00 PM

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

- 1) Meeting Minutes:
 - a. [April 22-23, 2025 Meeting Minutes](#)
- 2) [FY25 Management Report](#) (As of April 30, 2025)
- 3) [FY26 WOU Internal Audit Plan](#)
- 4) [Board Statement on Committees \(Revisions\)](#)

IV. FIRST PUBLIC COMMENT

V. STAKEHOLDER UPDATES

- 1) **WOU FOUNDATION REPORT** | Katie Wojke, Vice President for Advancement
- 2) **LEGISLATIVE REPORT** | Evan Sorce, Acting Executive Director for Government Relations

**VI. [PRESIDENT'S REPORT](#) | President Jesse Peters p. 23
(Senior Leadership Council Reports in [Appendix B](#))**

VII. BREAK



- X. LUNCH / SHOWCASE PRESENTATION:** [Building Enrollment Stability: Recruitment, Retention, and Student Success](#) | Joy Brown, Admissions, Jen Koshnick, Student Success & Advising, Paige Jackson Enrollment Management & Student Success p. 38

XI. FINANCE & ADMINISTRATION COMMITTEE (FAC)

- 1) Committee Chair Report | Trustee Gayle Evans
- 2) Committee Recommendations for Board Discussion/Action
 - a. [FY2026 Preliminary Budget](#) p. 52
 - b. [Committee Charter Updates](#) p. 77

XII. ACADEMIC, STUDENT & ATHLETIC AFFAIRS COMMITTEE (ASAAC)

- 1) Committee Chair Report | Trustee Kari Nelsestuen
- 2) Committee Recommendations for Board Discussion/Action
 - a. [Committee Charter Updates](#) p. 86

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

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

XIV. EXECUTIVE, GOVERNANCE & TRUSTEESHIP COMMITTEE (EGTC)

- 1) Committee Chair Report | Chair Angela Fasana
- 2) Committee Recommendations for Board Discussion/Action
 - a. [Election of Vice Chair](#) p. 93
 - b. [Committee Charter Updates](#) p. 94

XV. SECOND PUBLIC COMMENT

XVI. ANNOUNCEMENTS/COMMENTS

XVII. ADJOURNMENT



XVIII. 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) (to consider information or records that are exempt by law from public inspection). 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



The ASWOU Newsletter June 2025 Edition

In our last issue we discussed the idea of “transparency” and what it means to advocate for our students, which are important concepts when considering what it means to build a collaborative community of students. Moving forward, we want to focus on one of Western Oregon University’s Core Values, *Centering Students*, as reflected in the first statement under the commitment “We put students first in everything we do” ([Strategic Planning](#)). This statement raises questions such as, how should a student-lead department like ASWOU put other students first? What does the University expect from their own departments? And, what do students want from all of us?

As we close out this academic year and look ahead to summer, it is clear student input is essential if ASWOU aims to become truly student-centered. While we do not know what next year has in store for us, we as your student government would like to work towards this goal of becoming student centered by gaining your feedback. This newsletter is designed by students, for students to create a space for sharing information regarding WOU’s Shared Governance Committees (the groups guiding and informing decisions across campus). If you encounter any terms or concepts you would like clarified, have questions, or would like to provide us feedback, here is a quick [form](#) you can fill out addressing them. We are learning alongside you and are excited to have you with us on this journey towards a more informed and connected campus community.

For this issue we explored the Board of Trustees (BOT) subcommittees, given the TFAC, University Council, and Board of Trustees have no new updates due to not meeting. If you are interested in reviewing or checking out the previous issue click [here!](#)

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Board of Trustees (BOT)

According to the Board of Trustees webpage, “The Board of Trustees of Western Oregon University is the university’s governing body. The Board is responsible for assuring the university’s success and has broad authority to protect the university’s interests. The Board performs such duties as determining the university’s mission and strategic plan, hiring and supervising the university president, assuring the university’s assets are appropriately managed, determining the university budget, and setting tuition and fees” ([Board of Trustees](#)). Additionally, they currently have four subcommittees reporting to the Board.

BOT Academic, Student, and Athletic Affairs Committee (ASAAC)

According to the committee's charter “The Academic and Student Affairs Committee (ASAC) of the WOU Board of Trustees is charged with ensuring effective operations related to teaching, research and public service programming of the university as well as programming and policy decisions in support of campus life. The ASAC is responsible for making recommendations to the Board, consistent with Board Statements and University policy, and to fulfill other duties as assigned by the Board.” ([Charter](#))

April 8th, 2025 Meeting:

During this meeting, the committee discussed changing its name from the "Academic & Student Affairs Committee" to the "Academic, Student, and Athletic Affairs Committee" to formally include the Athletic Department in its responsibilities. They received updates from Campus Recreation, Academic Affairs, Student Affairs, and Athletics, and also reviewed their charter. Reports from Academic Affairs, Student Affairs, and Athletics addressed WOU's core values (centering students, embracing diversity, fostering accessibility, and valuing community) and how each department is supporting them.

1. Campus Recreation: Rip Horsey, Director of Campus Recreation, discussed current programs such as the Health and Wellness Center and intramural sports. He reported an upward trend in student usage of facilities, with 1,800 unique students using them during the first week of the spring term, about 55.1% of the student body. He also introduced a proposed turf field referendum to replace the 13-year-old turf, estimated to cost \$1.4 million.

2. Academic Affairs: Provost Jose Coll spoke about restructuring and resource allocation. This includes reducing Graduate Assistant positions (saving approximately \$400,000 next academic year), not filling the Dean of Graduate Studies and Sponsored Research position, and having the Office of Graduate Studies report directly to the Provost's Office. Academic Affairs is also focusing on the Salem Graduate Education Center and building. They are collaborating with department chairs and deans to review faculty allocation in line with NWCCU recommendations. Growth has been seen in applications, admissions, and retention rates.

3. Student Affairs: Tina Fuchs, VP of Student Affairs, highlighted efforts to enhance degree completion rates through financial aid, multicultural student services and programs, new student and family initiatives, the Student Health & Counseling Center, TRIO, and the Veterans Resource Center. She reported successes in each of these areas.

4. Athletics: Randi Lydum, Executive Director of Athletics, shared achievements of athletic teams, collaborations with clubs, and the department's engagement with the community through service activities.

May 20th, 2025 Meeting:

The committee discussed enrollment and retention trends and received updates from Academic Affairs, Student Affairs, and Athletics which were all centered around WOU's core values.

1. Enrollment and Retention: Undergraduate enrollment in Oregon has been declining since around 2011. Universities across the state, including WOU, are responding to this trend. One factor may be that only about 67% of the 44,610 Oregon high school graduates are opting for college. Current strategies for WOU include increasing application volume, minimizing yield rate decreases, and supporting marketing, student success, retention, and financial aid efforts.

While early indicators are positive, final enrollment numbers will depend on several unknowns (e.g., Common App yield, transfer application numbers, sociopolitical developments). The enrollment goal for EC (Enrollment Center) is ambitious, and even with success, total enrollment may remain flat.

2. Academic Affairs: Provost Jose Coll is continuing to explore the creation of a Center for Continuing Education. Positive trends reflect strategic efforts to enhance enrollment, retention, and student engagement. One new initiative is a partnership with Oregon State University (OSU) to expand access to higher education for underserved students. Starting Fall 2025, WOU will partner with Lane Community College to expand international student enrollment through a formal transfer admissions arrangement.

3. Student Affairs: VP Tina Fuchs reported on student engagement efforts, particularly around May's Mental Health Awareness Month. The department is also working with the Veterans Emergency Aid Committee (VEAC) to support student veterans' urgent needs. In March, the WOU Food Pantry led the Governor's Food Drive on campus, raising \$2,719 and collecting 1,676 pounds of food, equivalent to 9,414 meals, all of which directly supported the campus community.

4. Athletics: Randi Lydum, Executive Director of Athletics, discussed the Athletic Advisory Committee (AAC), formed by the president and composed of staff, faculty, and a Board of Trustees member. The AAC advises the president and athletics director on student-athlete welfare and the athletic program's alignment with the university's mission. In the fall and winter terms, the AAC focused on understanding NCAA Division II policies and procedures. During the spring, meetings centered on the athletics budget and comparisons with other regional universities. The AAC will provide feedback to the president and athletics director later this year.

BOT Diversity, Equity, Inclusion and Accessibility Committee (DEIAC):

According to the committee's charter "The Diversity, Equity, Inclusion and Accessibility Committee (DEIAC) of the WOU Board of Trustees is charged with ensuring the Board and University prioritize the values of diversity, equity, inclusion, and accessibility throughout the university enterprise and that, as fiduciaries of the University, elevate those values as essential to the successful functioning of the Board and the University." ([Charter](#))

April 10th, 2025 Meeting:

Received updates from Student Services, Human Resources Access, and the Office of Diversity, Equity, and Inclusion. The committee's charter was also reviewed.

1. Student Services and Human Resources: Rian Gayle, Director of Disability Access Services, reported that DAS is currently serving 450 students. Emily Herb, Director of Faculty & Staff Access Services, shared updates from the Access at WOU Working Group, which is currently reviewing institutional policies and comparing them to those at other Oregon public universities. oard and the University.”

2. The Office of Diversity, Equity, and Inclusion: Dominique Vargas provided updates on several initiatives, including the Mosaic Center, the Accessibility Working Group, the Empowering Communities Working Group, and funding for WOU’s designation as a Hispanic-Serving Institution (HSI).

May 22nd, 2025 Meeting:

Received updates from the Office of Diversity, Equity, and Inclusion (DEI), including a review of their charter. Dominique Vargas, Executive Director of DEI, gave a report on the new Mosaic Center, which will replace the Freedom Center. The mission of the Mosaic Center is to support and connect students and allies of multicultural affinity to ASWOU-chartered student organizations. It will provide space for organizational activities, socializing, studying, hosting events, and resting. The goal is to have the Mosaic Center ready by Fall 2025.

Western Oregon University’s Foundation Grant Team is working with *Just Look Left* to apply for funding that would support legal and protective services for immigrant and refugee students. An update was also provided on the Climate Survey and the resulting action plan.

BOT Executive, Governance, and Trusteeship Committee (EGTC):

According to the committee’s charter “The Executive, Governance, and Trusteeship Committee (EGTC) of the WOU Board of Trustees is charged with ensuring (A) effective Board function, (B) presidential performance, (C) empowering University staff to position the University strategically with external audiences, and (D) monitoring legal and compliance risk to the Board and University. The EGTC is responsible for making recommendations to the Board, consistent with Board Statements and University policy, regarding presidential employment, board evaluation and performance, the University’s strategic plan, advancement and advocacy, and litigation, and supporting financial stability.” ([Charter](#))

April 3rd, 2025 Meeting:

Discussed Portland State University’s Center for Internal Audit (IAO) and received updates on the following items: Open Board Seat Appointment Process, President’s 360° Comprehensive Review, and Committee Goal-Setting Framework. The IAO is currently reviewing the

university's payroll processes, vouchers, Tier II audit, annual risk assessment, and providing advisory or investigative services as needed.

Next Meeting:

May 29, 2025

BOT Finance and Administration Committee (FAC):

According to the committee's charter "The Finance and Administration Committee (FAC) of the WOU Board of Trustees is charged with ensuring effective operations and sound stewardship of the university's financial, technology, and physical assets in support of the university's mission. The FAC is responsible for making decisions delegated to it and making recommendations to the Board, consistent with Board Statements and University policy." ([Charter](#))

April 15th, 2025 Meeting:

The committee received updates on the FY 2025 Management, Creation of the Board Statement on Investment of Operating Assets, Tuition & Fees for 2025-26 Academic Year & Summer 2025, and reports from committees.

1. University Technology Advisory Committee (UTAC): Chelle Batchelor, Amy Clark, and Thomas Litterer shared updates supporting financial sustainability and operational efficiency. These included continued optimization of the Banner system, adoption of Okra for identity and access management, improved software inventory tracking via the KASE tool, and planning for a new data center. Additional focuses included digital accessibility, transitioning payroll in-house, and related policy updates.
2. University Budget Advisory Committee (UBAC): Melanie Landon-Hays and Zach Hammerle emphasized the importance of aligning financial decisions with WOU's core values and the vision of the incoming VPFA leadership. Key priorities included institutional sustainability, budget transparency, and expanding advisory capacity.
3. Finance & Administration Report: Interim VPFA Mike Green reported cash reserves are projected to decline from \$37 million to \$24 million, due to capital spending and forecasting variances. The university is pursuing a line of credit and improving its financial modeling. Work continues on a five-year financial plan, including unit-level strategic alignment. The Banner Optimization Project is expected to yield cost savings and support paperless workflows. A scorecard has been proposed to track cost savings from technology improvements.

May 21st, 2025 Meeting:

The committee received updates on the university's financial performance, capital spending, and advisory committees. The FY2026 Preliminary Budget was recommended for approval. Updates were provided by the following committees:

1. Finance & Administration Committee: Kwabena Boakye, Vice President for Finance & Administration, and Camarie Moreno, Director of Budget & Planning, reported tuition revenues are projected to increase by \$1.265 million, while expenses are projected to be \$3.7 million below the FY2025 adjusted budget. Personnel costs are also expected to decrease. The university's overall financial outlook remains positive, with stronger revenues and reduced spending.
2. University Technology Advisory Committee (UTAC): Presented by Chelle Batchelor, Amy Clark, and Thomas Litterer. The update focused on digital accessibility and name usage policies, software strategy, and technology asset management, all of which support financial sustainability and diversity initiatives.
3. University Budget Advisory Committee (UBAC): Presented by Melanie Landon-Hays and Zach Hammerle. They outlined progress toward a more strategic and inclusive budgeting process aligning financial decisions with the university's priorities and mission.
4. The FY2026 Preliminary Budget assumes a small enrollment decline but offsets it with tuition increases and new OTD students. Net tuition and fees are projected at \$34.5 million, up \$1.85 million from FY2025. Adjustments were also made to online course fee revenue, summer tuition, and fee remissions based on current trends and projections.

Staff Senate

According to the Staff Senate Webpage, "Staff Senate complements Faculty Senate and Student Senate as a component of Western Oregon University's system of shared governance. It is composed of elected members from both classified and unclassified staff at the university. Senate business meetings are open to university staff, guests are encouraged to attend." ([Staff Senate](#).)

April 15th, 2025 Meeting:

The committee received a presentation from Judy Sylva, Associate Provost for Academic Effectiveness, about the NWCCU Accreditation Process and the upcoming Spring 2025 visit. The recommendations for the college were 1) Establish and maintain a consistent, ongoing system for planning, evaluating, and improving all aspects of the university, with a clear focus on student learning and achievement. And 3) Modernize and optimize operations using higher education best practices and technology. Along with the committee also received updates from the Scholarship Review Committee.

May 6th, 2025 Meeting:

The committee discussed their 2024 SMART Goals, which are funding the Staff for Students Scholarship and strengthen communication and engagement through guest speakers. They also discussed three upcoming events.

Faculty Senate

“The Faculty Development Committee was established as part of the [collective bargaining agreement](#) between WOUFT and Western Oregon University. The purpose of the committee is to provide a peer review process for the allocation of funds for scholarly and creative faculty activities. The committee consists of faculty representatives from all divisions. Ex-officio members include the Provost and the Vice President for University Advancement or their designees” ([Faculty Senate](#)).

April 22nd, 2025 Meeting:

During the meeting, Interinstitutional Faculty Senators Tad Shannon and Ricardo Pelegrín Taboada gave a report on three higher education bills currently moving through the Oregon State Legislature. The IFS supports the following bills: HB 3129, HB 3011, and SB 3213. Additionally, the Faculty Senate passed a resolution supporting students' right to protest and their right to free speech.

During the informational reports and announcements section, [Name] brought up the Emeritus Policy recently adopted by the President’s Cabinet. There were also updates from the Academic Sustainability Committee and on undergraduate course modalities. The Academic Sustainability Committee is currently working on defining its purpose and scope. They stated their purpose will focus on “supporting the development of new programs within Western’s curriculum system and guiding how future new degree submissions enter the curriculum pipeline.

May 13th, 2025 Meeting:

The Faculty Senate also held a meeting on May 13th; however, the minutes for this meeting were not posted until after this newsletter went up. Faculty Senate President Stephen Scheck discussed awards for staff and faculty. In addition, ASWOU Student Senator Anfisa Boianoff gave a report on behalf of ASWOU covering the ASWOU newsletter, lobbying efforts, the club lounge, ASWOU elections, and Joint Resolutions. Faculty Senate also discussed nominations for Faculty Senate executive positions.

Next meetings:

- June 10, 2025
-

Associated Students of Western Oregon University (ASWOU):

The official student government of WOU is designed to represent all WOU students and is tasked with advocating for students rights. We currently operate within three main branches of government, which includes the Executive Branch, Legislative Branch, and the Judicial Branch. Firstly, our Executive Branch includes the ASWOU President, Vice President, Chief of Staff, Director of Student Organizations, Director of Business and Finance, Director of Public Relations, Director of Equity and Advocacy, and the Recording Secretary. Then, the Legislative Branch includes the Senate President, Senate Pro Tempore, and Senators dedicated to creating Bills and Resolutions. Lastly, our Judicial Branch is composed of our Judicial Administrator and Justices who receive and make decisions regarding hearing requests.

The Executive branch has been centered around student-centered lobby days joining other Student Governments in Oregon on May 7th and Western Oregon Students on May 15th. Along with bringing life to the Student Club Lounge. The Legislative branch has been diligently discussing the [Senate Resolution 2.25](#) passed on May 23rd, 2025 regarding recommendations to the University on student involvement in University decisions. Our Judicial branch met once to discuss a club hearing request.

The Election Committee, which is a subcommittee of the Judicial branch, validated the 2025 General Election signatures and the results of the election have been posted. Check out your 2025-2026 elected members [here](#)! Or meet them at the Inauguration event on June 2nd from 2 to 4 PM in the WUC Willamette Room.

ASWOU also released a statement around Immigration and ICE, providing students with resources to support them on and off campus, click [here](#) to read it! We have also been working hard to provide students with resources during May mental health awareness month!

Closing Remarks:

As we say goodbye to our student body, we would like to say it was a pleasure to serve you all this year. ASWOU will always be here for you today, tomorrow, and in the future, because that is our one and only purpose, *to serve you*. We wish you a bright summer and we look forward to connecting with you in the fall!

The ASWOU Newsletter will return...

If there are any committees you would like to get more information on that were not covered email aswousenpres@mail.wou.edu or fill out this quick [form](#), to discuss it further.

Sources:

Strategic Plan

[WOU-Strategic-Plan-2024.pdf](#)

The ASWOU Newsletter May 2025 Edition

[ASWOU's May Newsletter - Google Docs](#)

Board of Trustees

[ASWOU's May Newsletter - Google Docs](#)

BOT Academic, Student, and Athletic Affairs Committee (ASAAC)

<https://cdn.wou.edu/board/files/2023/05/ASAC-Charter-with-Mar-14-2023-recommended-edits-FINAL-041023.pdf>

ASAAC April 8th, 2025 Meeting Docket

[ASAC-Docket-Mtg-No.38-April-8-2025.pdf](#)

NWCCU Recommendation Page

[Accreditation – Academic Affairs](#)

ASAAC May 20th, 2025 Meeting Docket

[ASAAC-Docket-Mtg-No.39-May-20-2025.pdf](#)

BOT Diversity, Equity, Inclusion and Accessibility Committee (DEIAC)

<https://cdn.wou.edu/board/files/2024/02/DEIC-Charter-Adopted-111523.pdf>

DEIAC April 10th, 2025 Meeting Docket

[DEIAC-Docket-Mtg.-No.-17-Apr-10-2025.pdf](#)

DEIAC May 22nd, 2025 Meeting Docket

[DEIAC-Agenda-Mtg.-No.-18-May-22-2025.pdf](#)

BOT Executive, Governance, and Trusteeship Committee (EGTC)

[EGTC-Charter-v3-Jan-27-2023-_approved-021523.pdf](#)

EGTC April 3rd, 2025 Meeting Docket

[EGTC-Docket-Mtg.-No.-44-Apr-3-2025.pdf](#)

BOT Finance and Administration Committee (FAC)

[Microsoft Word - FAC Charter.docx](#)

FAC April 15th, 2025 Meeting Docket

[FAC-DOCKET-Mtg.-No.-39-Apr-15-2025.pdf](#)

FAC May 21st, 2025 Meeting Docket

[FAC-Docket-Mtg.-No.-40-May-21-2025.pdf](#)

Staff Senate

<https://wou.edu/staffsenate/>

Staff Senate April 15th, 2025 Meeting Minutes

[2025-4-15-Staff-Senate-Minutes.pdf](#)

Staff Senate May 6th, 2025 Meeting Agenda

[2025-5-6 Staff Senate Agenda](#)

Faculty Senate

[Faculty Development – Faculty Senate](#)

Faculty Senate April 22nd, 2025 Meeting Minutes

[Faculty DRAFT Senate Minutes 4-22-2025.docx - Google Docs](#)

Faculty Senate May 13th, 2025 Meeting Agenda

[Faculty Senate Agenda 5-13-2025.docx - Google Docs](#)

Associated Students of Western Oregon University (ASWOU)

<https://wou.edu/aswou/>

Executives Location for Minutes

https://drive.google.com/drive/folders/1xdw93zIi2Z6pm12Xld0PZEnF1O_N-TbQ

Suggested Minutes

[05.16.25 Executive Meeting Minutes - Google Docs](#)

Senates Location for Minutes

<https://drive.google.com/drive/folders/1DzWoxQfRv-Pn1zfL04NPPjXMF2EEX0wa>

Senate Resolution 2.25

[Senate Resolution 2.25 - Google Docs](#)

Senate Branch May 23rd Meeting Minutes

[5.23.2025 Senate Board Minutes - Google Docs](#)

Judicials Located for Minutes

https://drive.google.com/drive/folders/1VZbhY_x_vVZtFktEKREso_VWuMhBDIMH

Judicial Branch may 9th, 2025 Meeting Minutes

[05.09.2025 Judicial Board Minutes - Google Docs](#)

Immigration and ICE Statement

https://docs.google.com/document/d/1oueJeub6FTZOLtrOr76xpYLNvsCL7ely_n4sxXzs_zpI/edit?pli=1&tab=t.0



Faculty Senate Report to the Board of Trustees, June 3-4, 2025

Dear Trustees,

I am pleased to provide you with a brief report on behalf of the Faculty at Western Oregon University.

We currently are in the final stretch of the spring term, so a lot of pre-graduation activities are being added to the usual kaleidoscope of meetings, seminars, workshops and of course, class meetings that involve faculty participation. And yes, it may come as a shock to some students, but the faculty also have a positive anticipation to the acclimation, “school’s out!” Certainly, some of that relates to traditional family summer activities, but also for many faculty colleagues, the summer months represent an opportunity to commit large blocks of time to scholarly work that the academic year does not permit.

With new challenges facing higher education in the State of Oregon, we all – from Board of Trustee member to first year assistant professor – must focus attention on how WOU will serve the needs of the state. The new strategic plan provides a framework for this effort, but in the case of academic programming – the realm of the faculty – much work still needs to be done to design a process for reviewing our existing offerings and to make decisions on expansion, modification or reduction of commitments to some academic enterprises.

The Academic Sustainability Committee of the Faculty Senate is working on guiding principles and a framework for such decision making. The framework will take into consideration standard demographic data such as number of declared majors in a program to course fill rates and course offering frequencies. But we also need to determine who takes a given course, or how many course options do we provide for a particular program’s learning outcomes – and why.

Throw into the mix who a given program supports: is it primarily its own majors? ...or does it serve additional majors from other departments? Further, we must recognize that programs we offer are an empirical demonstration of our commitment to WOU’s mission. For example, now that we are a recognized HSI; does support of this identity require us to review program offerings – differently – than if we were not such an institution? Achieving fiscal sustainability is more complex than one might first assume. However, I have no doubt that the faculty is committed to WOU becoming a stable university and will work toward that outcome so that we can reliably provide students with academic pathways that support their career goals.

In closing, this will be my last report to the Board of Trustees as president of the Faculty Senate; we have a new president coming in – Dr. Michael Baltzley, Professor of Biology. Dr. Baltzley will be challenged with a lot of change next year, but he’s capable and ready to take on this leadership role.

On behalf of the Faculty, I thank you for the time you give to serve on the WOU Board of Trustees.

Respectfully,
Stephen Scheck, Ph.D.
Faculty Senate President

May 27, 2025

To The Board of Trustees:

As you know, the WOU Staff Senate continually strives to be a place to connect with others around campus and discuss issues identified by staff members. As part of my final report to the Board of Trustees, I am happy to say that we achieved the goals that were identified for the 2024-2025 academic year. These goals included:

1. Increase funding for the Staff for Students Scholarship
2. Build connections through consistent communication and guest speakers

Thanks to the WOU community's donations to the Staff for Students Scholarship Fund, we were able to award a \$1,000 scholarship for the 2025-2026 academic year. We continue to encourage the community to help support this Scholarship Fund through one-time donations, monthly payroll deduction, or by purchasing a copy of WOU's Collaborative Cookbook. I've included the flyers for each type of giving in this report.

In pursuit of our second goal, we have had guest speakers at most of our meetings this academic year. Additionally, the Staff Senate email account (staffsenate@mail.wou.edu) will continue to be the source of official correspondence to and from the Staff Senate.

As you know, finding classified staff representatives has been an ongoing challenge this academic year. Staff Senate general elections are currently underway, but we are still seeing low engagement from classified staff members in particular. As such, nominations for 2025-2027 Staff Senate representatives are still being accepted. That being said, it is my pleasure to introduce Rip Horsey from Campus Recreation as the incoming Staff Senate President. The 2025-2026 Executive Committee also includes Vice President Gregg Vineyard (Financial Aid) and Secretary/Treasurer Ambre Plahn (Sponsored Projects).

Finally, the Staff Connections Committee, a subcommittee of the Staff Senate, works to strengthen the relationships and connections folks have at WOU. This group has great membership and support from the WOU community. Over the past academic year, the Staff Connections Committee has facilitated outdoor games and walks, trivia events, and the renowned Halloween costume (and decoration) contests. Most recently, Staff Connections hosted a Bring-Your-Own-Lunch Picnic on April 30th in front of Rice Auditorium. This was a great opportunity to engage with folks across campus (and play yard games).

Thank you,

Alexis Morrison, MS | she/her

Staff Senate Membership, 2024-2025

Executive Committee: Alexis Morrison (President), Rip Horsey (Vice President), Ambre Plahn (Treasurer/Secretary)

Classified Senators: Alexis Morrison, Sandra Holland, Ellie Baker, Gregory Vineyard

Unclassified Senators: Kristen Perry, Ambre Plahn, Adrian Trujillo, Rip Horsey, Connor King-Goehring

Staff Senate Membership, 2025-2026 *New members/positions in italics*

Note: Staff Senate Elections for AY 25-26 are still underway

Executive Committee: Rip Horsey (President), Gregory Vineyard (Vice President), Ambre Plahn (Treasurer/Secretary)

Classified Senators: Sandra Holland, Ellie Baker, Gregory Vineyard

Unclassified Senators: Ambre Plahn, Rip Horsey, Connor King-Goehring



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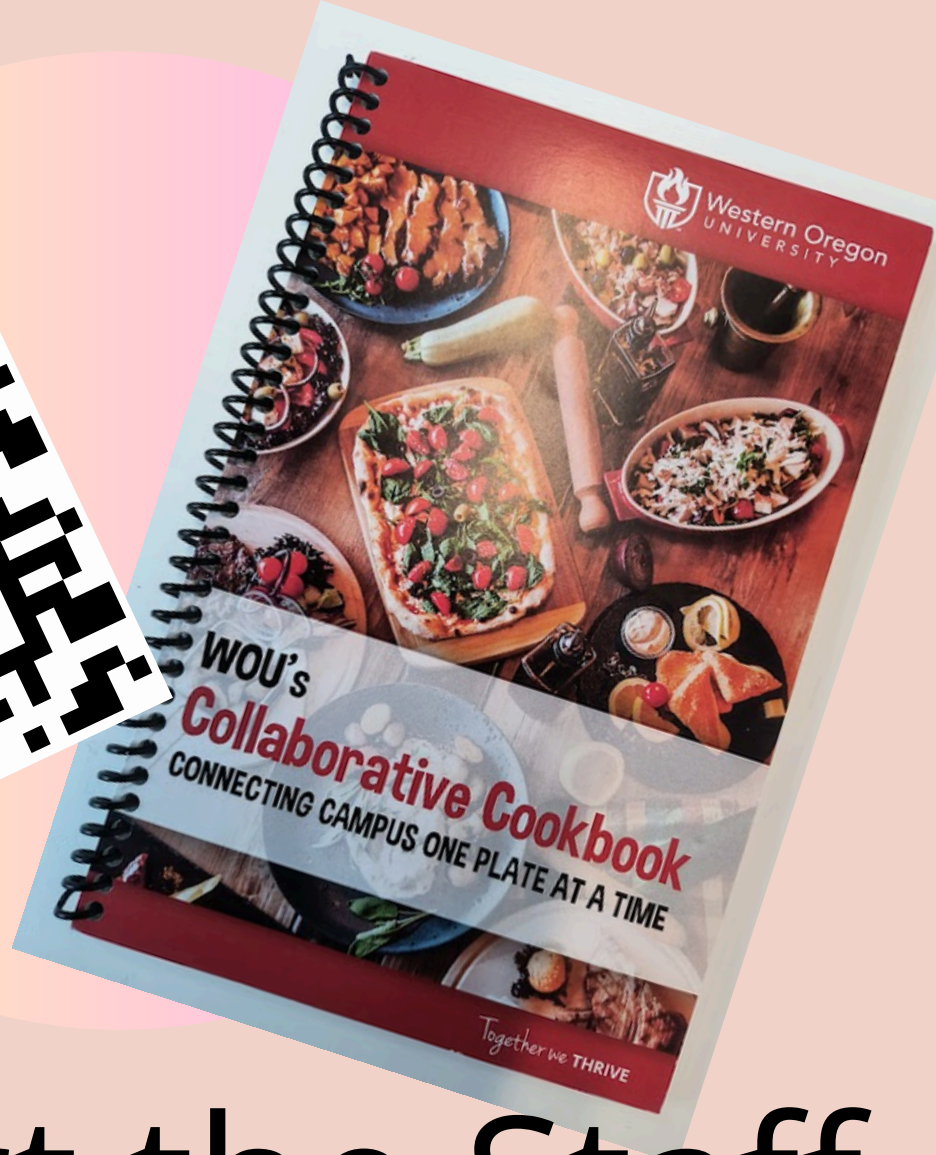
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**All cookbook earnings directly support the
Staff for Students Scholarship Fund**



June 4, 2025

President's Report to the Board of Trustees:

Though it has only been a short time since we last gathered, there has been much activity. The weeks leading up to commencement are always filled with events and celebrations, and this year is no exception. The campus is beautiful this time of year, emphasizing the positive achievements of our students and employees. As we near the end of the academic year, we hold the Pastega Awards ceremony, the Faculty and Staff Recognition Luncheon, the Academic Excellence Showcase, The Wolves Athletic Auction, the Forever Wolves Graduation Party, the MSSP Graduate Dinner, the Wolf Awards, the Wolfies, and the TRIO Awards, just to name a few. We are reminded of the important work we do at Western, and the strength of the community is evident. This is always a special time.

This year, our graduation speaker is former state legislator, Teresa Alonso Leon. She is a proud alumna of Western Oregon University; she earned her bachelor's degree in social science in 2002 and went on to receive her Master of Public Administration from Portland State University. Her educational journey paved the way for a distinguished career in public service, and she currently owns Parakata Consulting, LLC. She is also the team lead for the Oregon Community Table on Postsecondary Education and Training, which is Oregon's first statewide community advocacy group on higher education. As a first-generation student who immigrated from Mexico, she is a fitting first graduation speaker since WOU received Hispanic Serving Institution status. We look forward to her inspirational words for our graduates.

As we look to the future, our work continues to achieve financial sustainability while strengthening the university to better serve our students and community. I recently sent the campus a vision for the future that sets the direction for important steps we must take together. As I emphasized, our stability will come from our ability to reimagine how we deliver on our strengths. We have worked to get operations and systems up to levels of best practice (that work will continue). We have a strategic plan that clearly defines institutional philosophy and institutional goals. We have an equity action plan. And we have a good handle on future expenses and enrollment trends. Now we must look to the future and reimagine how we deliver on our mission and vision.

Higher education is facing difficult times, and things are particularly worrisome for regional universities. But Western will persevere because we are unique in what we do and how we do it. We are strong, and together we will remind everyone of how strength that comes from kindness, accessibility, and inclusion will lead us into a solid future. We will still need some time to realize our institutional goals, and there will always be setbacks on the path. But I have never doubted the determination and potential of this community. We are wolves, and



we will defend our pack when needed, and we will support each other always. I look forward to serving this institution for years to come.

INSTITUTIONAL SUSTAINABILITY

Goal: Enhance the financial stability and sustainability of the institution through strategic financial planning, responsible resource allocation, and innovative revenue-generation initiatives, ensuring long-term resilience and success.

Activities & Accomplishments

- 1) **State Revenue Shortfall Projected:** Oregon's General Fund revenues for the 2025-2027 biennium are projected to be approximately \$756 million less than anticipated last report (the previous report anticipated \$38.2 billion to spend, now anticipating \$37.4 billion). This shortfall is due to reduced revenue expectations and increased spending needs in the current budget cycle, particularly in areas like Medicaid and services for seniors and people with disabilities. Additionally, the Corporate Activity Tax, a key funding source for the Student Success Act (K-12 funding), is projected to generate \$44.4 million less than expected. We continue lobbying efforts to increase the PUSF
- 2) **Graduate Education:** The decision to focus the Salem building on graduate education is a strategic move that enhances our ability to offer specialized programs. By prioritizing graduate programs such as the Organizational Leadership MA, Counseling Rehabilitation MA, and Occupational Therapy Doctorate, we are positioning ourselves as a leader in key educational areas that have the potential for strong demand and enrollment growth in our region.

Looking ahead, the next phase for the Salem Graduate Education Center will include developing a plan for a continuing education center, further expanding our impact in partnership with community leaders and responding to regional educational needs. Continuing education is a significant revenue stream for a regional university that is currently absent at WOU.

- 3) **Wolves Rising:** The Campaign for Western Oregon University pillars are \$10M Scholarships, \$5M Wolves Athletics and \$5M Student Success. The goal and timeline are \$20 million by June 30, 2028.



As of May 22, we have raised \$3,170,717 for the 2024-2025 fiscal year. This brings the current Campaign total to \$18,291,703 which is just over 91% towards our goal of \$20 million.

Percentage Progress by Pillar as of May 22:

- Scholarship – 123%
- Wolves Athletics – 34%
- Student Success – 87%

4) Athletics Financial Analysis: At the beginning of the academic year, I established an Athletic Advisory Committee (AAC) made up of staff, faculty and a member of the board of trustees. The charge of an AAC is to advise the president and the director of athletics on policies and practices related to the welfare of student-athletes as well as to engage in broader issues regarding the relation of the athletic program to the overall mission of the university. This year, the AAC spent the fall and winter terms learning about the department to gain a better understanding of the policies and procedures of an NCAA DII program.

The spring term meetings focused on the athletics budget and how the expenses of the program compare to other regional universities. The AAC will give feedback to the president and director of athletics later this year regarding their findings. We will also be expanding the committee to include students and additional community members.

5) Applications and Admissions for Fall 2025: Applications for the entering class of Fall 2025 have risen by 26% year over year, and admitted students have increased by 25% year over year. Final enrollment numbers remain uncertain, and we are focusing our attention to limiting summer melt and increasing yield for those students who have been admitted.

6) Central Support Services: Efforts to explore the feasibility of establishing a Central Support Services unit within Finance and Administration are ongoing. There appears to be potential cost savings through efficiencies in streamlined processes for a Central Support Services unit.

7) Banner Optimization: Engagement in Banner Optimization processes are ongoing. A projected efficiency savings of 5148 hours per year is expected by the end of the calendar year from phase one projects: Financial Aid, Human Resources, Banner Student, and other. Phase two Business Process Analysis (B2B) sessions are planned



for Human Resources & Payroll, Accounts Receivable, Finance, and Banner Access Management before the end of Summer.

- 8) **HR Banner Optimization:** Human Resources launched an independent HRIS Banner Optimization project in July 2024, which has since been integrated into the university-wide WOU Banner Optimization initiative. We are currently rebuilding key system components—such as E-Classes, Benefit Categories, and Leave Categories—to enable full use of Banner’s automation tools, including Web Time Entry and EPAFs. A formal engagement with SIG begins in May 2025 to support this work. These efforts are focused on improving efficiency, accuracy, and functionality within HR operations. Our goal is to have WebTime Entry fully operational for all employee classes by July 2025.
- 9) **Budget Planning:** A proposed budget development timeline and a proposed budget prioritization rubric were developed and shared with the campus community at the University Budget Advisory Committee (UBAC) Town Hall. These proposals are scheduled for implementation starting with the FY2027 budget cycle. Also, development of the FY26 Preliminary Budget was completed. The budget development involved extensive stakeholder engagements, including discussions on the budget at the UBAC Town Hall.

Long-term Sustainability: As part of efforts to be agile and proactive with budget course corrections for long-term fiscal sustainability, a five-year fiscal plan was created for Education & General Fund. This fiscal plan models projections resulting from assumptions related to future trends and patterns of enrollment, revenues and expenses. The five-year fiscal plan should provide a roadmap regarding expected revenues, estimated expenditure outlays, reserve funds, and the amounts needing necessary course correction to balance the budget.

Town Hall: As part of efforts for transparency and university community engagement in the budget process, a second budget town hall was organized by UBAC to bring the university community together to share budget status information and ideas to transform the budget development and resources allocation processes.



STUDENT SUCCESS

Goal: Enhance degree completion rates for undergraduate, graduate, and transfer students, through strategic initiatives focused on academic support, streamlined pathways, and the necessary services that ensure timely and successful attainment of their educational goals.

Activities & Accomplishments

- 1) **Academic Excellence Showcase:** Last week we held our celebration of student academics that highlights all the amazing work achieved by WOU students under the guidance of dedicated faculty. Thanks to the AES Planning Committee for making the day a success:
- 2) **Abby's House:** Abby's House hosted several events in April for Sexual Assault Awareness Month, including the *Teal Out* games in partnership with the WOU Softball Team. Staff provided educational materials at the event, and the team wore teal shirts to raise awareness and show support for survivors.
- 3) **Center for Professional Pathways:** Focusing on graduating seniors in the last weeks of this term:
 - Graduating Seniors Transition Group meets weekly to support each other from College to Career
 - WOU What's Next? Networking event was held on May 22, 5PM. Alumni met graduating students for a drink and appetizers on the terrace of new the Student Success Center to provide advice and support.
 - The annual First Destination Survey is underway. This national survey of seniors tells us where students are landing after graduation. We are planning for record participation this year.
- 4) **Student Payment System:** The Bursar's Office has initiated work on a new student payment accessibility platform. Solicitations for vendor quotes and product demonstrations are ongoing. When implemented, students will have a more flexible platform to pay their bills to the University.
- 5) **Student Affairs Support & Engagement:**
 - Over 320 student-led registered events are expected to be completed this year.



- More than 12% of students have attended at least one event, based on attendance tracking.
- End of year signature events include Groove in the Grove, Celebrating Identities Week, Wolf Awards, and Senior Sendoff.
- Wolf Awards was a successful night in celebrating our amazing students. Some of our most distinguished awards, which are nominated by the WOU community, were given out in addition to many others:
 - Outstanding Graduating Senior Award: Jaidah Garcia and Alexis Pacheco
 - Heart of WOU (formerly *Klush Tum Tum*) Award: Viviana Romero and Brittany Robles Jimenez
 - Distinguished Student Leader Award: Brenda Rocio Martinez and Morgan Pemberton
- Implementation of “The Joy Project,” a five-part YouTube series, supports student mental health and well-being.
- Student Media continues producing the Western Howl, KWOU radio, and Northwest Passage, including a grant-funded Spanish translation initiative.
- Fraternity & Sorority Life includes approximately 20 active members across two chapters, engaged in recruitment and service.

6) Student Graduate Celebrations: We are looking forward to the season of celebration as we honor the achievements of our diverse student communities. Upcoming identity-based events include the Black Graduate Celebration, Lavender Graduate Celebration, and the Multicultural Student Services and Programs (MSSP) Recognition Dinner. These celebrations recognize the accomplishments of graduating students from historically marginalized groups and provide meaningful opportunities for reflection, recognition, and community.

7) HR Bilingual Office Manager: To better support students, the Bilingual Office Manager position was restructured to include Student Employment Coordinator responsibilities. In November 2024, our Coordinator completed the Student Employment Essentials Training, a nationally recognized program covering compliance, recruitment, onboarding, work-study management, and retention strategies for student employees.

This investment builds institutional capacity to deliver a student-centered employment experience aligned with student development outcomes, workplace readiness, and operational excellence.



8) Student Athletes:

Baseball- Finished 4th in the GNAC and placed five student-athletes on the All-Conference team

Softball- Finished 5th in the GNAC and placed three student-athletes on the All-Conference team

Men's Track & Field- Finished 2nd at the GNAC Championship with several All-Conference finishes. Senior Mark Warren, qualified for the NCAA Track & Field Championship in the hammer throw while also breaking the GNAC record.

Women's Track & Field- Finished 3rd at the GNAC Championship with several All-Conference finishes

Over the next few weeks, the All-GNAC and All-Region Academic awards will be announced for spring.



TRANSFORMATIONAL DIVERSITY

Goal: Foster an inclusive educational, living, and work environment at Western Oregon University, ensuring that students and employees feel a profound sense of belonging and have abundant opportunities for growth and success.

Activities & Accomplishments

- 1) Professional Development:** Judy Sylva, Associate Provost, and Chelle Batchelor, Dean of Library Science, will participate in the Western Academic Leadership Academy—a year-long professional development program designed for academic leaders aspiring to become chief academic officers in the WICHE region. Sponsored by the Western Academic Leadership Forum and the Western Alliance of Community College Academic Leaders, the Academy aims to cultivate the next generation of academic leadership by strengthening the knowledge and skills of those positioned to advance into senior leadership roles.

This summer, Academic Affairs—through the Associate Provost’s Office and in partnership with our Title III grant—is investing in SCUP Faculty Fellows by supporting a select group of faculty and staff to attend and present at the Society for College and University Planning (SCUP). As a nonprofit organization dedicated to advancing integrated planning in higher education, SCUP offers valuable professional development, strategic networking, and resources that help institutions align academic, financial, and physical planning. Participation in SCUP will connect WOU faculty and staff with strategic thinkers and planners across the sector, fostering collaboration and strengthening our institutional capacity for sustainable, inclusive growth that centers on student success and belonging.

- 2) New Deans:** Randi Storch, Ph.D., has been selected as the new Dean of the College of Liberal Arts and Sciences, effective June 30. Storch brings a wealth of experience in history education, collective bargaining, and faculty development, having taught at SUNY Cortland, where she was promoted to Distinguished Teaching Professor. Storch is replacing Interim Dean Kristin Latham-Scott, who has served in this position since 2023. Dr. Theresa Hickey has been selected as the new Dean of the College of Education, also effective June 30. Dr. Hickey was most recently the Associate Dean of the College of Social Sciences and Education at Cal State Bakersfield. Before that she was the Dean of the College of Education and



Counseling at St. Martin's University. Dr. Hickey replaces Dean Mark Girod who served in that capacity for over 13 years.

3) **Equity Assessment:**

Team. The office of Diversity, Equity and Inclusion continues to convene the equity assessment team to review the current equity assessment action plan and make recommendations for moving forward. A rough draft of an alignment document the team has been working on is included with this BOT docket as an explanation of work being done by the team.

Action Plan. Accountability leaders continue to work on equity assessment action plan initiatives with an updated plan included in the June board docket. This plan is expected to be updated with consideration for equity assessment team recommendations ahead of the November Board meeting.

- 4) **OIRFC Grant Opportunities:** The office of Diversity, Equity and Inclusion is working in partnership with Western Oregon University's Foundation grant team from Just Look Left to apply for a grant that would support legal and protective services of immigrant and refugee students. The office is partnering with internal stakeholders such as Student Affairs, General Counsel, Academic Affairs, etc. to prepare to apply for this opportunity. Additionally, the office will work with local attorneys and resources in Monmouth and Independence in applying for this opportunity.

- 5) **Bias Response Team:** Over the past year, The Bias Response Team (BRT), housed in HR has actively supported our institutional commitment to fostering a respectful, inclusive, and welcoming campus community. Established in 2024, the BRT was created to address incidents of bias and discrimination, support those impacted, and promote education and accountability aligned with WOU's core values of equity, dignity, and community responsibility.

The BRT offers outreach to reporting parties, provides access to supportive services, and recommends appropriate follow-up actions or educational interventions. The team functions in partnership with, not in place of, existing institutional procedures, referring matters to Human Resources, Student Conduct, or academic departments when formal processes are necessary.



- 6) **AAPI Month:** The office of Diversity, Equity and Inclusion supported the Freedom Center to host a Polynesian Dance Workshop for Asian American and Pacific Islander Heritage Month.
- 7) **Chicano Identity Workshop:** The office of Diversity, Equity and Inclusion supported the Freedom Center to host athletics' staff Michael Gonzalez in facilitating his third Chicano Identity workshop of this academic year.
- 8) **Hispanic Serving Institution Status:** Western has met the requirements of having at least 25 percent of undergraduate Hispanic full-time equivalent student enrollment. The classification of Hispanic-Serving Institutions was formally recognized in federal legislation for capacity-building support to improve the access and quality of education for Latino and other low-income students. Western joins several other Oregon institutions that hold the HSI designation, including Blue Mountain Community College, Chemeketa Community College, Columbia Gorge Community College, Mount Angel Seminary, Tillamook Community College, and Warner Pacific University. We are the first four-year public institution in the state to receive this designation.



COMMUNITY STRENGTH

Goal: Cultivate and maintain a culture at Western Oregon University that embraces collaboration, connection, and communication as we build meaningful partnerships with internal and external communities, while enriching the educational experience of our students.

Activities & Accomplishments

- 1) Pastega Awards:** In recognizing our many faculty and staff accomplishments which are the cornerstone of what makes our community remarkable - we have included in this document this year's nominees for the Mario & Alma Pastega Awards, which represent WOU's highest recognition for faculty and staff excellence. Established in 1985 through the generosity of Oregon philanthropist Mario Pastega, these awards honor outstanding contributions in teaching, research, service, and staff performance. Each year, recipients are selected through a nomination process involving colleagues, students, and past awardees, with final approval by the university president. The awards celebrate individuals who exemplify dedication to the university's mission and values.

For 2025, Western Oregon University honored the following individuals:

Excellence in Teaching: Dr. Amy Dawson, Assistant Professor of Biology, and Dr. Mike LeMaster, Professor of Biology, recognized for their exceptional teaching and student engagement.

Excellence in Research: Dr. Jaime Marroquín, Professor of Spanish, acknowledged for significant scholarly contributions.

Excellence in Service: Camila Gabaldón, Systems & Collection Development Librarian and Library Professor, honored for outstanding service to the university.

Staff Excellence: Cara Groshong, Operations and Finance Director for the WOU Foundation, recognized for exceptional staff performance.

- 2) Child Development Center:** Enrollment for the 2025–2026 school year opened on May 1 and has already reached full capacity. The continued high demand reflects the center's strong reputation for providing quality early childhood education and care. Families were notified of enrollment timelines in advance, and the swift response highlights the vital role the center plays in supporting students, staff, and the broader WOU community.



- 3) **City Collaborations:** The University Computing Solutions office met with state representatives to discuss an Emergency Operations Center for Polk County as part of the new Data Center major capital proposal.
- 4) **School Collaboration:** The Campus Public Safety department is working closely with Central School District to provide security for the school district's commencement activities on the WOU campus in June.
- 5) **Independence/WOU Accelerator Meeting:** The office of Diversity, Equity and Inclusion coordinated a brainstorm session with Mayor Kate Schwarzler to discuss the potential for a tech accelerator program led by Indy Commons in Independence. Business, Computer Science, and University Computing Solutions were part of this initial meeting. We expect to have more information to consider paths forward this summer.
- 6) **Cesar E. Chavez Leadership Conference:** The office of diversity, equity, and inclusion in partnership with internal and external stakeholders hosted the 30th Annual Cesar E. Chavez Leadership Conference.

Total Participants at the Event: 954

- **Students:** 749
- **Chaperones:** 105
- **Participating Schools:** 47

WOU Volunteers: 39

- 22 Students
- 17 Staff

Presentations: 28

- Presenters: 39 (includes Keynote)

Some feedback

- Speaker Alejandra Campoverdi said, "It's not an overstatement to say that CECLC changes lives. The inspiration and sense of possibility in the room was palpable, and I'm grateful to have been welcomed into such a vibrant community-driven conference."
- Sponsor Oregon Community Foundation (Matthew Goldfeder) said "And I have to say that I know how much hard work goes into planning these things, and this was one of the best organized and executed conferences I've been to in some time. Nicely done to you and all your colleagues!"



- 7) **Social Media Engagement:** April 2025: Western's Instagram content reach increased 40% in April. Western's Facebook engagement increased 87%. Western's LinkedIn page impressions increased 40%. Western's digital paid marketing campaign continues to show strong performance. Google paid media impressions increased by 25%.
- 8) **Student Athletes:** The men's soccer team joined forces with the Monmouth Tree Board to plant trees in the community in celebration of Arbor Day in April. Several student-athletes and staff from the softball, men's basketball and track & field teams participated in WOU Day at the state capital to lobby for continued financial support for our Strong Start program (Destination Western), basic needs including affordable housing, and the Oregon Opportunity grant. WOU Athletic teams will host several sport camps throughout the summer for youth and high school students.
- 9) **Advocacy Day at the Capitol:** Overall, we had 76 members of our campus community participate in WOU's Advocacy Day, Including:
- 28 Students
 - 7 Faculty
 - 25 Staff
 - 10 Administrators
 - 3 Trustee or Foundation Board Members
 - 3 Alum
- Attendees broke into 10 groups, which met with 52 legislative offices. Overall, we had a lot of positive feedback from participants and legislative offices about the day.
- 10) **Faculty Promotions and Tenure Awarded:** Eight faculty members received indefinite tenure and a promotion from assistant professor to associate professor, and four associate professors received promotions to full professor. These promotions are effective beginning in September 2025.

Promoted to Professor:

Dr. Melissa Cannon, Behavioral Sciences Division

Dr. Jaime Marroquin, Humanities Division

Dr. Sean Roush, Behavioral Sciences Division

Dr. Jennifer Taylor-Winney, Health & Exercise Science Division



Promoted to Associate Professor & indefinite tenure:

Dr. Jessica Dougherty, Education and Leadership Division

Dr. Dan Dowhower, Health & Exercise Science Division

Dr. Kathy Espino Perez, Behavioral Sciences Division

Mr. Peter Hoeffcker Mejia, Creative Arts Division

Dr. Danielle Lane, Education and Leadership Division

Dr. Jay Schwartz, Behavioral Sciences Division

Dr. David Szpakowski, Natural Science & Mathematics

Dr. Lin Wu, Education and Leadership Division

11) Sponsorships and Community Engagement: We are actively communicating with several potential new sponsors for athletics, campus programming, and student organizations.

- Sponsors were pleased with the **Block Party** turnout, and given the success of the event, we believe there will be more sponsor interest next year.
- The [Wolves Auction](#) was held May 31, and included a live and silent auction, wine pull, raffle and Golden Ticket (a chance to win an live auction item). An online auction ran from May 22-29. There are 18 sponsors this year, up from 15 last year, including five new sponsors ("C" Cable Realty, Servpro Team McGinnis, Salem Health, PCL, and MICC). The value of donated items to auction off is significantly higher than recent years, and guest attendance is also anticipated to be greater than in past years.
- **Wolves Club** renewals will launch on June 1, and the general launch is July 1.
- The second annual **Art Auction** is scheduled for August 2 at Illahe Hills Country Club. Donations are starting to be received, including prints from alumni who had their student work highlighted at last year's event. We are approximately \$8,500 away from endowing a permanent art scholarship.
- **Wolves on the Green Golf Tournament** is scheduled for October 17 at Illahe Hills Country Club.

Events since last report:

- April 11-12 – Track & Field/Cross Country John Knight Alumni Meet: A successful event with 49 alumni in attendance, fostering reconnection among former athletes and current team members.
- April 12 – Softball Alumni Appreciation Game and Tailgate: 14 softball alumni joined for a spirited day of softball and camaraderie during the appreciation event. It was also Senior Day, so our alumni were able to welcome them to the alumni network.



- April 12 – Smith Fine Arts Series featuring BEO String Quartet
- April 18 – Alumni Regional Event – Bend: The Bend regional event drew 35 alumni, providing valuable engagement in Central Oregon.
- May 10 – Wolves Spring Game
- May 15 – WOU Advocacy Day: Several alumni participated in Advocacy Day and/or attended the reception.
- May 17 – WOU Block Party: A major success with approximately 400 attendees, including 120 alumni—some traveling 2–3 hours to attend. **Save the date for next year: May 16, 2026.**

Upcoming events:

- May 31 – Rugby Alumni Game and Banquet Dinner
- May 31 – Wolves Athletics Auction
- June 7 – Smith Fine Arts Series featuring The Revelers & pre-concert reception
- June 13 – Forever Wolves Grad Party: the COM 410 Class assists with planning the Forever Wolves Grad Party. Dana Schowalter (communications faculty), Raeann Salchenberg (alumni relations), and Katelin Granger (student engagement) co-teach the class. The purpose of the class is to teach students about all aspects of event planning, including marketing, entertainment, logistics, volunteer recruitment, accessibility, donor relations, fundraising, etc.
- June 14 – WOU Commencement: Featuring four Golden Wolves from the Class of 1975; Sharon Baugh, Sheila Daniels, Steve Lamb, and Carol Bartholomew Miller. They will lead the graduates into the stadium.
- July 4 – Monmouth Independence 4th of July Parade
- August 10 – Alumni Regional Event – Portland Metro
- August 16 – Fiesta Mexicana Parade in Woodburn
- September 5 – Football Hall of Fame Pre-Celebration
- September 6 – Football Hall of Fame
- September 23 – PACK Week – MI Town Alumni Booth
- October 17 – Wolves on the Green Golf tournament & Athletics Hall of Fame
- October 18 – Homecoming
- December 5 – Tree Lighting
- April 17, 2026 – Alumni Awards
- May 16, 2026 – 2nd Annual WOU Block Party



Building Enrollment Stability: Recruitment, Retention, and Student Success

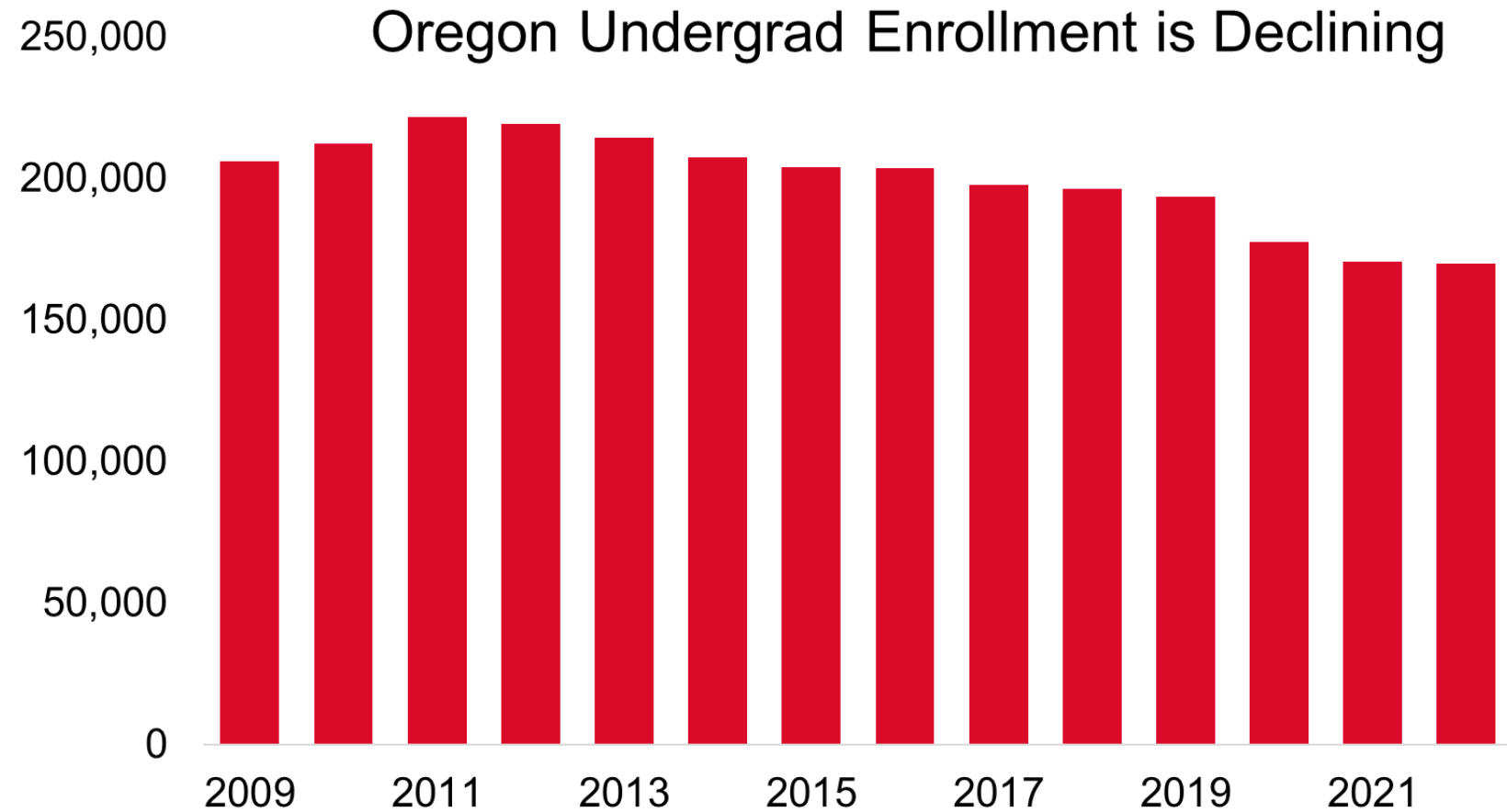
Joy Brown, Admissions
Jen Koshnick, Student Success & Advising
Paige Jackson, Enrollment Management & Student Success

**Presented to the Board of Trustees
June 4, 2025**



Goals & Overview

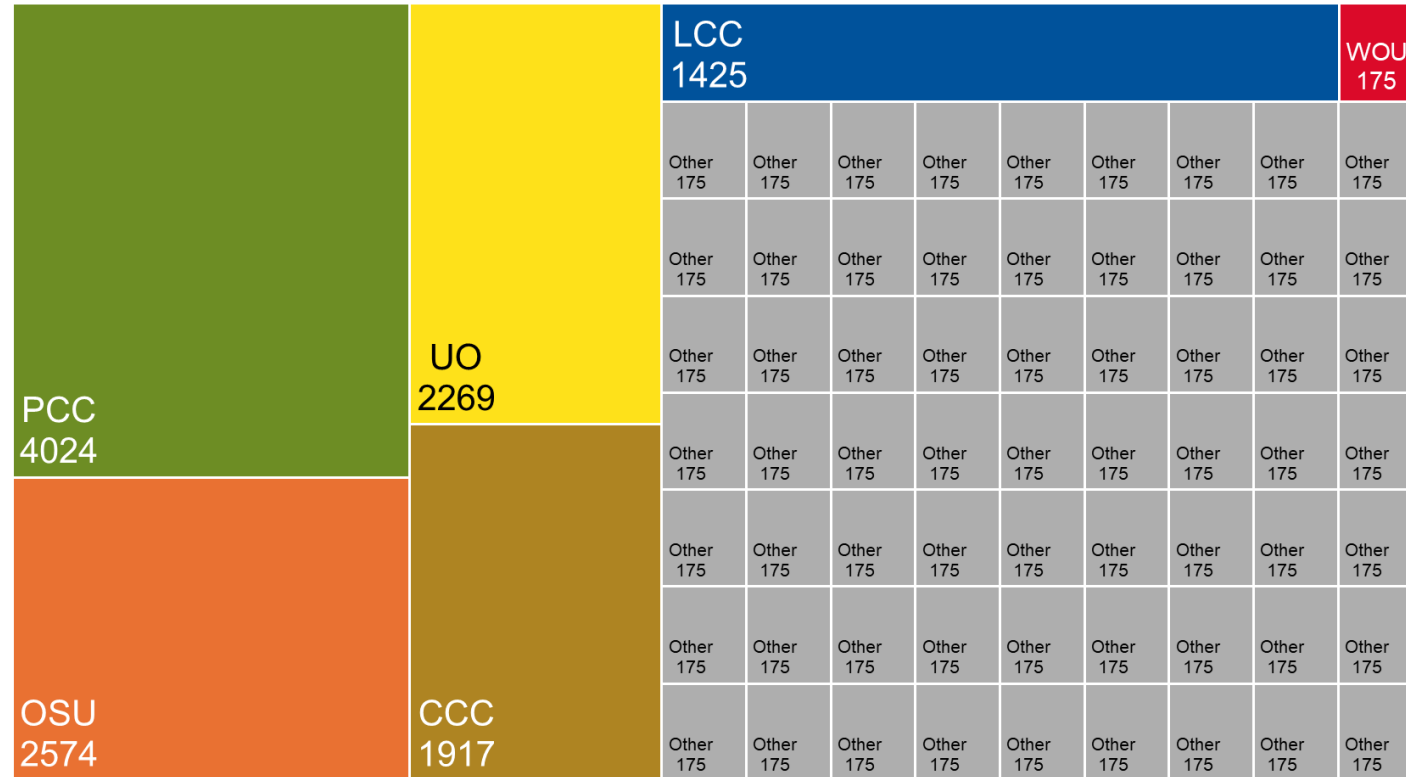
- Context for current and future enrollment challenges.
- How we are approaching those challenges.
- Highlight early signs of progress while acknowledge uncertainty.



<https://nces.ed.gov/ipeds/use-the-data>



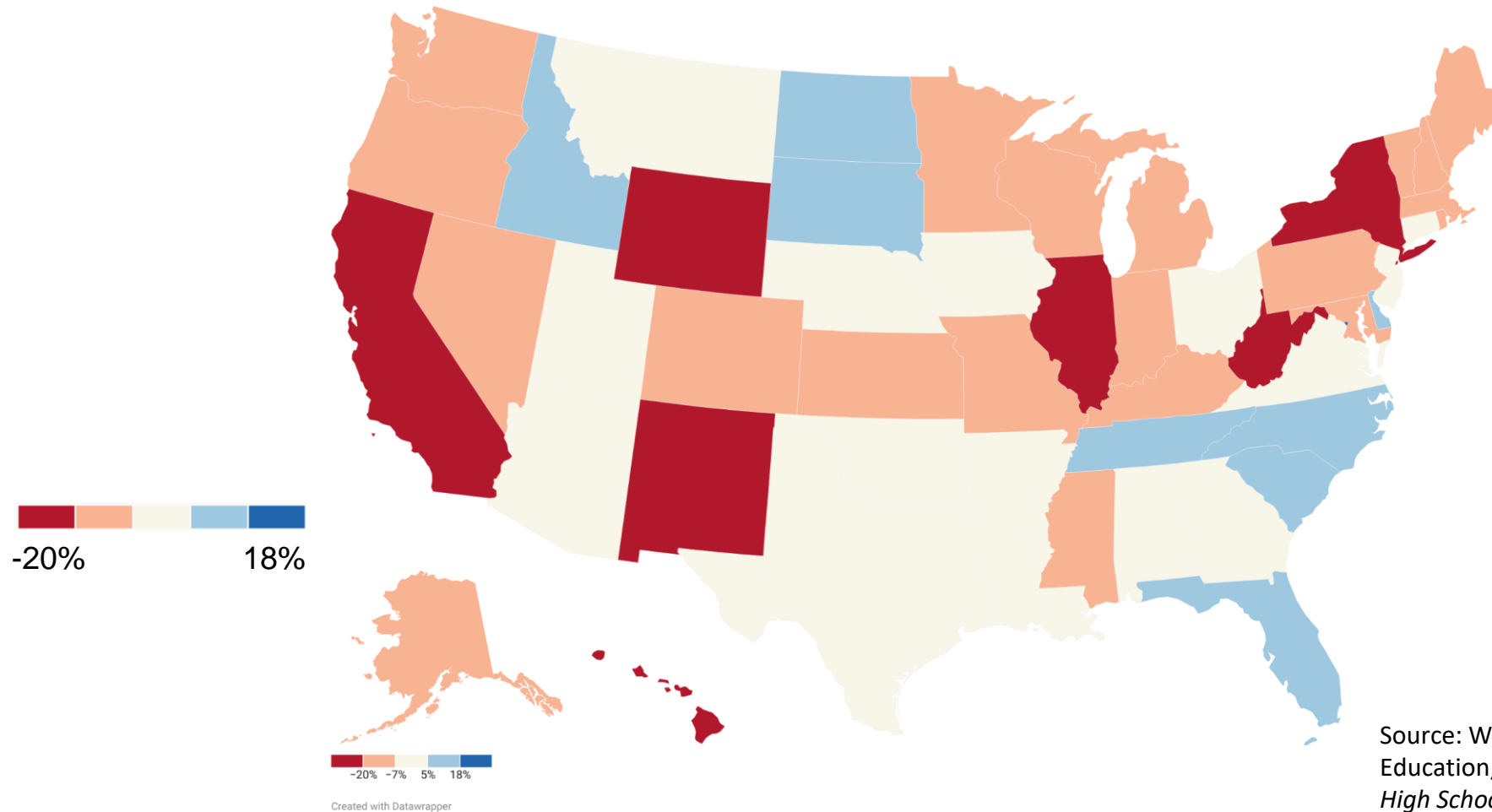
Just 175 Students Per Institution After the Largest Schools



Sources:

Western Interstate Commission for Higher Education, *Knocking at the College Door: Projections of High School Graduates, 2020*, www.knocking.wiche.edu , National Center for Education Statistics, IPEDS, 2024

National Center for Education Statistics. Freshman Migration Data for 2022-23



High School Graduates Will Decline 2023-2041 Projection

Source: Western Interstate Commission for Higher Education, *Knocking at the College Door: Projections of High School Graduates, 2024*, www.knocking.wiche.edu



Culture

We foster a culture of continuous improvement and prioritize evidence-based practice, building a strong, sustainable foundation for long-term effectiveness.

Capacity

Our recruitment and retention strategies are guided by data, driven by equity, and responsive to student needs, ensuring our efforts are aligned to maximize enrollment impact and student success.

Process

We prioritize clear, student-centered practices and processes that minimize friction, allowing students to navigate their academic journey with confidence and ease.



Short Term Outcome: Core processes are critically evaluated, and action plans are developed to address gaps, inconsistencies, or inefficiencies.

Activities & Interventions	Measures/Indicators
Assess, explore, and implement a Financial Aid Allocation Strategy that supports both the recruitment and retention of new students as well as longer term enrollment projections.	<ul style="list-style-type: none">•Yield Rates•FTFT Retention Rates•Stop Out Survey Data
Develop an enrollment marketing strategy for graduate programs to drive awareness and application growth.	<ul style="list-style-type: none">•Conversion rates•Overall application and admit numbers, by program
Shore up integration between Banner and Slate to minimize manual data entry.	<ul style="list-style-type: none">•Staff time saved

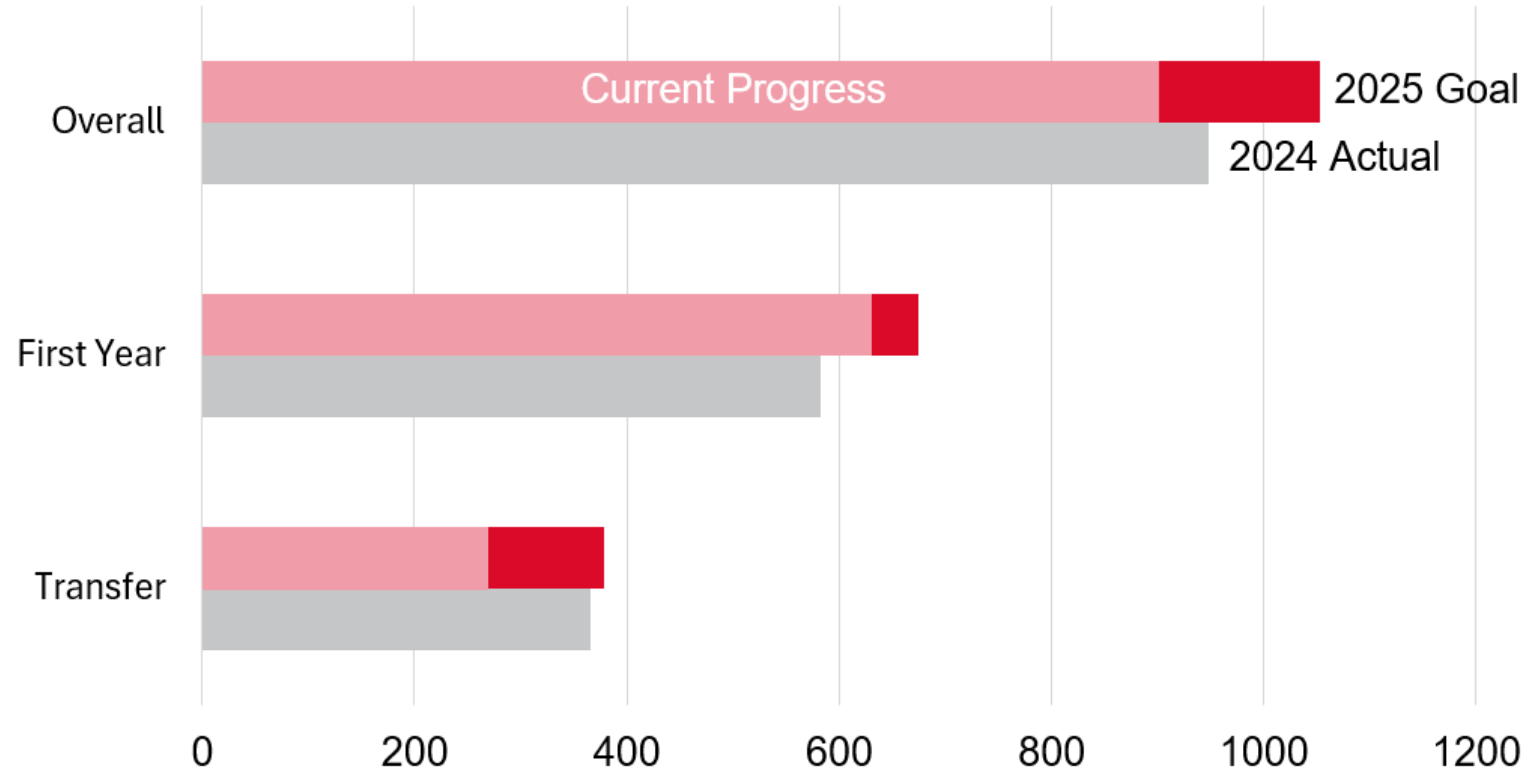


Aligning Efforts

01	Enrollment Marketing	<ul style="list-style-type: none">• Digital Marketing Campaigns• Visual Content creation• Marketing collateral & recruitment materials
02	Student Success	<ul style="list-style-type: none">• Conditional Admit Process• Shared professional development
03	Financial Aid	<ul style="list-style-type: none">• Early Awarding Strategy• Coordinated communications and follow up



On Track to Meet 2025 Class Goals--and Exceed 2024 Enrollment





Entering Class FA26 Planning

- Search strategy
- Soph/Jr enrollment marketing campaign
- Earlier application launch
- Campus visit experience



Past Student Success Initiatives

- Increased advising support for key populations
- Faculty Leads for transfer support
- Student input and interventions using “Wolfie”

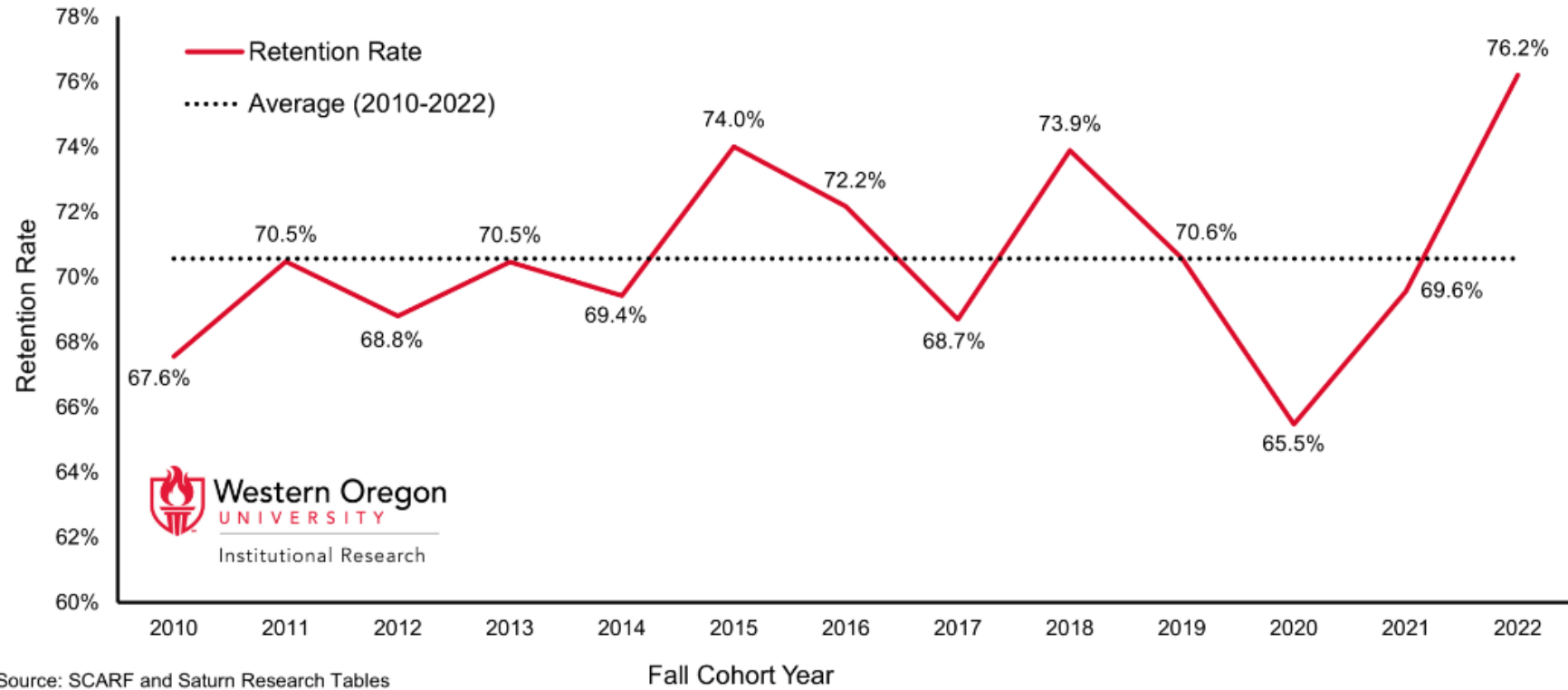


Current Student Success Initiatives

- Coordinated care network & Navigate student app
- Degree planning software pilot
- Conditional admit support



Western Oregon University Retention Rates





Key Takeaways

- We are implementing best practices to improve recruitment, retention, and long-term enrollment stability.
- Capacity-building and aligning efforts are beginning to show results.
- Early indicators for FA25 are positive, but final numbers remain uncertain.
- Despite an ambitious enrollment and retention goal for FA25, overall headcount is not expected to increase.

Finance & Administration Committee (FAC), May 21, 2025

FY26 Proposed Preliminary Budget

Budget Creation Process:

For the past several months, we have been working towards developing the FY26 Preliminary Budget alongside updating a 5-year projection and refining our budget processes in preparation for the FY27 cycle, to map strategies to get to a balanced budget. The budget process was streamlined again this year, with the Budget & Planning office engaging stakeholders across campus via email, including College of Liberal Arts & Sciences, College of Education, divisions of Academic Affairs, Student Affairs, General Counsel, Advancement, Marketing, Human Resources, Finance and Administration, Diversity Equity & Inclusion, President's Office, Athletics, University Housing, Campus Dining, 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 FY26 Budget will be brought to the Board in the fall, when enrollment and state appropriation allocation are known.

Education & General (E&G) Fund Component:

The FY26 Education & General Fund totals \$76.211M in revenues and \$79.610M in recurring expenses and transfers, resulting in a recurring deficit of \$3.399M. Combined with one-time activities of \$278K, this results in a budget deficit of \$3.677M. Projected beginning FY26 Fund Balance totals \$12.887M, this deficit level would reduce the fund balance to \$9.210M, or 12.09% of revenues by the end of FY26. See the FY26 Education & General Fund Detail worksheet for a comparison of the FY26 Proposed Preliminary Budget to the FY25 Adjusted Budget, as well as FY25 Projections (based on April 30, 2025 Management Report). See the FY26 Education & General Fund Budget worksheet for the index-level detail.

Revenue Assumptions:

Total Revenues for the FY26 Preliminary Budget are \$76.211M.

Tuition & Fees

- Tuition assumes a 0.4% UG & GR enrollment decline from Fall 2024 with 6% attrition between terms, and 18 new OTD students. This assumption was made in collaboration with the Assistant Provost of Enrollment Management.
 - This results in an assumed 115,023 undergraduate, 8,858 graduate credit hours, and 34 OTD students. Applying the applicable tuition rates as approved at the April 23, 2025 Board of Trustees meeting (4.76% increase for Resident & WUE UG, 1.64% for Non-Resident UG, 4.97% for GR, and 4.99% for GR OTD) results in total undergraduate tuition of \$27.491M, graduate tuition of \$4.491M, and graduate OTD tuition of \$1.187M.
 - A 1% change in enrollment for UG is approximately \$278K in gross tuition, while a 1% change in enrollment for GR (excluding OTD) is approximately \$46K. To compensate for 1% drop in UG enrollment, an ~6% 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 \$2.2M.
- Other tuition incorporates miscellaneous tuition assessments such as employee discounted tuition or cohort tuition agreements. The budget maintains flat, at \$400K.
- 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 55,145 of online course credit hours, for a budget of \$2.923M.
- Fee remission budget has been increased by \$200K to \$5.2M in collaboration with the Financial Aid office, based on FY25 projected actuals. This is a 13.1% discount rate based on budgeted tuition and fees (14.5% based on gross tuition).
- Net Tuition & Fees total \$34.541M, \$1.855M more than the FY25 Adjusted Budget, with the assumed decrease in enrollment offset by the tuition rate increases and addition of another cohort of OTD students.

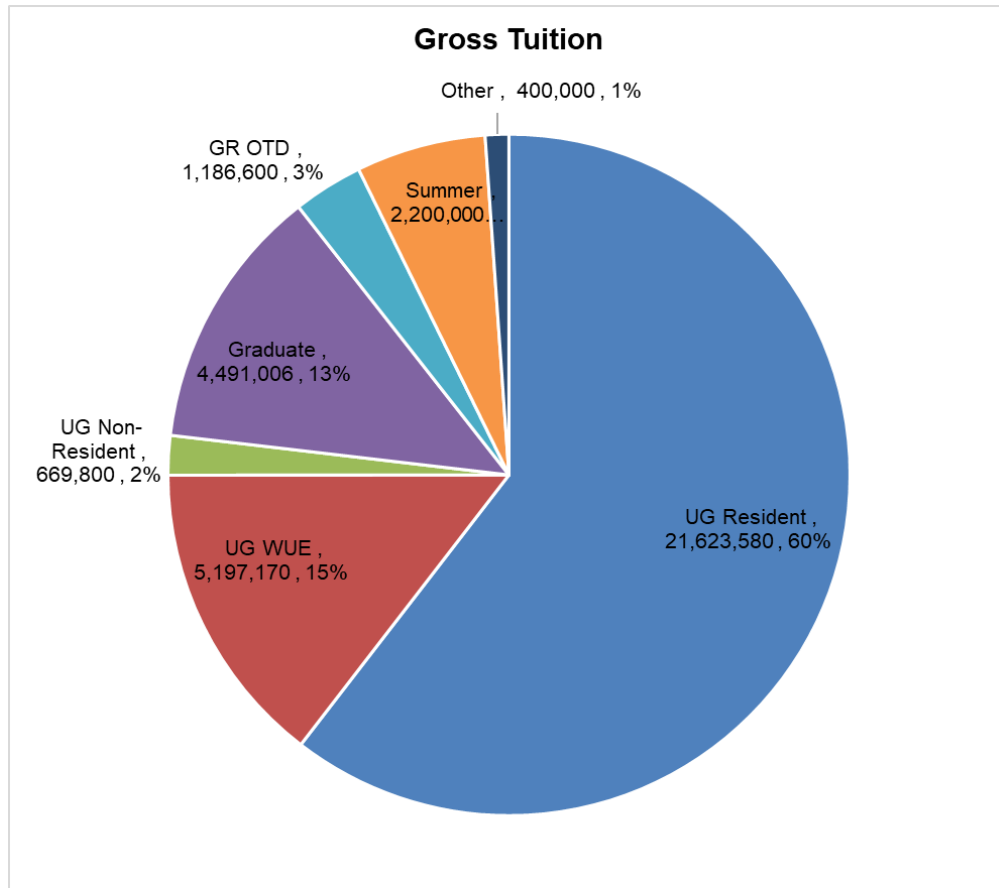


Figure 1: Tuition Revenue by category based on FY26 Proposed Preliminary Budget

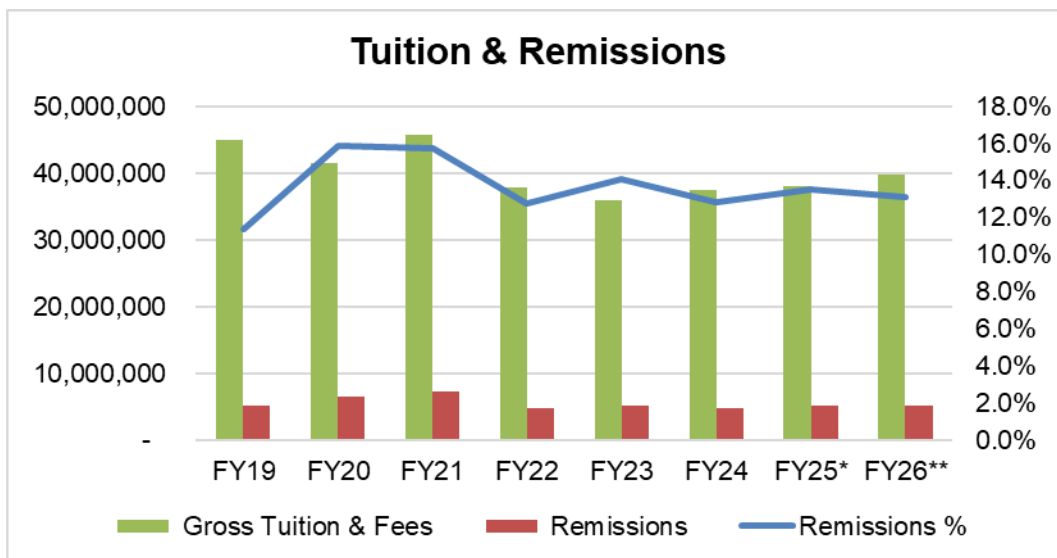


Figure 2: Total gross tuition & fees, total remissions, and remissions as a percentage of gross tuition & fees for FY19 – FY26.

*FY25 based on April 30, 2025 projections.

**FY26 based on FY26 Proposed Preliminary Budget.

Government Resources & Allocations

- State funding assumes \$1.080B funding to the Public University Support Fund (PUSF) for the 2025-27 biennium, which is the Governor's Recommended Budget as well as the Co-chairs level of funding. FY26 will be the first year of the biennium, with 49% distributed (51% will be distributed in FY27 for year 2). 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. As such, the FY26 model has yet to be released with updated FY25 data, so the allocation assumed is based on the FY25 model. This results in an assumed SSCM allocation of \$35.566M, a \$1.293M increase from the FY25 Adjusted Budget.
- Engineering Technology Sustainability Funds (ETSF) and Small-Energy Loan Program (SELP) allocations assume the same allocation level as FY25.

Other Revenues

- Budgeted Gift Grants and Contracts total \$2.6M, the same as the FY25 Adjusted Budget, which is comprised of grant indirect revenue and reimbursement from the WOU foundation for two advancement personnel.
- Interest Earnings/Investment, Sales & Services, and Other Revenues are all assumed at their FY25's Adjusted Budget levels, totaling \$2.9M.

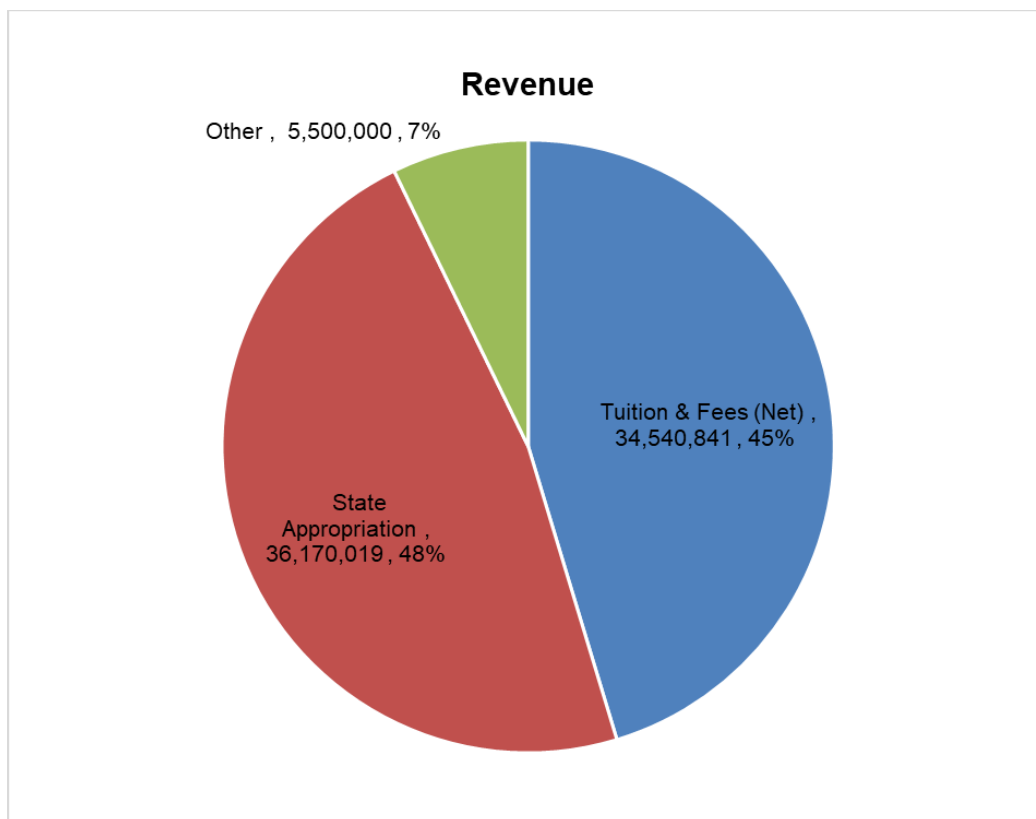


Figure 3: Total revenue by category based on FY26 Proposed Preliminary Budget.

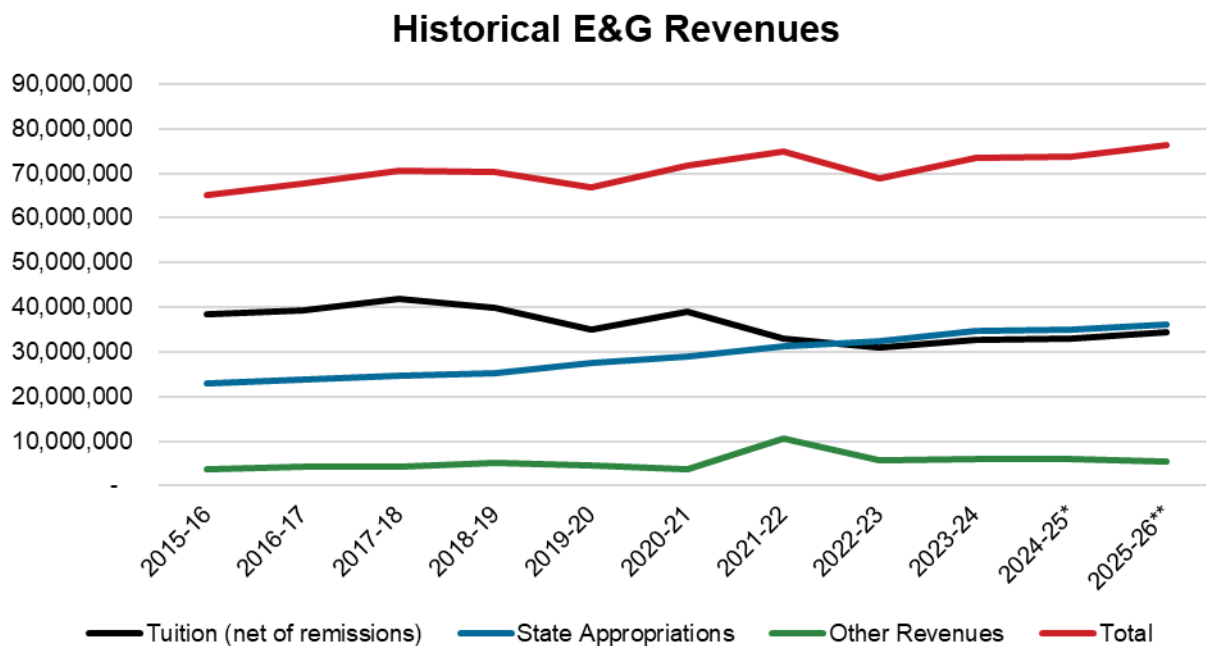


Figure 4: E&G Revenue trends over the last 10 years.

*FY25 based on April 30, 2025 projections.

**FY26 based on FY26 Proposed Preliminary Budget.

Expense Assumptions:

Total Expenses for the FY26 Preliminary Budget are budgeted at \$73.844M. This is reflective of \$1.727M of reductions made in a concerted effort to minimize our budgeted expenses, the details of reductions are included below.

Personnel

- Personnel budget totals \$62.793M, \$2.334M more than the FY25 Adjusted Budget. This includes \$1M of centralized staff salary savings and associated \$387K of OPE from regular turnover and vacancies (same level as FY25 Adjusted Budget), and \$400K of centralized faculty salary savings and associated \$155K of OPE (a \$430K decrease from the FY25 Adjusted Budget, due to elimination of many T/TT faculty vacancies from the budget).
- Faculty Salaries are budgeted at \$17.397M, which is reflective of:
 - 135.533 T/TT FTE, which includes eliminating 11.5 vacant T/TT budgeted line items, adding 1 T/TT line in Organizational Leadership, and shifting 2 unclassified lines to be T/TT lines in Occupational Therapy, for a net reduction of 8.5 T/TT FTE from the FY25 Adjusted Budget.

- Rostered faculty salaries have been updated for annual step increases and the WOUFT Collective Bargaining Agreement, which reflects on average a 6.06% increase.
- Instructional/Adjunct FTE (formerly known as NTT) held at the same FTE level as the FY25 Adjusted Budget, for a total of 90.144 FTE.
- Budgeted amount for unclassified staff totals \$12.520M and is reflective of:
 - 146.422 FTE, a 7.75 FTE decrease from the FY25 Adjusted Budget. This includes:
 - 6 FTE shifting from unclassified to classified positions as a result of reorganizations
 - 2 FTE shifting from unclassified to faculty in OTD
 - 1 FTE shifting from general fund to auxiliary (housing custodians to be paid directly by housing, instead of via internal sale as was done previously)
 - 1 FTE shifting from classified to unclassified in SPO
 - 3 additional FTE (Honors Director, Provost Executive Assistant, VPFA Executive Assistant)
 - 2.25 FTE of vacancy reductions (Dean of Graduate Studies/Sponsored Research, Director of Capital Planning & Construction, Advancement Assistant reorg (0.25))
 - 0.5 FTE reduction in UCS (position being funded by sustainability tranche 2, with employee retiring when the work is completed)
 - A 3% COLA reserve of \$365K (no COLA has been determined as of yet)
- Faculty & Unclassified Supplemental pay is budgeted at \$494K. This category is largely reflective of stipends paid to faculty and unclassified staff, but also includes temporary employee and allowance funds.
 - Reflective of \$127K reduction by eliminating the budget for Individualized Course payments.
- Budgeted amount for classified staff totals \$7.554M and incorporates:
 - 117.36 FTE, a decrease of 6.25 FTE from the FY25 Adjusted Budget. This includes:
 - 5.75 FTE shifting from unclassified to classified as a result of reorganizations (0.25 FTE of a UCS position was shifted to grant funding, to maintain the same cost to E&G as the 1.0 unclassified position was)
 - 1 FTE shifting from classified to unclassified in SPO
 - 9 FTE shifting from general fund to auxiliary (housing custodians to be paid directly by housing, instead of via internal sale as was done previously)
 - 1.5 FTE of vacancy reductions (1.0 FTE WOU:Salem/Organizational Leadership, 0.5 FTE International Office)

- 0.5 FTE reduction in UCS (position being funded by sustainability tranche 2, with employee retiring when the work is completed)
 - Incorporates step increases and COLAs (3% effective November 1, 2025, and annualizing 2% effective November 1, 2024 and 3.5% effective June 1, 2025) according to the SEIU Collective Bargaining Agreement.
- Classified Pay is budgeted at \$258K and includes \$50K budgeted for longevity pay differential. This category includes pay for differentials, overtime, and temporary employees.
- Student pay is budgeted at \$1.451M and incorporates reducing Graduate student pay from 27 students to 9 students, an approximate \$164K savings, as well as other minor adjustments.
- Budgeted Other Payroll Expense (OPE) totals \$25.020M, an increase of \$2.113M from the FY25 Adjusted Budget. This is comprised of multiple components – health insurance (which is budgeted at a flat annual rate of \$21,600 per eligible individual, an increase of 12.5% from FY25), retirement (which is budgeted at a composite percentage of 30.5% applied to each employees' specific budgeted pay, a 3% rate increase from FY25), and other rate of 8.15% (FICA, etc.).

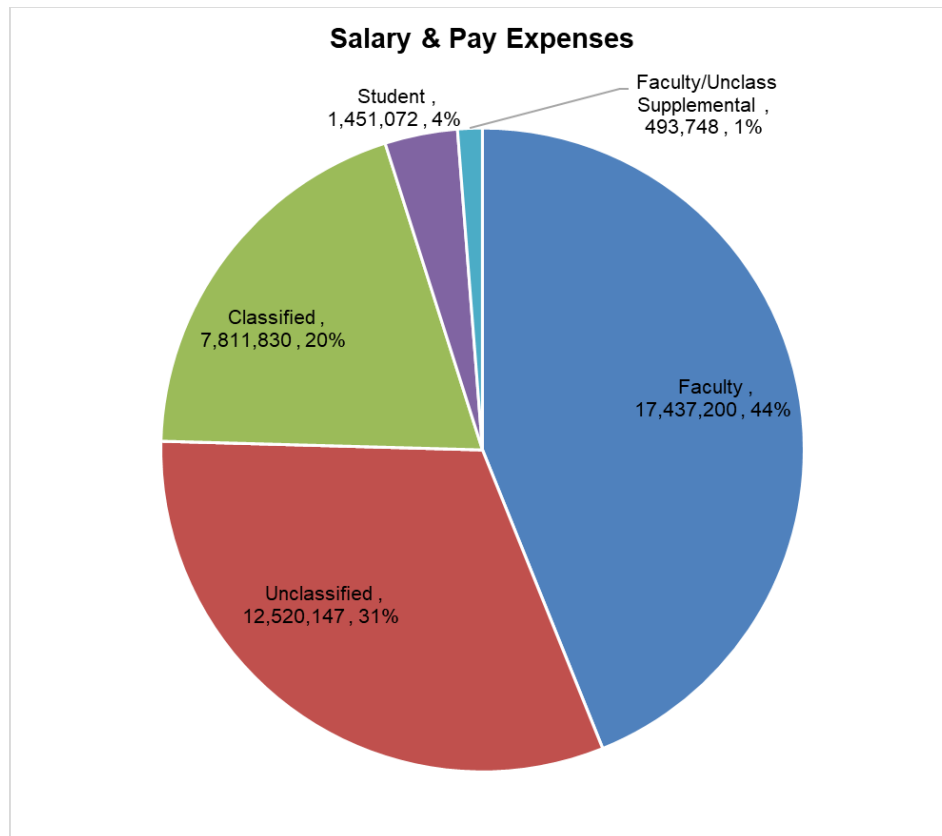


Figure 5: Total salary & pay by category based on FY26 Proposed Preliminary Budget.

Services & Supplies (S&S)

- Services & Supplies net budget totals \$11.051M, a \$460K increase from the FY25 Adjusted Budget
- Services & Supplies totals \$14.242M, a decrease of \$266K, which is reflective of:
 - \$165K of reductions identified by Senior Leadership across various indices
 - \$332K of reductions related to additions that were tentatively added to the FY25 Preliminary Budget, but never released by the President to spend
 - \$40K to DEI for HSI initiatives
 - \$10K S&S for Dean of Students/Student Conduct
 - \$100K increase to campus projects S&S
 - \$7K increase for Title IX for ATIXA membership/professional development
 - \$25K increase to Willamette Promise for administrative support contract
 - \$150K increase to create longevity for Canvas and other LMS tools
 - \$154K of additions were incorporated for the following:
 - \$111K increase to Water utility
 - \$13K increase to Admissions for chatbot platform
 - \$30K increase to faculty development funds (bringing the total to \$300K) as bargained in the WOUFT CBA.
 - \$77K of other reallocations/minor adjustments
- Internal Sales decreased by \$726K as a result of shifting housing custodians to be paid directly by housing, instead of via internal sale as was done previously

Net Transfer Assumptions:

Total Net Transfers are budgeted at \$5.766M, an increase of \$168K from the FY25 Adjusted Budget.

- Athletics Subsidy is increased by \$185K to \$5.385M, which is reflective of incorporating \$95K for the 3.25% salary adjustment effective November 2024 and an additional \$90K for a 3% COLA reserve.
- Transfers of \$150K subsidy to the Child Development Center and \$294K transfer for SELP funding match are budgeted at the same levels as FY25.

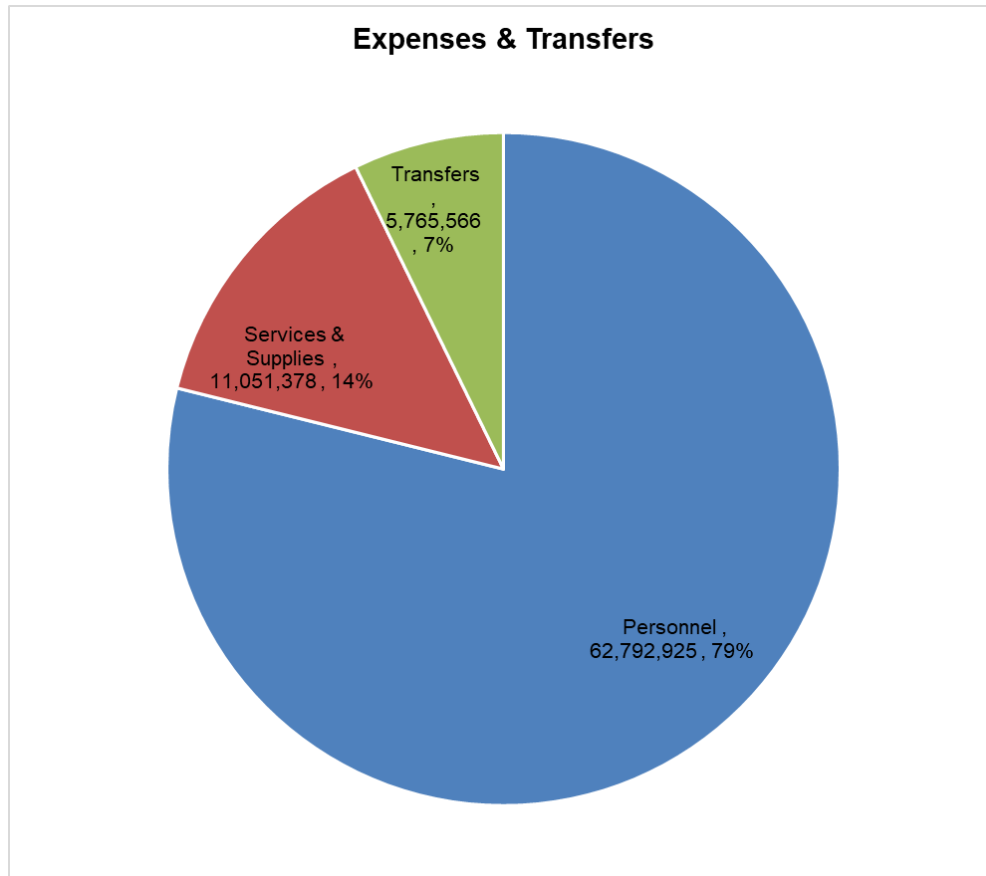


Figure 6: Total recurring expenses and transfers based on FY26 Proposed Preliminary Budget.

Other Activity Assumptions:

Total Other Activities (one-time revenues and expenses) are budgeted at \$278K and include:

- \$60K for Campaign S&S
- \$218K for EAB Cultivate Juniors S&S

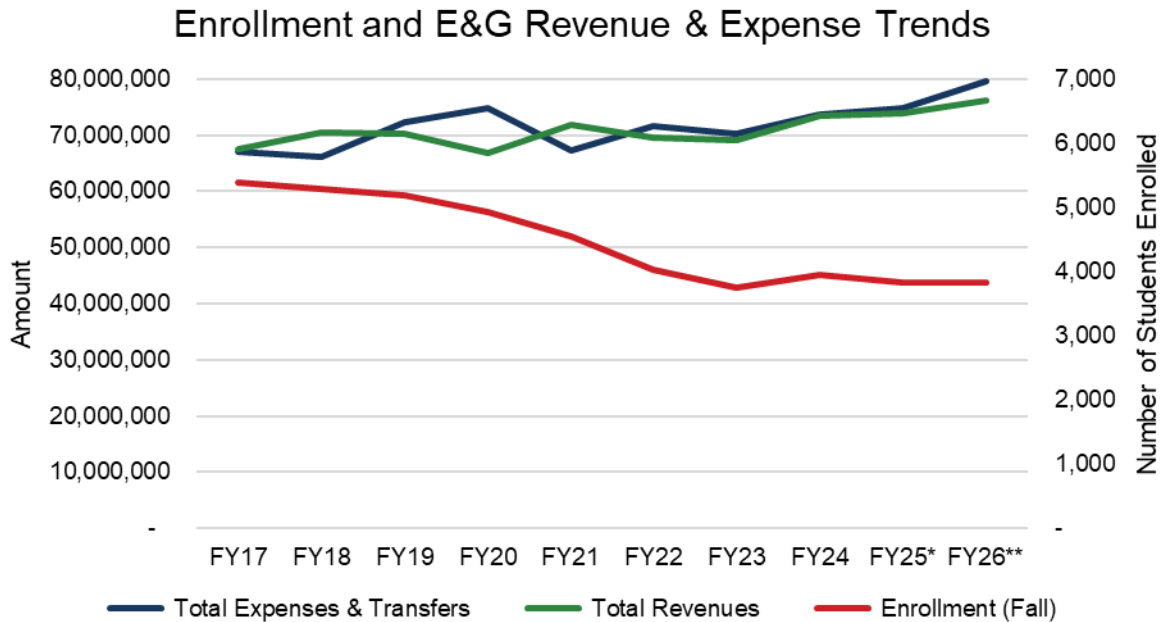


Figure 7: Enrollment (headcounts) and E&G Revenue & Expense trends over the last 10 years.

*FY25 based on April 30, 2025 projections.

**FY26 based on proposed preliminary budgeted numbers.

Auxiliary Component:

The auxiliary component is composed of Athletics, Housing, Dining, Parking, Conference Services, Rec Center Building Fee, Student Health & Counseling Center (SHCC), Child Development Center (CDC), and other minor operations. The Bookstore budget has been removed, as options to outsource the operation continue to be explored. The net budget deficit for all Auxiliaries (excluding IFC) totals \$337K. See the FY26 Designated Operations, Service Departments, & Auxiliary Enterprises Budgets (excluding Athletics & IFC) worksheet, as well as the FY26 Athletics (Non-IFC) Budgets worksheet, for the index-level detail.

University Housing:

University Housing comprises approximately \$6.927M, or 31.7%, of budgeted auxiliary expenses.

- University Housing expects a \$8K surplus budget for FY26.
- University Housing's revenue budget totals \$6.934M which is comprised of \$25K of housing remissions, \$46K of interest income, and \$157K of internal sales. Sales & Services totals \$6.756M which is inclusive of \$270K conference revenue, \$82K misc. charges, \$494K of family housing revenue, and \$5.907M of residence hall room. Residence hall revenue assumes 825 (approximately flat) room-paying residents living in Housing between Ackerman, Heritage, Landers,

and Arbor Park, with 6% attrition for winter and spring terms, and based on 3-5% rate increases (as approved by the Board of Trustees on April 23, 2025).

- Total expenses and transfers are budgeted at \$6.927M:
 - Personnel budget totals \$2.448M, which is inclusive of 21.85 FTE.
 - Supplies & Services budget totals \$2.808M, of which \$834K is the interest portion of the bond debt payment.
 - Net transfers total \$1.671M which is inclusive of a \$1.831M transfer out to debt service, \$180K transfer in from dining for their share of debt, and \$20K transfer out to conference services.

Campus Dining:

Campus Dining comprises approximately \$4.629M, or 21.2%, of budgeted auxiliary expenses.

- Campus Dining's budget totals \$182K to the positive for the year, with hopes to continue to rebuild fund balance.
- Campus Dining's budgeted revenues total \$4.810M, based on an assumed 700 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 \$295K, Western Deli revenues of \$75K, and Western Grill revenues of \$140K.
- Personnel for Campus Dining is budgeted at \$2.502M (21 FTE) and includes \$463K of student labor.
- Services & Supplies for Campus Dining are budgeted at \$1.946M, which includes \$957K of food costs.
- Transfers out are budgeted at \$180K, which is reflective of a transfer to University Housing for dining's share of the debt payment.

Student Health & Counseling Center (SHCC):

Student Health & Counseling Center (SHCC) comprises approximately \$1.872M, or 8.6%, of budgeted auxiliary expenses.

- SHCC has a \$13K positive budget.
- Enrollment fees are budgeted at \$1.869M. This assumes 2,546 students will pay the in-person fee of \$183 and 771 students will pay the reduced fee of \$136 fall term with attrition built in for winter and spring. This assumes 2,546 students will pay the building fee of \$11 for fall, with attrition built in for winter and spring.
- Overall, SHCC revenue is budgeted at \$1.886M, including other miscellaneous revenues.
- Personnel expense budget totals \$1.334M, which is reflective of 11 FTE.
- Services & Supplies budget totals \$538K, which includes \$158K of internal debt payment.

Athletics:

Athletics (excluding Incidental Fee component) comprises approximately \$7.227M, or 33.0%, 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 FY25.
- Tickets and concessions revenues of \$44K are included.
- Personnel budget totals \$3.459M, which is inclusive of 34.376 FTE, net of anticipated salary savings of \$132K, plus associated OPE/GAO.
- Services & Supplies budget totals \$1.992M, including \$88K of travel (majority of athletics travel is within IFC), and \$1.25M of student aid.
- Athletics budgeted transfers reflect the \$5.386M transfer in from E&G, net of a \$1.776M transfer out to Athletics' IFC indices to supplement those budgets.

Parking:

Parking comprises approximately \$476K, or 2.2%, of budgeted auxiliary expenses.

- Parking's budget results in a \$51K deficit.
- Sales & Services revenues are budgeted at \$425K, a slight increase from FY25 projected actuals as a result of parking pass rate increases.
- Parking's personnel totals \$285K (2 FTE), which includes 1 FTE of Campus Public Safety personnel to provide relief to the E&G budget.

Rec Center Building Fee:

Rec Center Building Fee comprises approximately \$420K, or 1.9%, of budgeted auxiliary expenses.

- Rec Center Building Fee has a deficit budget of \$88K, with sufficient reserves to cover this.
- Enrollment fee revenues are budgeted at \$332K, which is based on an assumed 2,800 students paying the \$42 building fee, with 6% attrition built in for winter and spring terms.
- Transfer out of \$420K is budgeted related to the debt payment.

Other Auxiliaries:

Other Auxiliaries include Child Development Center, Rainbow Dance Theater, Vending income, Conference Services, and Smith Fine Arts, comprising approximately \$296K, or 1.4%, of budgeted auxiliary expenses. Child Development Center's budget includes the \$150K subsidy from E&G and anticipates netting zero with that.

Incidental Fee (IFC) Component:

Incidental Fee reflects a \$198K deficit budget, with sufficient reserves to cover the difference (while projecting to maintain a 15% reserve balance). This budget reflects IFC's allocation of \$4.079M, 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.

- Total Revenues are budgeted at \$4.269M which is inclusive of:
 - Enrollment fees are budgeted at \$3.881M, which assumes a flat headcount from Fall 2024. This is comprised of \$151K of summer revenue (916 students paying fee of \$165) and \$3.730M of academic year revenue (2,632 students paying fee of \$435 and 800 students paying fee of \$220 fall term, with attrition between winter and spring). The incidental fee reflects ~5% increases from prior year, with all Monmouth-campus students at the first credit at a rate of \$435; students who take courses off-campus (Salem, online) will pay a reduced fee of \$220.
 - \$388K of other revenues, primarily in Campus Recreation and Student Engagement.
- Incidental Fee expenses total \$6.179M:
 - \$2.243M of personnel, which is inclusive of 12.6 FTE and \$775K of student pay.
 - \$3.936M of Services and Supplies.
- Net transfers total \$1.712M, which is inclusive of a \$1.776M transfer in from athletics other auxiliary operations to supplement their incidental fee allocation.

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 FY25 Adjusted Budget. See the FY26 Designated Operations, Service Departments, & Auxiliary Enterprises Budgets (excluding Athletics & IFC) worksheet for the index-level detail.

FY26 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 \$4.212M.

COMMITTEE RECOMMENDATION:

The Western Oregon University Finance and Administration Committee recommends that the Board of Trustees approve the FY26 Preliminary Budget as presented in the docket.

Western Oregon University
FY26 Proposed Preliminary Budget
Component Funds Budget Summary

	Education & General (E&G)	Auxiliary (excluding IFC)	Incidental Fee (IFC)	Designated Operations & Service Depts	Total	Total FY25 Adjusted Budget
Revenues						
Enrollment Fees	34,540,841	2,175,795	3,880,890	48,134	40,645,660	38,649,158
Government Resources & Allocations	36,170,019	1,396,015	-	-	37,566,034	36,357,354
Gift Grants and Contracts	2,600,000	30,977	3,000	-	2,633,977	2,707,369
Investment	2,300,000	46,000	-	1,685	2,347,685	2,330,175
Sales & Services	500,000	11,776,203	195,450	124,130	12,595,783	12,857,331
Other Revenues	100,000	724,294	190,000	2,057,073	3,071,367	2,992,030
Total Revenues	76,210,860	16,149,284	4,269,340	2,231,022	98,860,506	95,893,417
Expenses						
Personnel	62,792,924	10,448,928	2,243,911	1,102,737	76,588,500	72,962,283
Services & Supplies	11,051,378	7,511,591	3,935,519	1,128,285	23,626,773	24,755,855
Total Expenses	73,844,302	17,960,519	6,179,430	2,231,022	100,215,273	97,718,138
Net Transfers	5,765,566	(1,474,212)	(1,711,951)	-	2,579,403	2,475,970
Total Expenses & Transfers	79,609,868	16,486,307	4,467,479	2,231,022	102,794,676	100,194,108
Net Recurring Budget	(3,399,008)	(337,023)	(198,139)	-	(3,934,169)	(4,300,690)
One Time Activities	278,110	-	-	-	278,110	1,107,346
Net Budget	(3,677,118)	(337,023)	(198,139)	-	(4,212,279)	(5,408,036)

Western Oregon University
FY26 Proposed Preliminary Budget
Education & General Fund Detail

	FY26 Proposed Preliminary Budget	FY25 Adjusted Budget	Increase/ (Decrease)	FY25 Projected Actuals	Increase/ (Decrease)
Revenues					
Tuition & Fees					
Undergraduate Tuition					
Resident	21,623,580	20,723,850	899,730	21,019,376	604,204
WUE	5,197,170	4,980,780	216,390	5,038,059	159,111
Non-Resident	669,800	660,972	8,828	624,831	44,969
Total Undergraduate Tuition	27,490,550	26,365,602	1,124,948	26,682,266	808,284
Graduate Tuition					
Graduate	4,491,006	4,295,802	195,204	4,324,110	166,896
OTD	1,186,600	418,800	767,800	436,250	750,350
Total Graduate Tuition	5,677,606	4,714,602	963,004	4,760,360	917,246
Summer					
Undergraduate	1,400,000	1,400,000	-	1,455,255	(55,255)
Graduate	800,000	800,000	-	687,309	112,691
Total Summer	2,200,000	2,200,000	-	2,142,565	57,435
Other Tuition	400,000	400,000	-	227,187	172,813
Total Tuition	35,768,156	33,680,204	2,087,952	33,812,378	1,955,778
Fees					
Matriculation	500,000	500,000	-	491,937	8,063
Course	400,000	400,000	-	389,240	10,760
Online Course	2,922,685	2,956,022	(33,337)	3,096,568	(173,883)
Other	150,000	150,000	-	283,766	(133,766)
Total Fees	3,972,685	4,006,022	(33,337)	4,261,511	(288,826)
Fee Remissions	(5,200,000)	(5,000,000)	(200,000)	(5,144,911)	(55,089)
Total Tuition & Fees (net of remissions)	34,540,841	32,686,226	1,854,615	32,928,978	1,611,863
Government Resources & Allocations					
Student Success & Completion (SSCM)	35,565,547	34,272,602	1,292,945	34,272,603	1,292,944
Engineering Technology (ETSF)	225,224	309,489	(84,265)	225,225	(1)
Small-Energy Loan Program (SELP)	379,248	379,248	-	379,248	-
Total Government Resources & Allocations	36,170,019	34,961,339	1,208,680	34,877,076	1,292,943
Other Revenues					
Gift Grants and Contracts	2,600,000	2,600,000	-	2,962,073	(362,073)
Interest Earnings/Investment	2,300,000	2,300,000	-	2,270,179	29,821
Sales & Services	500,000	500,000	-	561,322	(61,322)
Other Revenues	100,000	100,000	-	265,925	(165,925)
Total Other Revenues	5,500,000	5,500,000	-	6,059,499	(559,499)
Total Revenues	76,210,860	73,147,565	3,063,295	73,865,553	2,345,307

Western Oregon University
FY26 Proposed Preliminary Budget
Education & General Fund Detail

	FY26 Proposed Preliminary Budget	FY25 Adjusted Budget	Increase/ (Decrease)	FY25 Projected Actuals	Increase/ (Decrease)
Expenses					
Personnel					
Faculty Salaries	17,437,200	17,397,071	40,129	16,203,505	1,233,695
Unclassified Salaries	12,520,147	12,915,015	(394,868)	11,742,282	777,866
Faculty & Unclassified Supplemental Pay	493,748	615,903	(122,155)	1,348,355	(854,607)
Classified Salaries	7,554,232	7,212,313	341,919	6,762,860	791,372
Classified Pay	257,599	260,061	(2,462)	340,992	(83,393)
Student	1,451,072	1,633,739	(182,667)	1,452,575	(1,503)
OPE	25,020,026	22,907,390	2,112,636	21,894,777	3,125,248
Centralized Salary & OPE Savings	(1,941,100)	(2,482,395)	541,295	-	(1,941,100)
Total Personnel	62,792,924	60,459,097	2,333,827	59,745,347	3,047,577
Services & Supplies					
Services & Supplies	14,242,098	14,508,006	(265,908)	12,618,550	1,623,547
Internal Sales	(3,190,720)	(3,916,500)	725,780	(3,951,829)	761,109
Total Services & Supplies	11,051,378	10,591,506	459,872	8,666,721	2,384,657
Total Expenses	73,844,302	71,050,603	2,793,699	68,412,068	5,432,234
Transfers					
Athletics Subsidy	5,385,895	5,200,000	185,895	5,900,000	(514,105)
Child Development Center Subsidy	150,000	150,000	-	150,000	-
SELP Funding Match	294,000	294,000	-	294,000	-
Other Transfers	(64,329)	(46,002)	(18,327)	(24,002)	(40,327)
Total Transfers	5,765,566	5,597,998	167,568	6,319,998	(554,432)
Total Recurring Expenses & Transfers	79,609,868	76,648,601	2,961,267	74,732,066	4,877,802
Net Recurring	(3,399,008)	(3,501,036)	102,028	(866,513)	(2,532,495)
Other Activities					
Sustainability Funds Rollover	-	500,000	(500,000)	-	-
Foundation Campaign S&S	60,000	165,000	(105,000)	-	60,000
OTD Start-Up	-	158,160	(158,160)	-	-
EAB	218,110	210,911	7,199	-	218,110
Other	-	73,275	(73,275)	-	-
Total Other Activities	278,110	1,107,346	(829,236)	-	278,110
Net	(3,677,118)	(4,608,382)	931,264	(866,513)	(2,810,605)
Beginning Fund Balance	12,887,460	13,753,975		13,753,975	
Projected Ending Fund Balance	9,210,342	9,145,593		12,887,462	
Fund Balance as a Percentage of Revenues	12.09%	12.50%		17.45%	

Western Oregon University
FY26 Proposed Preliminary Budget
Auxiliary Detail

	Athletics (excluding IFC)*	Dining	Parking	Rec Center Building Fee	Student Health & Counseling	University Housing	Other Auxiliaries**	Total
Revenues								
Enrollment Fees	-	-	-	332,055	1,868,740	(25,000)	-	2,175,795
Government Resources & Allocations	1,396,015	-	-	-	-	-	-	1,396,015
Gift Grants and Contracts	-	-	-	-	-	-	30,977	30,977
Investment	-	-	-	-	-	46,000	-	46,000
Sales & Services	44,000	4,260,000	425,000	-	-	6,756,461	290,742	11,776,203
Other Revenues	-	550,294	-	-	17,000	157,000	-	724,294
Total Revenues	<u>1,440,015</u>	<u>4,810,294</u>	<u>425,000</u>	<u>332,055</u>	<u>1,885,740</u>	<u>6,934,461</u>	<u>321,719</u>	<u>16,149,284</u>
Expenses								
Unclassified Salaries	1,884,188	220,440	67,998	-	383,458	609,199	132,130	3,297,413
Unclassified Pay	-	500	-	-	22,206	6,000	25,000	53,706
Classified Salaries	108,409	884,642	76,383	-	393,162	552,964	60,834	2,076,394
Classified Pay	-	26,250	15,000	-	14,531	22,626	-	78,407
Student	-	463,250	20,000	-	-	313,740	45,395	842,385
OPE	1,466,609	907,269	105,501	-	520,487	943,192	157,566	4,100,624
Total Personnel	<u>3,459,206</u>	<u>2,502,351</u>	<u>284,882</u>	<u>-</u>	<u>1,333,844</u>	<u>2,447,721</u>	<u>420,925</u>	<u>10,448,928</u>
Services & Supplies	1,991,651	1,946,239	130,791	-	538,439	2,807,595	96,876	7,511,591
Total Expenses	<u>5,450,857</u>	<u>4,448,590</u>	<u>415,673</u>	<u>-</u>	<u>1,872,283</u>	<u>5,255,316</u>	<u>517,801</u>	<u>17,960,519</u>
Net Transfers	<u>(3,609,531)</u>	<u>180,000</u>	<u>60,240</u>	<u>420,000</u>	<u>-</u>	<u>1,671,449</u>	<u>(196,370)</u>	<u>(1,474,212)</u>
Total Expenses & Transfers	<u>1,841,326</u>	<u>4,628,590</u>	<u>475,913</u>	<u>420,000</u>	<u>1,872,283</u>	<u>6,926,765</u>	<u>321,431</u>	<u>16,486,307</u>
Net Budget	(401,311)	181,704	(50,913)	(87,945)	13,457	7,696	288	(337,023)

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

**Other Auxiliaries includes Child Development Center, Rainbow Dance Theater, Vending income, Conference Services, and Smith Fine Arts.

Western Oregon University FY26 Education & General Fund Budget By Index		Tuition	Study Resource Fees	Other Student Fees	Fee Remissions	State Resource Redistrib	Gift Grants & Contracts	Interest & Royalties	Sales & Services	Other Revenue		Yenure- Faculty Salary	NTT Faculty Salary	Unclass Salary	Other Unclassified & Faculty Pay	Academic Pay Summer	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		Services and Supplies	Intnl Sales Reimburse (Reclm/Exp)	Transfer In	Transfer Out		
INDEX	DEPT NAME	01100	01200	01700	01900	02510	03000	05100	06000	08000	TOTAL REV	10100-10101	10102	10103	10200	10203	10301	10400	10501	10964	10967	10968	10974	10977	10978	10988	Total Personnel	20000	79000	91000	92000	TOTAL EXP	
PRESIDENT'S OFFICE/UNIVERSITY-WIDE																																	
PRE907	President's Office	-	-	-	-	-	-	-	-	-	-	-	-	538,192	54,360	-	-	-	-	-	64,800	180,729	48,294	-	-	-	-	886,375	15,000	-	-	901,375	
PRE909	Faculty Senate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,743	-	-	-	-	-	-	-	61	1,804	2,570	-	-	2,570	
PRE912	Commencement & Convocation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23,683	-	-	23,683	
PRE920	Pastega Endowed Awards	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,850	-	-	2,850	
PRE925	Faculty Athletic Representation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,150	-	-	3,150	
PRE927	WOU Board Support	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	82,500	-	-	82,500	
PRE928	University Tree Advisory	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,240	-	-	3,240	
PRE929	President's Campus Support	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	47,000	-	-	47,000	
PRE930	Strategic Initiatives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	240,000	-	-	240,000	
PRE931	Visiblity Initiatives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7,200	-	-	7,200	
PRE932	Diversity Initiatives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9,000	-	-	9,000	
PRE933	OCOP Durs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	192,822	-	-	192,822	
PS901	Public Affairs/Strategic Initiatives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	48,000	-	-	48,000	
TOTAL PRESIDENT'S OFFICE/UNIVERSITY-WIDE		-	-	-	-	-	-	-	-	-	-	-	-	123,492	54,360	-	-	-	-	-	21,600	37,665	10,065	-	-	-	-	192,822	48,000	-	-	192,822	
		-	-	-	-	-	-	-	-	-	-	-	-	661,684	54,360	-	-	-	-	1,743	86,400	218,394	58,359	-	-	-	61	1,081,001	484,193	-	-	1,565,194	
HUMAN RESOURCES																																	
HRO915	Human Resources Operation	-	-	-	-	-	-	-	-	-	-	-	-	798,508	-	-	183,641	-	-	216,000	243,544	65,081	86,400	56,011	14,967	-	1,664,152	178,104	-	-	1,842,256		
HRO917	Staff Professional Dev	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10,000	-	-	10,000	
HRO918	Support ADA/WC Equip	-	-	-	-	-	-	-	-	-	-	-	-	144,125	-	-	-	-	-	43,200	34,669	11,746	-	-	-	-	233,710	22,200	-	-	255,910		
HRO919	Title IX	-	-	-	-	-	-	-	-	-	-	-	-	82,596	-	-	-	-	-	21,600	25,192	6,732	-	-	-	-	136,120	5,000	-	-	141,120		
TOTAL HUMAN RESOURCES		-	-	-	-	-	-	-	-	-	-	-	-	1,025,229	-	-	183,641	-	-	280,800	303,435	83,559	86,400	56,011	14,967	-	2,034,042	215,304	-	-	2,249,346		
GENERAL COUNSEL																																	
LEG901	WOU Legal Counsel	-	-	-	-	-	-	-	-	-	-	-	-	250,372	-	-	-	-	-	43,200	76,363	20,406	-	-	-	-	390,341	17,000	-	-	407,341		
LEG902	Outside Legal Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	97,500	-	-	97,500	
LEG903	Risk Management Assessments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	834,740	-	-	834,740	
TOTAL GENERAL COUNSEL		-	-	-	-	-	-	-	-	-	-	-	-	250,372	-	-	-	-	-	43,200	76,363	20,406	-	-	-	-	390,341	945,240	-	-	-	1,335,581	
DIVERSITY EQUITY & INCLUSION																																	
DE901	Office of Diversity Equity & Incluc	-	-	-	-	-	-	-	-	-	-	-	-	280,266	-	-	-	-	-	64,800	85,482	22,842	-	-	-	-	453,390	22,480	-	-	475,870		
TOTAL DIVERSITY EQUITY & INCLUSION		-	-	-	-	-	-	-	-	-	-	-	-	280,266	-	-	-	-	-	64,800	85,482	22,842	-	-	-	-	453,390	22,480	-	-	-	475,870	
ACADEMIC AFFAIRS																																	
PRO902	Provost	-	-	-	-	-	-	-	-	-	-	-	-	614,300	-	-	48,655	-	-	108,000	187,361	50,066	21,600	14,840	3,965	-	1,048,787	23,900	-	-	1,072,687		
DEP701	Academic Effectiveness	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31,450	-	-	31,450	
NWA901	Northwest Accreditation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31,524	-	-	31,524	
PRO904	Honors Program - Acad Support	-	-	-	-	-	-	-	-	-	-	-	-	97,860	-	-	-	-	8,000	21,600	29,847	7,976	-	-	-	280	165,563	20,140	-	-	185,703		
PRO908	Honors Program Course Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PRO909	General Education	-	-	-	-	-	-	-	-	-	-	-	53,892	-	7,916	-	-	-	-	-	14,472	18,851	5,037	-	-	-	100,168	22,840	-	-	123,008		
PRO911	Interdisciplinary Studies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,700	-	-	2,700	
PRO912	Salem General	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14,850	-	-	-	-	-	-	520	15,370	5,000	-	-	20,370		
PRO913	Willamette Promise	-	-	-	-	-	-	-	-	-	-	-	-	-	90,000	-	-	-	-	-	27,450	7,335	-	-	-	-	124,785	84,200	-	-	208,985		
PRO916	AA Reserve	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100,000	-	-	100,000	
PRO918	Endowed Jensen Lectureship	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,804	-	4,804	
PRO924	AA Course Release	-	-	-	-	-	-	-	-	-	-	-	665,379	-	-	-	-	-	-	-	-	54,228	-	-	-	-	719,607	-	-	-	719,607		
PRO933	Institutional Research Office	-	-	-	-	-	-	-	-	-	-	-	-	248,220	8,636	-	-	-	10,020	64,800	78,341	20,934	-	-	-	351	431,302	10,000	-	-	441,302		
PRO936	Partnerships	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PRO937	New Faculty Start-Up	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PRO921	Faculty Development	-	-	-	-	-	-	-	-	-	-	-	112,424	-	-	-	-	-	-	-	-	9,163	-	-	-	-	121,587	300,000	-	-	421,587		
PRO923	Faculty Diversity Initiatives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18,000	-	-	18,000	
PRO924	AA Technology	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	355,708	-	-	355,708	
PRO927	Endowed Prof Business	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,304	-	-	2,652	
PRO927	Undergraduate Research	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7,200	-	-	7,200	
REG901	Registrar	-	-	-	-	-	-	-	65,000	-	65,000	-	-	264,876	-	-	254,871	2,800	5,000	86,400	80,786	21,589	108,000	78,588	20,999	175	924,084	23,160	-	-	947,244		
REG905	Diplomas/Certificates	-	-	-	-	-	-	-	2,000	-	2,000	-	-	-	-	-	600	-	-	-	-	-	183	49	-	-	832	8,000	-	-	8,832		
SPO902	Sponsored Research	-	-	-	-	-	-	-	1,020,000	-	1,020,000	-	-	338,921	-	-	54,609	-	-	86,400	103,371	27,623	21,600	16,656	4,451	-	653,631	30,746	-	-	684,377		
SPO903	Sponsored Research Support Services	-	-	-	-	-	-	-	-	-	-	-	-	20,125	-	-	-	-	-	4,104	6,138	1,640	-	-	-	163	4,811	16,930	-	-	36,411		
SPO904	Institutional Review Board	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,648	-	-	-	-	-	-	-	-	-	10,930	-	-	21,741
TOTAL ACADEMIC AFFAIRS		-	-	-	-	-	1,020,000	-	67,000	-	1,087,000	53,892	777,801	1,584,302	106,552	-	358,135	8,4															

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Western Oregon University
FY26 Education & General Fund Budget
By Index

Western Oregon University PV26 Education & General Fund Budget By Index		Tuition (+) 01100	Study Resource Fees (+) 01200	Other Student Fees (+) 01700	Fee Remissions (-) 01900	State Resource Redistrib (+) 02510	Gift Grants & Contracts (+) 03000	Interest & Royalties (+) 05100	Sales & Services (+) 06000	Other Revenue (+) 08000	TOTAL REV	Tenure- Faculty Salary (+) 10100-10101	NTF Faculty Salary (+) 10102	Unclass Salary (+) 10103	Other Unclassified & Faculty Pay (+) 10200	Academic Pay Summer (+) 10203	Classified Salary (+) 10301	Classified Pay (+) 10400	Student Pay (+) 10501	Uncl Health/Life OPE (+) 10964	Uncl Retirement OPE (+) 10967	Uncl Other OPE (+) 10968	Classified Health/Life OPE (+) 10974	Classified Retirement OPE (+) 10977	Classified Other OPE (+) 10978	Student OPE (+) 10988	Total Personnel	Services and Supplies (+) 20000	Intrnl Sales Reimburse (Reductn/Exp) (-) 79000	Transfer In (-) 91000	Transfer Out (+) 92000	TOTAL EXP		
DEVELOPMENT IN ADVANCEMENT																																		
DA0807 Office of Inst. Advancement							200,000				200,000	-	-	572,780	-	-	-	3,000	47,000	129,600	174,698	46,681	-	915	245	1,645	-	976,564	30,000					1,006,564
DA0922 Alumni Office											-	-	-	72,276	-	-	-	3,000	-	21,600	22,044	5,890	-	915	245	-	-	125,970	15,000					140,970
DA0954 Annual Fund											-	-	-	85,052	-	-	-	-	-	21,600	19,841	5,302	-	-	-	-	-	111,795	20,000					131,795
TOTAL DEVELOPMENT IN ADVANCEMENT		-	-	-	-	-	200,000	-	-	-	200,000	-	-	710,108	-	-	-	6,000	47,000	172,800	216,583	57,973	-	1,830	490	1,645	-	1,214,325	65,000	-	-	-	-	1,279,325
MARKETING & COMMUNICATIONS																																		
COM002 Strategic Comm & Marketing											-	-	-	227,295	-	-	184,594	5,000	26,840	43,200	57,501	18,525	43,200	57,827	15,453	939	-	680,374	277,810					958,184
TOTAL MARKETING & COMMUNICATIONS		-	-	-	-	-	-	-	-	-	-	-	-	227,295	-	-	184,594	5,000	26,840	43,200	57,501	18,525	43,200	57,827	15,453	939	-	680,374	277,810	-	-	-	-	958,184
GENERAL INSTITUTION																																		
GEN710 Institution Wide - Instruct Support											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		900,000			900,000	
GEN803 Operating Reserve											-	-	-	(400,000)	(135,336)	-	(500,000)	50,000	-	-	(163,277)	(43,630)	-	(137,250)	(36,675)	-	(1,366,168)	500,000					(866,168)	
GEN812 College Center Gen Fund Use											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	160,000				160,000	
GEN819 General Institutional Expense							85,000				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				-		
GEN837 Admin. Cost Recoveries (Auxiliary)											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		(1,500,000)			(1,500,000)	
GEN862 Summer Session - Even		1,900,000									1,900,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				-		
GEN863 Summer Session - Odd		300,000									300,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				-		
GEN877 Institution-Wide SELP Loans											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				-			
GEN896 Copier Replacement Reserve							379,248				379,248	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				-		
GEN941 State Government Assessments											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	115,000			254,000		
GEN944 Instruction Fees											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30,000			30,000		
GEN945 Fee Remissions											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000			15,000		
GEN954 Indirect Cost Recoveries											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			-		
GEN971 Staff/Dependents at other Inst											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,000			20,000		
GEN983 Institutional Wide											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	250,000			250,000		
GEN984 Prior Yr Balance To/From BD											35,790,771	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			5,535,895		
IC0001 Colleges/Stdns Aff. Indirect Cost Rc											780,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	780,000			780,000		
TOTAL GENERAL INSTITUTION		35,768,156	450,000	3,432,685	(5,200,000)	36,170,019	1,380,000	2,300,000	210,000	40,000	74,550,860	-	(400,000)	(122,412)	-	-	(476,686)	50,000	-	5,076	(159,335)	(42,577)	-	(137,250)	(34,775)	-	(1,317,599)	4,170,000	(1,500,000)	-	5,829,895	7,191,930		
RECURRING BUDGETED GENERAL FUND		35,768,156	530,000	3,442,685	(5,200,000)	36,170,019	2,600,000	2,300,000	500,000	100,000	76,210,860	11,511,763	4,740,221	12,020,147	493,748	785,216	7,054,232	257,599	1,451,072	7,741,634	8,754,761	2,408,430	2,528,712	2,223,001	595,923	226,465	62,792,924	14,520,208	(3,190,720)	(69,133)	5,834,699	75,697,978		
PRO002 EAB - cultivate Juniors											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	218,110			218,110		
DA0907 Foundation Campaign											-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	60,000			60,000		
TOTAL ONE-TIME FUNDS		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	278,110	-	-	-	278,110		
EDUCATION & GENERAL FUND TOTAL		35,768,156	530,000	3,442,685	(5,200,000)	36,170,019	2,600,000	2,300,000	500,000	100,000	76,210,860	11,511,763	4,740,221	12,020,147	493,748	785,216	7,054,232	257,599	1,451,072	7,741,634	8,754,761	2,408,430	2,528,712	2,223,001	595,923	226,465	62,792,924	14,520,208	(3,190,720)	(69,133)	5,834,699	75,887,978		

Western Oregon University Office of Budgets, Service Departments, & Auxiliary Enterprises Budgets (Excluding Athletics & IFC)			Enrollment Fees (+) 01000	State Resource Redistrib (+) 02520	Gifts, Grants & Contracts (+) 03000	Investment (+) 05100	Sales & Services (+) 06000	Other Revenues (+) 08000	Svc Dept Sales Reimb (+) 09000	Total Revenue	Unclass Salary (+) 10103	Other Unclassified Pay (+) 10200	Classified Salary (+) 10301	Classified Pay (+) 10400	Student Pay (+) 10501	Uncl Health/Life OPE (+) 10564	Und Retirement OPE (+) 10567	Uncl Other OPE (+) 10568	Classified Health/Life OPE (+) 10574	Classified Retirement OPE (+) 10577	Classified Other OPE (+) 10578	Student OPE (+) 10588	Total Personnel	Services and Supplies (+) 20000	General Admin Overhead (+) 28204	Bond Debt (+) 28811	Travel (+) 39000	Student Aid (+) 50000	Merchandise for Resale (+) 60000	Indirect Costs (+) 70003	Depreciation (+) 80500	Transfer In (+) 91000	Transfer Out (+) 92000	TOTAL EXP	NET (ignoring depr.)			
INDEX	FUND TYPE	DEPT NAME																																				
DESIGNATED OPS AND SERVICE DEPTS FUNDS																																						
CDP901	SERVICE	Council of Presidents																																				
P9E910	DESOP	Sundry Gifts																																				
DO5957	DESOP	National Student Exchange Program	3,500																																			
DO5811	DESOP	Career Development Revenue	9,999																																			
GFA935	DESOP	General Scholarship Fund																																				
REG910	DESOP	Veteran's Service																																				
CAD910	DESOP	WOU Band Festival																																				
CAD912	DESOP	Music Scholarships																																				
CAD929	DESOP	WOU Choral Festival																																				
RCD904	DESOP	Resource Center on Deafness																																				
TRD914	SERVICE	TR Tech Support Center																																				
TRD885	DESOP	Traffic Safety Education																																				
P55918	DESOP	Crime Prevention																																				
UC5904	SERVICE	Computer Maintenance																																				
UC5907	SERVICE	Telecommunications																																				
TOTAL DESIGNATED OPS AND SERVICE DEPTS FUNDS			48,134	-	-	1,685	124,130	545,470	1,511,603	2,231,022	333,291	6,000	340,188	14,000	800	64,800	103,483	27,653	75,600	108,027	28,866	29	1,102,737	1,072,242	-	-	-	50,200	-	5,843	240,000	-	-	-	-	2,471,022	-	
AUXILIARY ENTERPRISES FUNDS (EXCLUDING ATHLETICS & IFC)																																						
DIA517	AUX	DIA Smith Series Revenue Odd Year																																				
DIA527	AUX	DIA Smith Series Revenue Even Year																																				
DIA660	AUX	Smith Fine Arts																																				
P55922	AUX	Parking																																				
GEN876	AUX	Recreation Center Building Fee	332,055																																			
GFA962	AUX	Vending (Incopies)-Library																																				
GFA964	AUX	Vending Income-General																																				
AUX990	AUX	Conference Services																																				
OUR901	AUX	University Residences Operations																																				
OUR902	AUX	Residence Hall Prog & Training																																				
OUR903	AUX	Residence Hall Association																																				
OUR919	AUX	Vending Income-Dorms																																				
AUX977	AUX	Residential Dining																																				
AUX978	AUX	Retail Dining																																				
AUX983	AUX	The Press																																				
AUX994	AUX	Allegro																																				
AUX995	AUX	Western Deli																																				
AUX996	AUX	Western Grill																																				
SHC901	AUX	Undist Student Health Fee	1,788,066																																			
SHC904	AUX	Health Service																																				
SHC916	AUX	Health Counseling Building Fee	80,674																																			
CAD953	AUX	Rainbow Dance Theatre																																				
CD2905	AUX	Child Development Center																																				
TOTAL AUXILIARY ENTERPRISES FUNDS (EXCLUDING ATHLETICS & IFC)			2,175,795	30,977	46,000	11,732,203	17,294	707,000	14,709,269	1,413,225	51,706	1,987,985	78,407	842,385	471,960	430,235	118,646	307,840	609,065	166,784	29,485	6,989,722	2,715,323	853,166	991,989	2,500	-	956,962	-			107,844	(150,000)	2,667,363	17,295	287		
TOTAL DESIGNATED OPS, SERVICE DEPTS, AND AUXILIARY ENTERPRISES			2,223,929	-	36,977	47,685	11,856,393	562,764	2,218,603	16,940,291	1,746,516	59,706	2,308,173	92,407	848,185	536,760	533,718	146,299	888,440	717,092	195,650	29,514	8,092,459	3,787,565	853,166	991,989	2,500	50,200	956,962	5,843	347,844	(532,044)	2,667,363	17,223,847	64,288			

Western Oregon University
FY26 Incidenta Fee Budgets

Western Oregon University FY26 Incidental Fee Budgets		Other Student Fees (+) 01700	Gifts, Grants & Contracts (+) 03000	Investment (+) 05100	Sales & Services (+) 06000	Other Revenues (+) 08000	Svc Dept Sales Reimb (+) 09000	Total Revenue	Unclass Salary (+) 10103	Other Unclassified Pay (+) 10200	Classified Salary (+) 10301	Classified Pay (+) 10400	Student Pay (+) 10501	Uncl Health/Life OPE (+) 10964	Uncl Retirement OPE (+) 10967	Uncl Other OPE (+) 10968	Classified Health/Life OPE (+) 10974	Classified Retirement OPE (+) 10977	Classified Other OPE (+) 10978	Student OPE (+) 10988	Total Personnel	Services and Supplies (+) 20000	General Admin Overhead (+) 28204	Travel (+) 39000	Depreciation (+) 80500	Transfer In (-) 91000	Transfer In Incidental Fee Allocation (-) 91105	Transfer Out (+) 92000	TOTAL EXP	NET (Ignoring depr.)	
INDEX	DEPT NAME																														
ADMINISTRATIVE																															
	GEN897 IFC Computer Reserve							-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(19,873)	19,873	-	-	
	GEN948 Extraordinary Travel	151,140						151,140																			(5,000)	5,000	-	-	
	GEN950 SS Incidenta Fees	3,729,750						3,729,750																				4,079,028	4,079,028	-	151,140
	GEN951 Acad Yr Incidenta Fees																													(349,278)	
TOTAL ADMINISTRATIVE		3,880,890	-	-	-	-	-	3,880,890	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(24,873)	4,103,901	4,079,028	(198,138)
ABBY'S HOUSE/FOOD PANTRY																															
	DOS975 SPEAK (Abby's House)							-	-	-	-	-	55,993	-	-	-	-	-	-	1,960	57,953	3,511	4,549	-	-	-	(66,013)	-	-	-	
TOTAL ABBY'S HOUSE/FOOD PANTRY													55,993							1,960	57,953	3,511	4,549	-	-	-	(66,013)	-	-	-	
ACCESS																															
	DOS923 Interpreters (Access)							-	-	11,428	-	-	-	-	3,486	931	-	-	-	-	15,845	-	1,173	-	-	-	-	(17,017)	-	1	(1)
TOTAL ACCESS										11,428					3,486	931					15,845		1,173			-	-	(17,017)		1	(1)
ASSOCIATED STUDENTS OF WOU																															
	ASW903 ASWOU Administration							-	-		44,115		79,960	-	-	-	21,600	13,455	3,595	2,799	165,524	7,624	12,813				(185,961)	-	-	-	
	ASW909 ASWOU Communications							-	-					-	-	-	-	-	-	-	-	630	47				(677)	-	-	-	
	ASW915 Model United Nations							-	-					-	-	-	-	-	-	-	-	17,668	1,308				(18,976)	-	-	-	
	ASW923 Art & Design Club							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
	ASW926 ASWOU Executive Expense							-	-					-	-	-	-	-	-	-	-	1,448	108				(1,556)	-	-	-	
	ASW934 Natural Science							-	-					-	-	-	-	-	-	-	-	7,810	578				(8,389)	(1)	1	-	
	ASW936 Multicultural Student Union							-	-					-	-	-	-	-	-	-	-	22,346	1,654				(24,000)	-	-	-	
	ASW937 Student Organization Director							-	-					-	-	-	-	-	-	-	-	3,684	273				(3,957)	-	-	-	
	ASW942 ASWOU Elections							-	-					-	-	-	-	-	-	-	-	238	18				(256)	-	-	-	
	ASW943 ASW Multicultural Programs							-	-					-	-	-	-	-	-	-	-	2,048	152				(2,200)	-	-	-	
	ASW947 Business & Economics							-	-					-	-	-	-	-	-	-	-	1,337	99				(1,436)	-	-	-	
	ASW948 M.E. Ch. A.							-	-					-	-	-	-	-	-	-	-	4,920	365				(5,285)	-	-	-	
	ASW951 Triangle Alliance							-	-					-	-	-	-	-	-	-	-	1,987	148				(2,134)	1	-	(1)	
	ASW969 Black Student Union							-	-					-	-	-	-	-	-	-	-	1,603	119				(1,722)	-	-	-	
	ASW972 Math Club							-	-					-	-	-	-	-	-	-	-	875	65				(940)	-	-	-	
	ASW973 American Sign Language Club							-	-					-	-	-	-	-	-	-	-	1,196	89				(1,285)	-	-	-	
	ASW978 Hawaii Club							-	-					-	-	-	-	-	-	-	-	2,886	214				(3,100)	-	-	-	
	ASW989 Acapella Club							-	-					-	-	-	-	-	-	-	-	267	20				(287)	-	-	-	
	ASW990 Student Veterans of America							-	-					-	-	-	-	-	-	-	-	2,287	170				(2,457)	-	-	-	
	ASW991 UNIDOS							-	-					-	-	-	-	-	-	-	-	610	46				(656)	-	-	-	
	ASW992 Swing Dance Club							-	-					-	-	-	-	-	-	-	-	381	29				(410)	-	-	-	
	ASW993 CFHO Public Health							-	-					-	-	-	-	-	-	-	-	381	29				(410)	-	-	-	
	ASW994 Board Game Club							-	-					-	-	-	-	-	-	-	-	232	18				(250)	-	-	-	
	ASW996 Pre Med Club							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
	ASW997 Aspiring Teachers Association							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
	ASW998 Creative Writers Guild							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
	ASW964 Criminal Justice Club							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
	ASW999 Exercise Science Club							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
	ASW803 Fibers Arts Club							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
	ASW804 Pre-Nursing Club							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
	ASW805 FAWOU							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
	ASW804 NICC							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
	ASW804 Thespians							-	-					-	-	-	-	-	-	-	-	93	7				(100)	-	-	-	
TOTAL ASSOCIATED STUDENTS OF WOU											44,115		79,960				21,600	13,455	3,595	2,799	165,524	83,481	18,439				(267,444)	-	-	-	
ATHLETICS																															
	JA1101 IFC - Administration							-	-					-	-	-	-	-	-	-	-	193,005	14,283				(90,962)	(116,326)	-	-	
	JA1501 IFC Athletic Training							-	-					-	-	-	-	-	-	-	-	17,000	1,258				(18,258)	-	-	-	
	JA1601 IFC - Athletic Performance							-	-					-	-	-	-	-	-	-	-	4,000	296				(4,296)	-	-	-	
	JI2101 IFC - Football							-	-					-	-	-	-	-	-	-	-	674,452	49,910				(517,080)	(207,282)	-	-	
	JI2201 IFC - Volleyball							-	-					-	-	-	-	-	-	-	-	134,819	9,977				(85,726)	(59,070)	-	-	
	JI2301 IFC - Womens Soccer							-	-					-	-	-	-	-	-	-	-	177,079	13,104				(131,113)	(59,070)	-	-	
	JI2501 IFC - Mens Basketball							-	-					-	-	-	-	-	-	-	-	169,212	12,522				(122,664)	(59,070)	-	-	
	JI2601 IFC - W Basketball							-	-					-	-	-	-	-	-	-	-	169,076	12,512				(122,518)	(59,070)	-	-	
	JI3001 IFC - Baseball							-	-					-	-	-	-	-	-	-	-	198,739	14,707				(122,156)	(91,290)	-	-	
	JI3001 IFC - Softball							-	-					-	-	-	-	-	-	-	-	168,954	12,503				(90,167)	(91,290)	-	-	
	JI3101 IFC - Mens Soccer							-	-					-	-	-	-	-	-	-	-	204,925	15,165				(161,020)	(59,070)	-	-	
	JA1101 IFC - Cheerleading							-	-					-	-	-	-	-	-	-	-	38,917	3,665				(53,188)	-	-	-	
	JA4001 IFC - M Cross Country							-	-	7,650				-	-	2,333	623	-	-	-	-	10,606	165,246				(115,720)	(61,753)	-	-	
	JA4301 IFC - W Cross Country							-	-					-	-	-	-	-	-	-	-	189,246	14,005				(141,496)	(61,753)	-	-	
TOTAL ATHLETICS										7,650					2,333	623					10,606	2,504,670	186,136				(1,776,364)	(925,048)	-	-	

Western Oregon University
FY26 Incidental Fee Budgets

Western Oregon University FY26 Incidental Fee Budgets		Other Student Fees (+) 01700	Gifts, Grants & Contracts (+) 03000	Investment (+) 05100	Sales & Services (+) 06000	Other Revenues (+) 08000	Svc Dept Sales Reimb (+) 09000	Total Revenue	Unclass Salary (+) 10103	Other Unclassified Pay (+) 10200	Classified Salary (+) 10301	Classified Pay (+) 10400	Student Pay (+) 10501	Uncl Health/Life OPE (+) 10964	Uncl Retirement OPE (+) 10967	Uncl Other OPE (+) 10968	Classified Health/Life OPE (+) 10974	Classified Retirement OPE (+) 10977	Classified Other OPE (+) 10978	Student OPE (+) 10988	Total Personnel	Services and Supplies (+) 20000	General Admin Overhead (+) 28204	Travel (+) 39000	Depreciation (+) 80500	Transfer In (-) 91000	Transfer In Incidental Fee Allocation (-) 91105	Transfer Out (+) 92000	TOTAL EXP	NET (Ignoring deprec.)		
CAMPUS RECREATION					53,000			53,000	275,928				163,556	86,400	84,158	22,488				5,724	638,254	185,762	60,978			374,295		(831,994)	-	427,295		
DO5967 Health & Wellness Center					14,000			14,000					35,458							1,241	36,699	7,910	3,302					(33,911)	-	14,000		
DO5983 Aquatic Center Operation													27,906						977	28,883	68,398	7,199					(104,480)	-				
DO5984 Aquatic Center Programs					46,000			46,000					41,382						1,448	42,830		3,170								46,000		
DO5985 Intramurals					2,000			2,000					43,667						1,528	45,195	4,150	3,652					(50,997)	-				
DO5986 Turf and Grass Fields					9,000			9,000					14,656						513	15,169	32,751	3,547					(42,467)	-			9,000	
DO5800 Men's Lacrosse																					18,047	1,336					(19,383)	-				
DO5801 Men's Soccer																					4,500	333					(4,833)	-				
DO5802 Men's Rugby																					21,000	1,554					(22,554)	-				
DO5803 Women's Rugby																					11,000	814					(11,814)	-				
DO5804 SORC Rock Climbing																					2,000	148					(2,148)	-				
DO5806 Dance Team																					4,000	296					(4,296)	-				
DO5812 Women's Soccer																					4,500	333					(4,833)	-				
DO5814 Men's Basketball																					3,500	259					(3,759)	-				
TOTAL CAMPUS RECREATION					124,000			124,000	275,928				336,625	86,400	84,158	22,488				11,431	807,030	267,518	86,921			374,295		(1,137,469)	-	498,295		
CHILDCARE																																
GEN949 Child Care Reserve																												(39,540)	39,540			
TOTAL CHILDCARE																												(39,540)	39,540			
CREATIVE ARTS																																
CAD933 Music					5,200			5,200		35,100			7,505		10,706	2,861				263	56,435	29,682	7,957	21,400				(110,274)	-	5,200		
CAD937 Dance					5,000			5,000		4,500			3,789		1,373	367				133	10,162	21,785	3,125	10,280	897			(40,352)	-	5,897		
CAD938 Theatre					8,000			8,000		7,000			41,001		2,135	571				1,435	52,142	59,523	8,301	500				(112,466)	-	8,000		
CAD942 Art and Design										10,400			16,032		3,172	848				561	31,013	5,503	2,821	1,600				(40,937)	-			
TOTAL CREATIVE ARTS					18,200			18,200		57,000			68,327		17,386	4,647				2,392	149,752	116,493	22,304	31,780	897			(204,029)	-	19,097		
STUDENT ENGAGEMENT																																
SE0901 Student Engagement Operations																																
SE0902 Leadership, Inclusion, & Activities (LIA)							50,250	190,000	240,250	300,962		140,469	5,877	134,947	108,000	91,793	24,528	56,160	44,636	11,928	4,723	924,023	289,048	89,768	-	482,609		(1,062,589)	-	722,859		
SE0903 Student Activities Board													16,657							583	17,240	27,808	3,334					(48,382)	-			
TOTAL STUDENT ENGAGEMENT							50,250	190,000	240,250	300,962		140,469	5,877	151,604	108,000	91,793	24,528	56,160	44,636	11,928	5,306	941,263	361,360	96,588	2,592	482,609	-	(1,161,553)	-	722,859		
STUDENT MEDIA																																
SE0904 Student Media																						3,936	292					(4,228)	-			
SE0905 Northwest Passage													5,802							203	6,005	3,409	697					(10,111)	-			
SE0906 Western Journal					3,000			3,000					43,362							1,728	51,090	10,636	4,567					(63,283)	-	3,000		
SE0907 KWOU Student Radio Station													5,849							205	6,054	3,581	713					(10,348)	-			
TOTAL STUDENT MEDIA					3,000			3,000					61,013							2,136	63,149	21,552	6,269	-				(87,970)	-	3,000		
WOLF RIDE																																
DO5979 WOLF Ride					3,000			3,000					31,680							1,109	32,789	14,764	3,519	-	8,499			(48,072)	-	11,499		
TOTAL WOLF RIDE					3,000			3,000					31,680							1,109	32,789	14,764	3,519	-	8,499			(48,072)	-	11,499		
TOTAL IFC		3,880,890	3,000	-	195,450	-	190,000	4,269,340	576,890	76,078	184,584	5,877	775,202	194,400	199,156	53,217	77,760	58,091	15,523	27,133	2,243,911	3,473,349	425,798	36,372	866,300	(1,776,364)	(4,079,028)	4,143,441	5,333,779	(198,139)		

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Finance and Administration Committee (FAC), Revision of the Committee Charter

Prior to assuming full governance authority of the University on July 1, 2015, the Western Oregon University Board of Trustees approved charters for its (then) three standing committees. Each charter included a recommendation for annual review and assessment.

To fulfill the recommendation for annual review, Finance and Administration Committee (FAC) has provided a careful review of its charter to ensure it aligns with the current practices of the committee and the university.

At its May 21, 2025 meeting, the Finance and Administration Committee accepted the changes to their committee charter. Many of the changes, which are included in this docket were made to clarify the policy jurisdiction of the committee.

COMMITTEE RECOMMENDATION

It is recommended that the Western Oregon University Board of Trustees accept the changes to the Finance and Administration Committee Charter as presented in this docket.



Western Oregon University Board of Trustees

Finance & Administration Committee (FAC)

Mission

The Finance and Administration Committee (FAC) of the WOU Board of Trustees is charged with ensuring effective operations and sound stewardship of the university's financial, technology, and physical assets in support of the university's mission. The FAC is responsible for making decisions delegated to it and making recommendations to the Board, consistent with Board Statements and University policy.

Authority and Responsibilities

General Responsibilities

Under the guidance of the full board, develop and recommend policies necessary to ensure university resources are managed prudently, efficiently, and effectively.

Develop and recommend, for Board adoption, the policy for operational and transactional authority to be delegated to the President and Vice President for Finance and Administration including reporting requirements and evaluation mechanisms in accordance with Section 1.6, Board Statement on Delegation of Authority.

Develop and monitor a set of financial performance and accountability measures for the university, including reporting requirements and evaluation mechanisms.

Ensure a rigorous control environment and internal control structure that protects and safeguards institutional assets against losses.

The Chair of the Committee shall have the prerogative to defer Committee actions, where, in their opinion, the matter at hand is better suited for full Board consideration.

The Chair of the Committee shall provide a standing report at each Board meeting as to the Committee's activities in the interim.

Operating budget and general finance issues

Advise the Board on the management of the ongoing financial and administrative affairs of the university



Evaluate, monitor, and advise the Board on enterprise risk posed by, but not limited to, capital projects, debt, and budget allocations.

Oversee the annual tuition and fee approval process that: 1) ensures resident student access and affordability are maximized to an extent feasible by the university's sustainability goals; 2) includes significant student involvement and input in both the formulation and approval processes each year; and 3) combines the approval processes for both the academic year and summer session into one action in spring each year.

Review and recommend the annual operating budget to the Board and approve any changes above Board thresholds thereto each year.

Accept quarterly budget management reports for the university and annual audits.

Ensure that all required audits are conducted on time.

Review and approve treasury management policies and contracts.

Review and recommend to the Board bond sales, including issuing determinations that a project is self-supporting and self-liquidating where applicable to the extent permitted by law, Certificate of Participation (COP) sales, and other financing agreements.

Review and recommend to the Board the Investment Policy Guidelines for the quasi-endowment and other university-directed investments as needed.

Review the quarterly and annual investment reports of the quasi-endowment and other university-directed investments as needed.

Capital budget issues

Review and recommend to the Board capital construction budgets as outlined in Section 1.6, Board Statement on Delegation of Authority.

Review and recommend to the Board transfers of interest in university-owned real property in accordance with Board Statements or University policies.

Business operations

Focus the business functions of the university on supporting the university's mission and the Board's priorities.



Provide oversight of financial services policies, including but not limited to, accounting, billing, cash/check processing, financial reporting and receivables.

Cybersecurity and Emergency Preparedness

Provide oversight of information security, cybersecurity, campus public safety programs, annual security and fire safety report required by the CLERY act, and emergency preparedness plans.

Organization

Membership; Structure; Quorum

The FAC, consistent with the Board Statement on Committees, will consist of five members from the Board of Trustees. The chair of the FAC will be appointed by the Board chair. A quorum of the FAC will be three committee members, excluding the Vice President for Administration.

Meetings

The FAC will meet at least four times each year. FAC meetings will be conducted in substantial compliance with the Board Statement on the Conduct of Public Meetings. Because committees meet more frequently than the full Board of Trustees, the Chair or staff are encouraged to convene meetings by telephone or videoconference for the convenience of the committee members.

Agenda, Minutes, and Reports

The chair, in collaboration with the staff designee(s), is responsible for establishing the agendas for meetings. An agenda, together with relevant materials, will be sent to committee members at least seven (7) days in advance of the meeting. Minutes for all meetings shall be drafted by the staff designee(s), reviewed by the Secretary to the Board, reviewed by the committee chair, and approved by committee members at the following meeting.

Staff Designee

The Vice President for Finance and Administration will be staff to the FAC.

Review of Charter

This charter shall be reviewed and reassessed by the FAC at least annually, and any proposed changes shall be submitted to the board for approval.

Document History

- Discussed and revised at May 27, 2015 FAC Meeting
- Approved by the Board of Trustees at October 28, 2015 Meeting
- Discussed and revised at April 6, 2023 FAC Meeting
- Approved by the Board of Trustees at April 19, 2023 Meeting
- Discussed and revised at the May 21, 2025 FAC meeting



Western Oregon University Board of Trustees

Finance & Administration Committee (FAC)

Mission

The Finance and Administration Committee (FAC) of the WOU Board of Trustees is charged with ensuring effective operations and sound stewardship of the university's financial, technology, and physical assets in support of the university's mission. The FAC is responsible for making decisions delegated to it and making recommendations to the Board, consistent with Board Statements and University policy.

Authority and Responsibilities

General Responsibilities

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Develop and recommend, for Board adoption, the policy for operational and transactional authority to be delegated to the President and Vice President for Finance and Administration including reporting requirements and evaluation mechanisms in accordance with Section 1.6, Board Statement on Delegation of Authority.

Develop and monitor a set of financial performance and accountability measures for the university, including reporting requirements and evaluation mechanisms.

Ensure a rigorous control environment and internal control structure that protects and safeguards institutional assets against losses.

The Chair of the Committee shall have the prerogative to defer Committee actions, where, in their opinion, the matter at hand is better suited for full Board consideration.

The Chair of the Committee shall provide a standing report at each Board meeting as to the Committee's activities in the interim.

Operating budget and general finance issues

Advise the Board on the management of the ongoing financial and administrative affairs of the university



Evaluate, monitor, and advise the Board on enterprise risk posed by, but not limited to, capital projects, debt, and budget allocations.

Oversee the annual tuition and fee approval process that: 1) ensures resident student access and affordability are maximized to an extent feasible by [meeting the university's sustainability](#) ~~Board's affordability~~ goals; 2) includes significant student involvement and input in both the formulation and approval processes each year; and 3) combines the approval processes for both the academic year and summer session into one action in spring each year.

Review and recommend the annual operating budget to the Board and approve any changes above Board thresholds thereto each year.

Accept quarterly budget management reports for the university and annual audits.

Ensure that all required audits are conducted on time.

Review and approve treasury management policies and contracts.

Review and recommend to the Board bond sales, including issuing determinations that a project is self-supporting and self-liquidating where applicable to the extent permitted by law, Certificate of Participation (COP) sales, and other financing agreements.

Review and recommend to the Board the Investment Policy Guidelines for the quasi-endowment and other university-directed investments as needed.

Review the quarterly and annual investment reports of the quasi-endowment and other university-directed investments as needed.

Capital budget issues

Review and recommend to the Board capital construction budgets as outlined in Section 1.6, Board Statement on Delegation of Authority.

Review and recommend to the Board transfers of interest in university-owned real property in accordance with Board Statements or University policies.

Business operations

Focus the business functions of the university on supporting the university's mission and ~~the Board's priorities~~ [strategic plan](#).

G Gayle Evans
4:17 PM May 20

Delete: "meeting"

G Gayle Evans
4:16 PM May 20

Replace: "Board's" with "university's sustainability"

G Gayle Evans
4:16 PM May 20

Delete: "affordability"

G Gayle Evans
4:08 PM May 20

Delete: "the Board's priorities"

G Gayle Evans
4:08 PM May 20

Add: "strategic plan."



Provide oversight of financial services policies, including, but not limited to accounting, billing, cash/check processing, financial reporting and receivables. ~~the procurement and contracting policies, including, but not limited to monitoring minority, women-owned and emerging small business utilization, certain sole source contract approvals, special procurement processes, and emergency procurements.~~
~~Provide oversight of WOU risk management policies.~~

Commented [1]: @boakyek@mail.wou.edu Does this work for you?

Commented [2R1]: Perfect!

Commented [3]: This language will be moved to the Executive Governance and Trusteeship Committee Charter

Formatted: Right: 0.07", Space Before: 0.45 pt, Line spacing: Multiple 1.15 li

Cybersecurity and Emergency Preparedness

Provide oversight of information security, cybersecurity, campus public safety ~~programscampus security programs~~, annual security and fire safety report required by the CLERY act, and emergency preparedness plans.

Organization

Membership; Structure; Quorum

The FAC, consistent with the Board Statement on Committees, will consist of five members from the Board of Trustees. The chair of the FAC will be appointed by the Board chair. A quorum of the FAC will be three committee members, excluding the Vice President for Administration.

Meetings

The FAC will meet at least four times each year. FAC meetings will be conducted in substantial compliance with the Board Statement on the Conduct of Public Meetings. Because committees meet more frequently than the full Board of Trustees, the Chair or staff are encouraged to convene meetings by telephone or videoconference for the convenience of the committee members.

Agenda, Minutes, and Reports

The chair, in collaboration with the staff designee(s), is responsible for establishing the agendas for meetings. An agenda, together with relevant materials, will be sent to committee members at least seven (7) days in advance of the meeting. Minutes for all meetings shall be drafted by the staff designee(s), reviewed by the Secretary to the Board, reviewed by the committee chair, and approved by committee members at the following meeting.

Staff Designee

The Vice President for Finance and Administration will be staff to the FAC.



Review of Charter

This charter shall be reviewed and reassessed by the FAC at least annually, and any proposed changes shall be submitted to the board for approval.

Document History

- Discussed and revised at May 27, 2015 FAC Committee Meeting
- Approved by the Board of Trustees at October 28, 2015 Meeting
- Discussed and revised at April 6, 2023 FAC Committee Meeting
- Approved by the Board of Trustees at April 19, 2023 Meeting
- Discussed and revised at the May 19, 2025 FAC Committee meeting



Academic, Student, and Athletic Affairs Committee (ASAAC), Revision of the Committee Charter

Prior to assuming full governance authority of the University on July 1, 2015, the Western Oregon University Board of Trustees approved charters for its (then) three standing committees. Each charter included a recommendation for annual review and assessment.

To fulfill the recommendation for annual review, the Academic, Student and Athletics Affairs Committee (ASAAC) has provided a careful review of its charter to ensure it aligns with the current practices of the committee and the university.

At its May 20, 2025 meeting, the Academic, Student and Athletics Affairs Committee accepted the changes to their committee charter. Many of the changes, which are included in this docket were made to incorporate athletics into the jurisdiction of this committee.

COMMITTEE RECOMMENDATION

It is recommended that the Western Oregon University Board of Trustees accept the changes to the Academic, Student and Athletic Affairs Committee Charter as presented in this docket.

**Western Oregon University Board of Trustees
Academic, Student, and Athletic Affairs Committee (ASAAC)**

MISSION

The Academic, Student and Athletic Affairs Committee (ASAAC) of the WOU Board of Trustees is charged with ensuring effective operations related to teaching, research and public service programming of the university as well as programming and policy decisions in support of campus life. The ASAAC is responsible for making recommendations to the Board, consistent with Board Statements and University policy, and to fulfill other duties as assigned by the Board.

AUTHORITY AND RESPONSIBILITIES

Academic Curriculum

The ASAAC is responsible for review of and recommendation to the WOU Board of Trustees actions on the introduction of new degree, certificate or minor programs and assurance of maintenance of appropriate standards for academic accreditation.

Educational Policy

The ASAAC is responsible for advising, reviewing, and recommending actions proposed by the University to the WOU Board of Trustees on university-level admissions requirements.

Academic Organization

The ASAAC is responsible for review of and recommendation to the WOU Board of Trustees actions proposed by the University on academic operational organization in support of students and faculty.

Student Co-Curricular Strategies

The ASAAC is responsible for reviewing and making recommendations to the WOU Board of Trustees regarding the program and service offerings that affect the overall quality, satisfaction and outcomes of the student experience. ASAAC may choose to make a recommendation to the WOU Board of Trustees when the committee identifies an impactful action or decision.

Student Health and Safety

The ASAAC is responsible for reviewing and recommending actions to the WOU Board of Trustees on policies and programs related to student health and safety.

Policies Governing Student Conduct and Student Organizations

The ASAAC is responsible for reviewing and recommending actions to the WOU Board of Trustees on policies related to student conduct and student organizations. The committee should include student interests in all policy decisions made by the Board.

ORGANIZATION

Membership; Structure; Quorum

The ASAAC, consistent with the Board Statement on Committees, will consist of five members from the Board of Trustees. The chair of the ASAAC will be appointed by the Board chair. The Vice President for Academic Affairs, the Vice President for Student Affairs, and Executive Director of Athletics will serve in their capacity as non-voting, ex officio members of the ASAAC. A quorum of the ASAAC will be three committee members, excluding the Vice President for Academic Affairs, the Vice President for Student Affairs, and the Executive Director of Athletics.

Meetings

The ASAAC will meet at least quarterly each year. ASAAC meetings will be conducted in substantial compliance with the Board Statement on the Conduct of Public Meetings. Because committees meet more frequently than the full Board of Trustees, the Chair or staff are encouraged to convene meetings by telephone or videoconference for the convenience of the committee members.

Agenda, Minutes, and Reports

The chair, in collaboration with the staff designee(s), is responsible for establishing the agendas for meetings. An agenda, together with relevant materials, will be sent to committee members at least seven (7) days in advance of the meeting. Minutes for all meetings shall be drafted by the staff designee(s), reviewed by the Secretary to the Board, reviewed by the committee chair, and approved by committee members at the following meeting.

Staff Designee

The Vice President for Academic Affairs, the Vice President for Student Affairs, and the Executive Director of Athletics will be staff to the ASAAC.

Review of Charter

This charter shall be reviewed and reassessed by the ASAAC at least annually, and any proposed changes shall be submitted to the board for approval.

Document History

- Discussed and revised at May 27, 2015 ASAC Committee meeting
- Approved by the Board of Trustees at October 28, 2015 meeting
- Discussed and revised at March 22, 2023 ASAC Committee meeting
- Approved by the Board of Trustees at the April 19, 2023 Meeting
- Discussed and revised at May 20, 2025 ASAAC Committee meeting



Western Oregon University Board of Trustees Academic, Student and Athletic Affairs Committee (ASAAC)

Commented [1]: Update here, too

MISSION

The ~~Academic, Student, and Athletic~~~~Academic, _and Student~~ Affairs Committee (ASAAC) of the WOU Board of Trustees is charged with ensuring effective operations related to teaching, research and public service programming of the university as well as programming and policy decisions in support of campus life. The ASAC is responsible for making recommendations to the Board, consistent with Board Statements and University policy, and to fulfill other duties as assigned by the Board.

Commented [2]: Add "A" to acronym

AUTHORITY AND RESPONSIBILITIES

Academic Curriculum

The ASAAC is responsible for review of and recommendation to the WOU Board of Trustees actions on the introduction of new degree, certificate or minor programs and assurance of maintenance of appropriate standards for academic accreditation.

Commented [3]: Add "A" to acronym

Educational Policy

The ASAAC is responsible for advising, reviewing, and recommending actions proposed by the University to the WOU Board of Trustees on university-level admissions requirements.

Commented [4]: Add "A" to acronym

Academic Organization

The ASAAC is responsible for review of and recommendation to the WOU Board of Trustees' actions proposed by the University on academic operational organization in support of students and faculty.

Commented [5]: Add "A" to acronym

Student Co-Curricular Strategies

The ASAAC is responsible for reviewing and making recommendations to the WOU Board of Trustees regarding the program and service offerings that affect the overall quality, satisfaction and outcomes of the student experience. ASAAC may choose to make a recommendation to the WOU Board of Trustees when the committee identifies an impactful action or decision.

Commented [6]: Add "A" to acronym

Student Health and Safety

The **ASAAC** is responsible for reviewing and recommending actions to the WOU Board of Trustees on policies and programs related to student health and safety.

Commented [7]: Add "A" to acronym

Policies Governing Student Conduct and Student Organizations

The ASAAC is responsible for reviewing and recommending actions to the WOU Board of Trustees on policies related to student conduct and student organizations. The committee should include student interests in all policy decisions made by the Board.

ORGANIZATION

Membership; Structure; Quorum

The **ASAAC**, consistent with the Board Statement on Committees, will consist of five members from the Board of Trustees. The chair of the ASAAC will be appointed by the Board chair. The Vice President for Academic Affairs, and the Vice President for Student Affairs, and the Executive Director of Athletics ~~Director~~ will serve in their capacity as non-voting, ex officio members of the ASAAC. A quorum of the ASAAC will be three committee members, excluding the Vice President for Academic Affairs, ~~and~~ the Vice President for Student Affairs, and the Executive Director of Athletics.

Commented [8]: Add "A" to acronym

Meetings

The **ASAAC** will meet at least quarterly each year. **ASAAC** meetings will be conducted in substantial compliance with the Board Statement on the Conduct of Public Meetings. Because committees meet more frequently than the full Board of Trustees, the Chair or staff are encouraged to convene meetings by telephone or videoconference for the convenience of the committee members.

Commented [9]: Add "A" to acronym

Commented [10]: Add "A" to acronym

Agenda, Minutes, and Reports

The chair, in collaboration with the staff designee(s), is responsible for establishing the agendas for meetings. An agenda, together with relevant materials, will be sent to committee members at least seven (7) days in advance of the meeting. Minutes for all meetings shall be drafted by the staff designee(s), reviewed by the Secretary to the Board, reviewed by the committee chair, and approved by committee members at the following meeting.



Staff Designee

The Vice President for Academic Affairs, ~~and~~ the Vice President for Student Affairs, ~~and the Executive Director of Athletics~~ will be staff to the ASAAC.

Commented [11]: Add "A" to acronym

Review of Charter

This charter shall be reviewed and reassessed by the ASAAC at least annually, and any proposed changes shall be submitted to the board for approval.

Commented [12]: Add "A" to acronym

Document History

- Discussed and revised at May 27, 2015 ASAC Committee meeting
- Approved by the Board of Trustees at October 28, 2015 meeting
- Discussed and revised at March 22, 2023 ASAC Committee meeting
- Approved by the Board of Trustees at the April 19, 2023 Meeting



Executive, Governance, and Trusteeship Committee (EGTC) - Board Vice Chair Election

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.

In June of 2023, the Board elected Kari Nelsestuen as its Vice Chair. At their May 29, 2025 meeting. The Executive, Governance, and Trusteeship Committee voted to recommend Trustee Kari Nelsestuen to serve a second term as Vice-Chair of the Western Oregon University

COMMITTEE RECOMMENDATION

The Executive, Governance, and Trusteeship Committee (EGTC) recommended at their May 29, 2025 meeting that the Western Oregon University Board of Trustees move forward with the reelection of Trustee Kari Nelsestuen as their Vice Chair from July 1, 2025 - June 30, 2027.



Executive, Governance, and Trusteeship Committee (EGTC), Revision of the Committee Charter

Prior to assuming full governance authority of the University on July 1, 2015, the Western Oregon University Board of Trustees approved charters for its (then) three standing committees. Each charter included a recommendation for annual review and assessment.

To fulfill the recommendation for annual review, the Executive, Governance, and Trusteeship Committee (EGTC) has provided a careful review of its charter to ensure it aligns with the current practices of the committee and the university.

At its May 29, 2025 meeting, the Executive, Governance, and Trusteeship Committee accepted the changes to their committee charter. Many of the changes, which are included in this docket were made to clarify the policy jurisdiction of the committee.

COMMITTEE RECOMMENDATION

It is recommended that the Western Oregon University Board of Trustees accept the changes to the Executive, Governance, and Trusteeship Committee Charter as presented in the docket.

Western Oregon University Board of Trustees Executive, Governance, and Trusteeship Committee (EGTC) Charter

MISSION

The Executive, Governance, and Trusteeship Committee (EGTC) of the WOU Board of Trustees is charged with ensuring (A) effective Board function, (B) presidential performance, (C) empowering University staff to position the University strategically with external audiences, and (D) monitoring legal and compliance risk to the Board and University. The EGTC is responsible for making recommendations to the Board, consistent with Board Statements and University policy, regarding presidential employment, board evaluation and performance, the University's strategic plan, advancement and advocacy, and litigation, and supporting financial stability.

AUTHORITY AND RESPONSIBILITIES

Employment of the President

The EGTC is responsible for any and all recommendations to the WOU Board of Trustees regarding the employment of the President, including, but not limited to, performance evaluations, including the form, process, and factors on which the President will be evaluated, terms and conditions of employment, compensation package, contract negotiations, discipline or termination of the President, and, when necessary, the conduct of a search for a new President or the appointment of an interim or acting President.

Strategic Plan

The EGTC is responsible for guiding, reviewing, and approving the form, direction, and content of the University's draft strategic plan. The President of the University develops the plan and presents the draft reviewed and approved by the EGTC to the WOU Board of Trustees for adoption.

Board Governance & Best Practices

The EGTC is responsible for developing an evaluation process and other governance best practices for the performance of the Trustees to improve Board function.

Board Statements

The EGTC is responsible for bringing any and all recommendations to the WOU Board of Trustees regarding Board Statements including, but not limited to presidential employment, including evaluation, presidential searches, and presidential contracts, legal services, trusteeship, board evaluation, conflict of interest, ethics, compliance, and work with government officials, including, but not limited to the Governor, Oregon Secretary of State, Treasurer, Attorney General, Higher Education Coordinating Commission (HECC) or legislators.

Board Retreat

The EGTC is responsible for organizing and recommending the structure of the retreat of the WOU Board of Trustees.

Board Membership

When Board vacancies occur, the EGTC will assess Board needs and identify ideal characteristics of a new trustee (e.g., skill sets, experience, geographic representation that the current board might lack). EGTC will then bring this information to the full Board for discussion in a public meeting. The university community will be invited to submit recommendations about ideal characteristics to the Board. At the time that the Board notifies the Governor's Office of the impending vacancy(ies), the Board will also communicate their identified ideal characteristics.

Litigation, Legal Services, Policies, and Risk Management

The EGTC is responsible for bringing, consistent with the Board Statement on the Delegation of Authority, any and all recommendations regarding litigation or settlement of claims to the WOU Board of Trustees. The EGTC is responsible for receiving any and all reports with regard to legal services, collective bargaining, compliance, or enterprise risk management from the General Counsel. The EGTC will strategically assess risk to the University and recommend actions to the Board, as appropriate, to complement the Board's Finance & Administration Committee's responsibilities and recommendations for financial audit and insurance coverage. The EGTC shall serve as the Board's Internal Audit Committee. When acting as the Internal 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.

The EGTC is also responsible for providing oversight of the procurement and contracting policies, including, but not limited to monitoring minority, veterans, women owned and emerging small business utilization, certain sole source contract approvals, special procurement processes and emergency procurements, as well as provide oversight of WOU risk management policies.

ORGANIZATION

Membership; Structure; Quorum

The EGTC, consistent with the Board Statement on Committees, will consist of the Board chair, the Board vice-chair, and three other members as appointed by the Chair. The Board chair will serve as the EGTC chair. A quorum of the EGTC will be three committee members.

Meetings

The EGTC will meet at least four times each year. EGTC meetings will be conducted in substantial compliance with the Board Statement on the Conduct of Public Meetings. Because committees may meet more frequently than the full Board of Trustees, the Chair

or staff are encouraged to convene meetings by telephone or videoconference for the convenience of the committee members.

Agenda, Minutes, and Reports

The chair, in collaboration with the staff designee, is responsible for establishing the agendas for meetings. An agenda, together with relevant materials, will be sent to committee members at least seven (7) days in advance of the meeting. Minutes for all meetings shall be drafted by the staff designee, reviewed by the Secretary to the Board, reviewed by the committee chair, and approved by committee members at the following meeting.

Staff Designee

The Board Secretary and his/her designee and the General Counsel will be staff to the EGTC.

Review of Charter

This charter shall be reviewed and reassessed by the EGTC at least annually, and any proposed changes shall be submitted to the board for approval.

Document History

- Discussed and revised at the May 27, 2015 EGTC meeting
- Approved by the Board of Trustees at the October 28, 2015 meeting
- Amendment considered and recommended at the November 1, 2021 EGTC meeting
- Amendment approved by the Board of Trustee at the November 17, 2021 meeting
- Discussed and revised at the January 27, 2023 EGTC meeting
- Approved by the Board of Trustees at the February 15, 2023 meeting
- Discussed and revised at the May 29, 2025 EGTC meeting



Western Oregon University Board of Trustees Executive, Governance, and Trusteeship Committee (EGTC) Charter

MISSION

The Executive, Governance, and Trusteeship Committee (EGTC) of the WOU Board of Trustees is charged with ensuring (A) effective Board function, (B) presidential performance, (C) empowering University staff to position the University strategically with external audiences, and (D) monitoring legal and compliance risk to the Board and University. The EGTC is responsible for making recommendations to the Board, consistent with Board Statements and University policy, regarding presidential employment, board evaluation and performance, the University's strategic plan, advancement and advocacy, and litigation, and supporting financial stability.

AUTHORITY AND RESPONSIBILITIES

Employment of the President

The EGTC is responsible for any and all recommendations to the WOU Board of Trustees regarding the employment of the President, including, but not limited to, performance evaluations, including the form, process, and factors on which the President will be evaluated, terms and conditions of employment, compensation package, contract negotiations, discipline or termination of the President, and, when necessary, the conduct of a search for a new President or the appointment of an interim or acting President.

Strategic Plan

The EGTC is responsible for guiding, reviewing and approving the form, direction, and content of the University's draft strategic plan. The President of the University develops the plan and presents the draft reviewed and approved by the EGTC to the WOU Board of Trustees for adoption.

Board Governance & Best Practices

The EGTC is responsible for developing an evaluation process and other governance best practices for the performance of the Trustees to improve Board function.

Board Statements

The EGTC is responsible for bringing any and all recommendations to the WOU Board of Trustees regarding Board Statements including, but not limited to presidential employment, including evaluation, presidential searches, and presidential contracts, legal services, trusteeship, board evaluation, conflict of interest, ethics, compliance, and work with government officials, including, but not limited to the Governor, Oregon Secretary of State, Treasurer, Attorney General, Higher Education Coordinating Commission (HECC) or legislators.



Evan Sorce
9:35 AM May 28

Add: "Board Statements The EGTC is responsible for bringing any and all recommendations to the WOU Board o..."

Board Retreat

The EGTC is responsible for organizing and recommending the structure of the retreat of the WOU Board of Trustees.

Board Membership

When Board vacancies occur, the EGTC will assess Board needs and identify ideal characteristics of a new trustee (e.g., skill-sets, experience, geographic representation that the current board might lack). EGTC will then bring this information to the full Board for discussion in a public meeting. The university community will be invited to submit recommendations about ideal characteristics to the Board. At the time that the Board notifies the Governor's Office of the impending vacancy(ies), the Board will also communicate their identified ideal characteristics.

Litigation, Legal Services, Policies, and Risk Management

The EGTC is responsible for bringing, consistent with the Board Statement on the Delegation of Authority ~~other Board Statements~~, any and all recommendations regarding litigation or settlement of claims to the WOU Board of Trustees. The EGTC is responsible for accepting any and all reports with regard to legal services, collective bargaining, compliance, or enterprise risk management from the General Counsel. The EGTC will strategically assess risk to the University and recommend actions to the Board, as appropriate, to complement the Board's Finance & Administration Committee's responsibilities and recommendations for financial audit and insurance coverage. The EGTC shall serve as the Board's Internal Audit Committee. When acting as the Internal 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.


The EGTC is also responsible for providing oversight of the procurement and contracting policies, including, but not limited to monitoring minority, veterans, women owned and emerging small business utilization, certain sole source contract approvals, special procurement processes and emergency procurements. As well as provide oversight of WOU risk management policies.


Board Statements


~~The EGTC is responsible for bringing any and all recommendations to the WOU Board of Trustees regarding Board Statements including, but not limited to presidential employment, including evaluation, presidential searches, and presidential contracts, legal services, trusteeship, board evaluation, conflict of interest, ethics, compliance, and work with government officials, including, but not limited to the Governor, Oregon Secretary of State, Treasurer, Attorney General, Higher Education Coordinating Commission (HECC) or legislators.~~


ORGANIZATION


Membership; Structure; Quorum


 Evan Sorce
9:41AM May 28
Add: "Policies,"

 LouAnn Vickers
2:34 PM Apr 3
List specific board statements (including "Delegation of Authority")

 Evan Sorce
9:46 AM May 28
Replace: "other Board Statements" with "the Board Statement on the Delegation of Authority"

 LouAnn Vickers
2:27 PM Apr 3
maybe receiving?

 Evan Sorce
9:37 AM May 28
Add: "The EGTC is also responsible for providing oversight of the procurement and contracting policies, in..."

 Evan Sorce
9:35 AM May 28
Delete: "Board Statements The EGTC is responsible for bringing any and all recommendations to the WOU Board o..."

The EGTC, consistent with the Board Statement on Committees, will consist of the Board chair, the Board vice-chair, and three other members as appointed by the Chair. The Board chair will serve as the EGTC chair. A quorum of the EGTC will be three committee members.

Meetings

The EGTC will meet at least four times each year. EGTC meetings will be conducted in substantial compliance with the Board Statement on the Conduct of Public Meetings. Because committees may meet more frequently than the full Board of Trustees, the Chair or staff are encouraged to convene meetings by telephone or videoconference for the convenience of the committee members.

Agenda, Minutes, and Reports

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Staff Designee

The Board Secretary and his/her designee and the General Counsel will be staff to the EGTC.

Review of Charter

This charter shall be reviewed and reassessed by the EGTC at least annually, and any proposed changes shall be submitted to the board for approval.

Document History

- Discussed and revised at the May 27, 2015 EGTC meeting
- Approved by the Board of Trustees at the October 28, 2015 meeting
- Amendment considered and recommended at the November 1, 2021 EGTC meeting
- Amendment approved by the Board of Trustee at the November 17, 2021 meeting
- Discussed and revised at the January 27, 2023 EGTC meeting
- Approved by the Board of Trustees at the February 15, 2023 meeting
- Discussed and revised at the May 29, 2025 EGTC meeting



LouAnn Vickers
2:35 PM Yesterday



To include General Counsel



Evan Sorce
2:45 PM May 28

Add: "Discussed and revised at the May 29, 2025 EGTC meeting"