



The University Council is responsible for determining the degree to which the university is meeting its mission and is engaged in comprehensive, ongoing, systematic assessment of its work that leads to mission fulfillment and improvement.

AGENDA

1. Welcome (*President Peters*)
2. Advisory Committee Updates
 - University Budget Advisory Committee (UBAC) (*Zach Hammerle*)
 - University Diversity & Inclusion Advisory Committee (UDIAC) (*Dominique Vargas*)
 - University Technology Advisory Committee (UTAC) (*Chelle Batchelor*)
3. [Accreditation Update](#) (*Judy Sylva*)
4. [Strategic Plan Update](#) (*Judy Sylva*)
5. Announcements

Mission Statement: *Western Oregon University provides a personalized learning community where individuals experience a deep sense of belonging and empowerment.*

NWCCU Spring 2025

Update October 8, 2025



NWCCU Accreditation

Timeline of Actions in the Current Cycle



NWCCU Accreditation

Timeline of Actions in the Current Cycle (continued)



WOU Accreditation Cycle

- 1 2023-24 Ad Hoc Report Recommendation 2
- 2 2024-25 Ad Hoc Report with visit (Rec. 1 & 3)
- 3 2025-26 Mid-cycle Evaluation with visit
- 4 2026-27
- 5 2027-28
- 6 2028-29 Policies, Regulations, and Financial Review (PRFR)
- 7 2029-30 Evaluations of Institutional Effectiveness Reports (EIE) with visit



Adaptation of the Bersin by Deloitte's (2012) High Impact Learning Organization (HILO) Maturity Model.

Standard Two – Governance, Resources, and Capacity

What can members of the WOU community
do to address Standard 2?

What can we do?

Faculty

- Engage in shared governance
- Contribute to planning efforts in your college and local units
- Champion academic freedom
- Promote high ethical standards
- Ensure curricular integrity and quality
- Advocate for necessary resources

Staff

- Practice ethical stewardship
- Actively participate in shared governance
- Ensure data integrity and reporting
- Resolve student issues fairly and timely
- Provide efficient and **accessible** services
- Provide input on resource needs
- Provide open communication
- Maintain accurate institutional representation

What can we do?

Students

- Participate in Student Government (ASWOU)
- Join University Committees
- Provide Timely and Constructive Feedback
- Utilize Support Services
- Report Resource Gaps
- Engage with Library and Information Resources
- Adhere to Academic and Ethical Policies
- Exercise Academic Freedom Responsibly
- Understand and Use Grievance Procedures

Everyone

- Participate in Governance
- Contribute to Planning
- Understand Institutional Roles
- Prioritize Student Success
- Support Continuous Improvement
- Uphold Academic Freedom
- Encourage Open Dialogue
- Communicate Accurately
- Adhere to Policies and Procedures
- Act with High Ethical Standards

Why???

WOU is striving to become an optimized learning organization in support of our mission and in pursuit of our vision.

Impact:

- Enhanced Institutional Stability & Effectiveness
- A Healthier and More Inclusive Campus Environment
- Increased Transparency
- Greater Focus on Student Success
- Institutional Resilience

How do these impacts affect the institution's long term stability and sustainability?

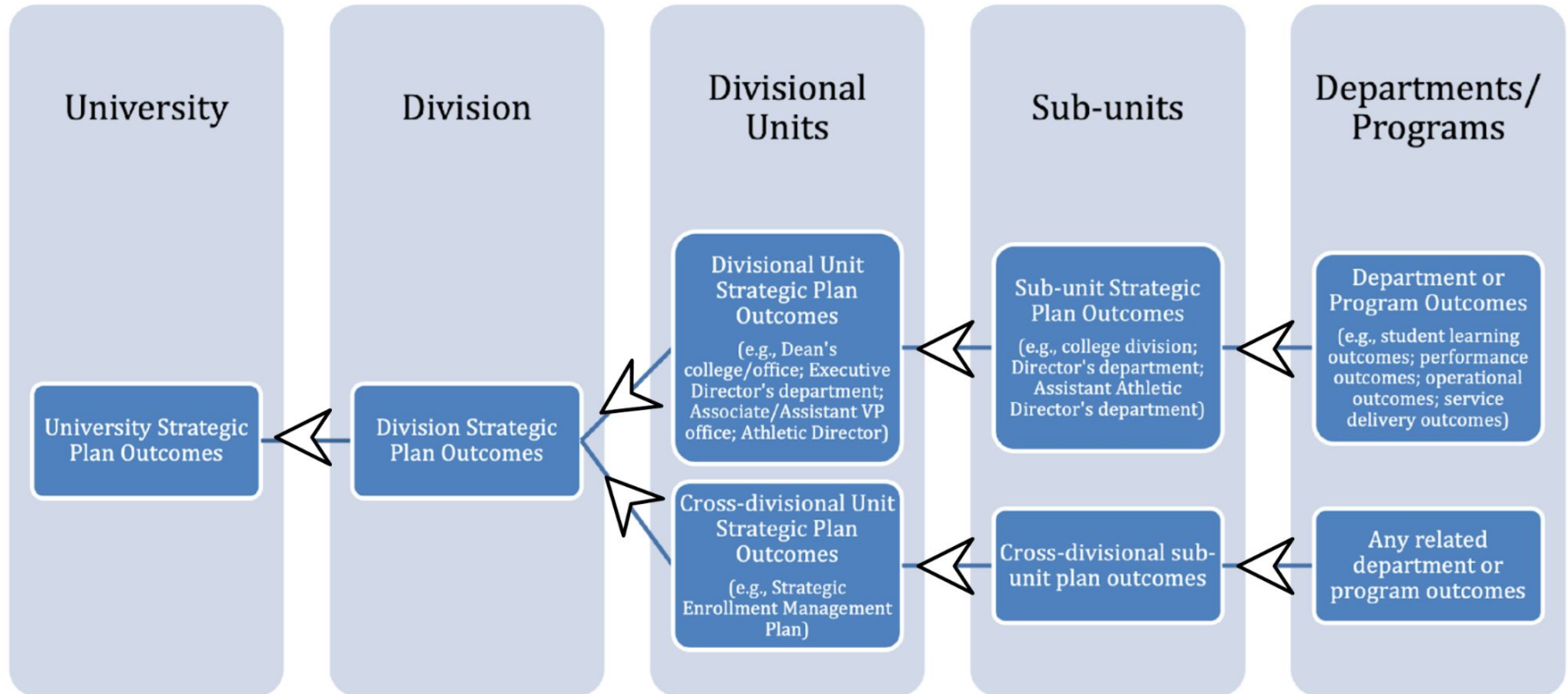
Enhanced Institutional Stability & Effectiveness	A Healthier & More Inclusive Campus Environment	Greater Focus on Student Success
<p>Sustained Accreditation: Adhering to all standards is essential for continued good standing.</p> <p>Stronger and More Ethical Governance: Strong governance is paramount for institutional health, sustainability, and prosperity.</p> <p>Improved Planning and Resource Allocation: This creates greater financial resilience.</p>	<p>Commitment to Academic Freedom: Fosters a climate of independent thought, reasoned conclusions, and respectful, meaningful discourse.</p> <p>Clear and Fair Policies and Procedures: This is crucial for all stakeholders</p> <p>Ethical & Fair Operations: WOU advocates for and exemplifies high ethical standards in all its management and operations.</p>	<p>Direct Support for Student Success: The foundational stability (governance, resources, policies) that enables all student success initiatives.</p> <p>Institutional Resilience: This is the key to providing a stable and reliable educational pathway for all students.</p>

University Council Update

October 8, 2025

What is the role of
University Council in
evaluating the
institutional strategic plan
to inform improvement??

Step 1: Align Goals & Outcomes



		Timeline:	2023-24 2024-25 2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32 Self Study
Institutional Sustainability	University Strategic Plan Outcome:								
	Western adapts to changes in the higher education landscape and implements strategic responses to emerging trends.	Plan	do	do	do	check	act	do	
	Streamlined and efficient processes enhance teaching methods, research capabilities, resource allocation, and administrative efficiency.	Plan	do	do	check	act	do	check	
Transformational Diversity	The overall quality and richness of the Western community is enhanced by diverse and talented students and employees.	Plan	do	check	act	do	check	act	
	Western Establishes positive, collaborative, and accessible learning and working environments that promote creativity, innovation, and effective teamwork.	Plan	do	do	check	act	do	check	
Student Success	Students are supported in a way that fosters satisfaction, belonging, engagement, and empowerment.	Plan	do	check	act	do	check	act	
	Students complete their educational goals and develop a lifelong learning mindset, preparing them for continuous education and professional development throughout their careers.	Plan	do	do	do	check	act	do	
Community Strength	Students feel connected to a larger community and see the real-world relevance of their academic pursuits.	Plan	do	do	check	act	do	check	
	The Western Oregon University community and community partners work with a sense of shared interest and mutual benefit, navigating external factors, such as economic shifts, policy changes, and global events, with a proactive and adaptive approach.	Plan	do	do	do	check	act	do	

Key:

Plan: Develop unit strategic plan including outcomes for each goal as well as measures or evidence that will be used to inform the assessment of each outcome. Establish a logic model to monitor the dynamics of resource allocation, strategies, tactics, interventions, or initiatives and outcomes to inform decision-making and a project plan with roles and responsibilities to collect, assess, report, and implement changes for ongoing improvement. Align sub-unit outcomes to unit outcomes and establish a timeline for assessment that informs the assessment of University Strategic Plan Outcomes.

Do: Initiatives will be implemented and outcome evidence will be collected and summarized, and compiled for review

Check: evidence will be assessed relative to the outcome resulting in some interpretation of the ways in which the outcome is being realized and implications for improvement in support of maximizing the impact and achieving the aligned goal. Implications will be prioritized and recommendations will be shared to determine alignment with available resources and/or requests for resource allocation or reallocation.

Act: Any recommendations accepted and funded will be implemented and the assessment cycle continues

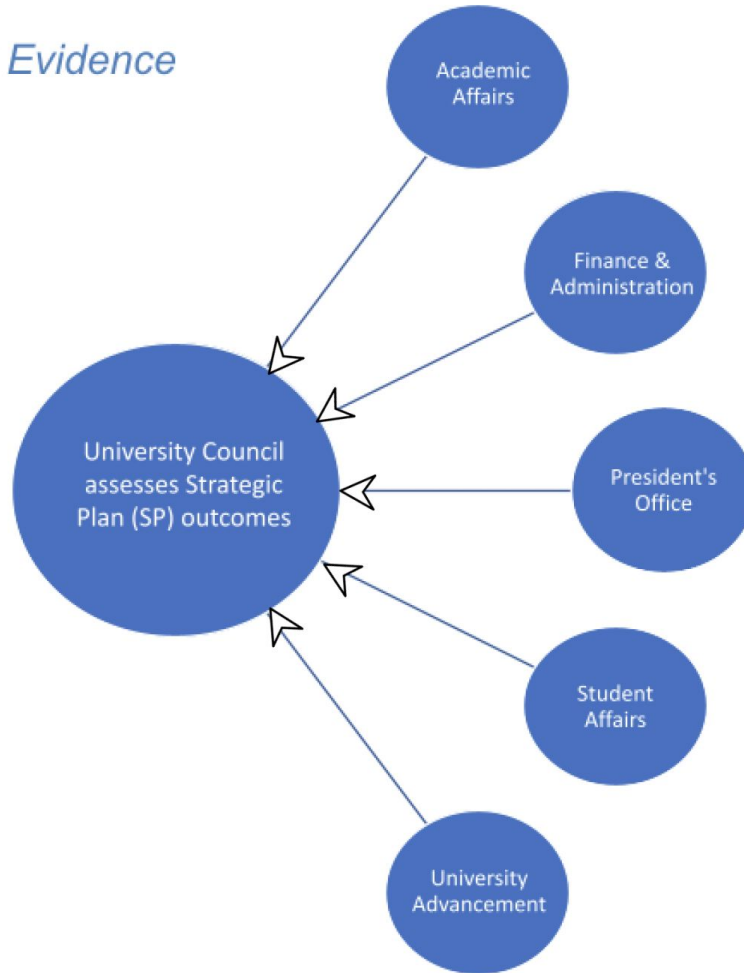
Step 2.

Determine the timeline for which institutional outcomes will be evaluated to inform evidence collection.

Step 3.

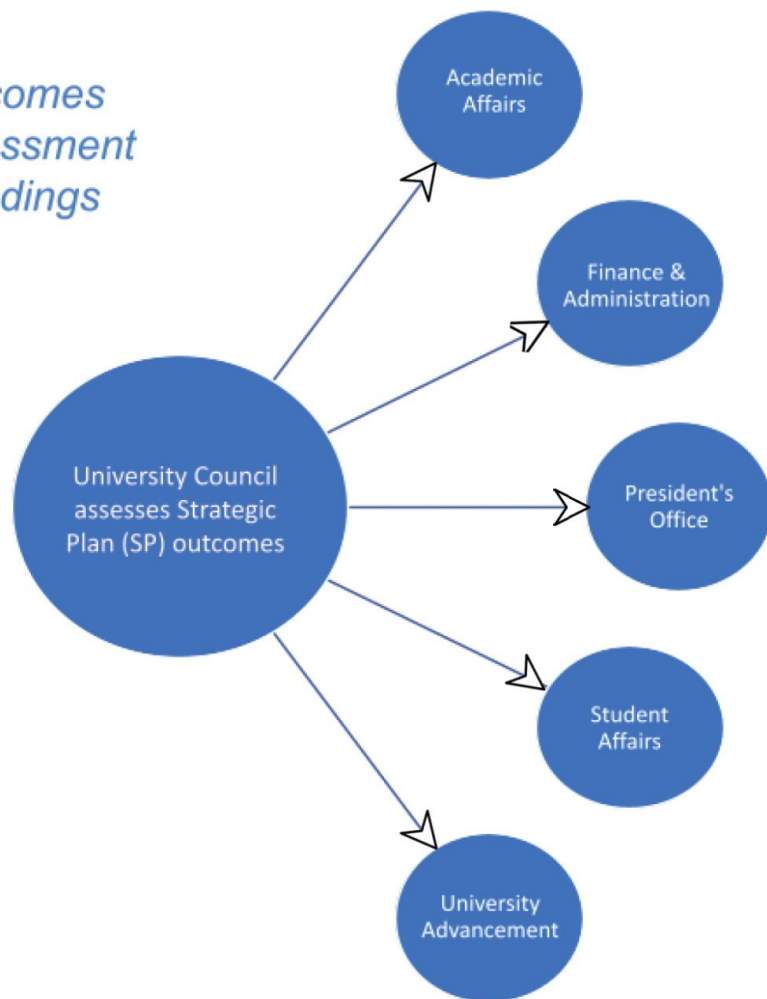
At the institutional level, University Council collects evidence of outcomes aligned to selected institutional plan outcomes from the University Divisions.

Collecting Evidence



Division SP outcome assessment reports inform assessment of University SP outcomes.

SP Outcomes Assessment Findings



University Council SP Outcome Assessment Report including recommendations for improvement goes back to the Divisions to inform planning and implementation of accepted recommendations.

The findings could be used to inform improvements in:

- Divisional Strategic planning
- Resource allocation processes
- Usefulness of current measures and/or identifying more appropriate evidence
- Outcomes assessment processes
- Institutional support/infrastructure

Step 4.
Based on evaluation of outcomes at the institutional level, University Council makes recommendations for improvement to the institutional plan and divisional units

What is next?

Reporting!



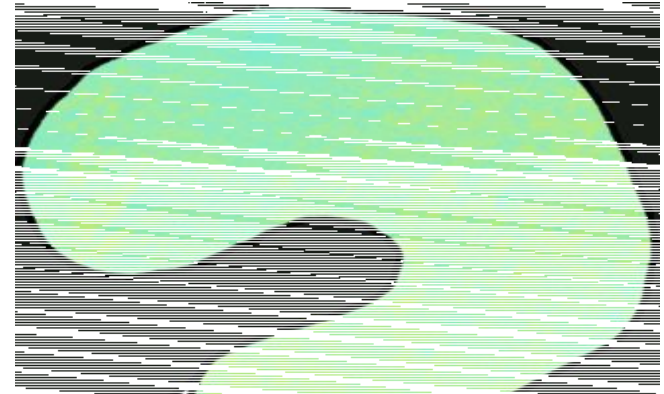
Unit

Division

University Council

- **When: ???**
- **What:**
 - Goal
 - [Alignment to division strategic plan](#)
 - Outcomes
 - Current strategies and initiatives being deployed to promote the outcomes
 - What we have learned that informs this outcome based on evidence analyzed to date
 - Next steps/opportunities for improvement

- **When: ???**
- **What: [Example](#)**
 - Goal
 - Alignment to institutional strategic plan
 - Outcomes
 - Current strategies and initiatives being deployed to promote the outcomes
 - What we have learned that informs this outcome based on evidence analyzed to date
 - Next steps/opportunities for improvement

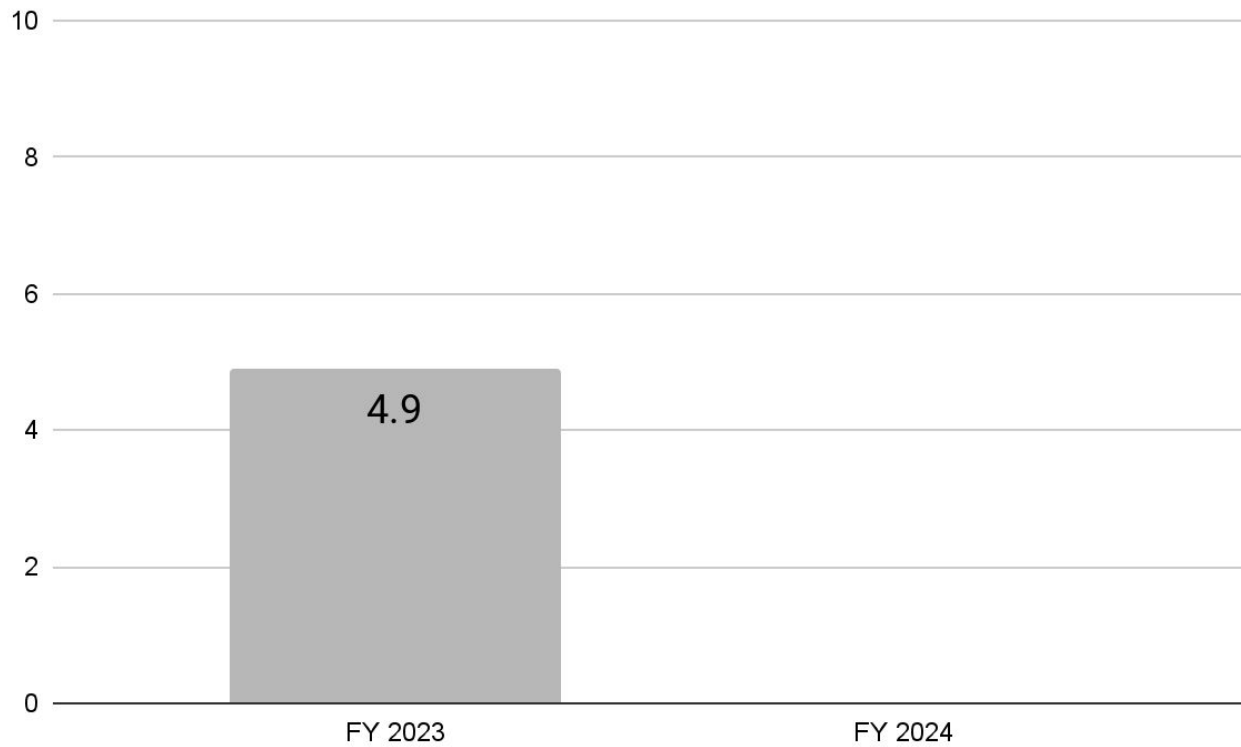


Update on Goals & Indicators

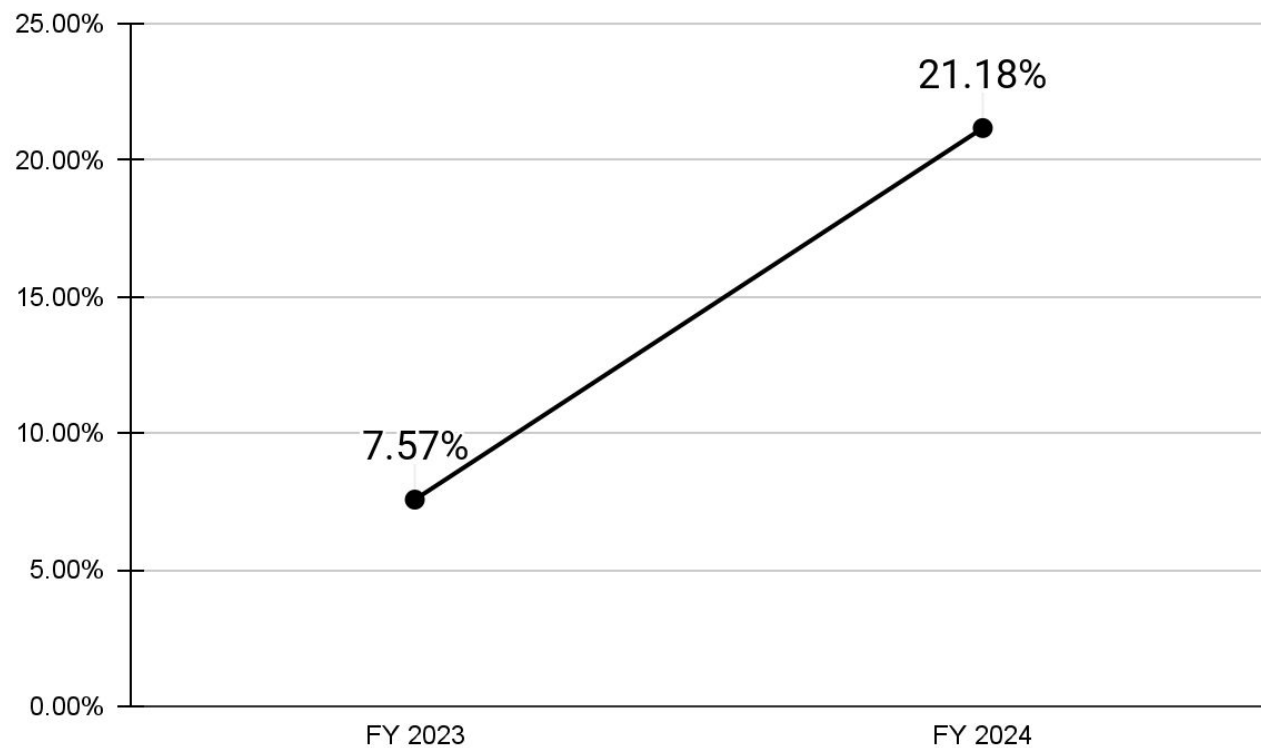
Goals 1 & 2

Goal: Institutional Sustainability

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.



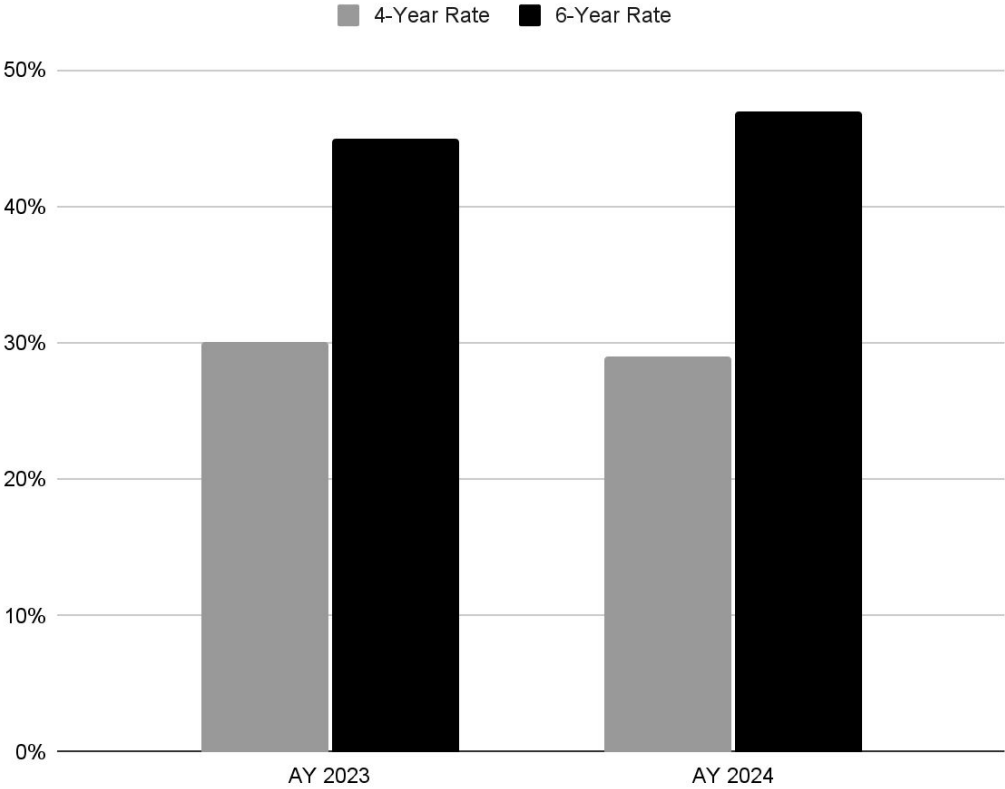
Composite Financial Index (CFI)



Endowment Growth

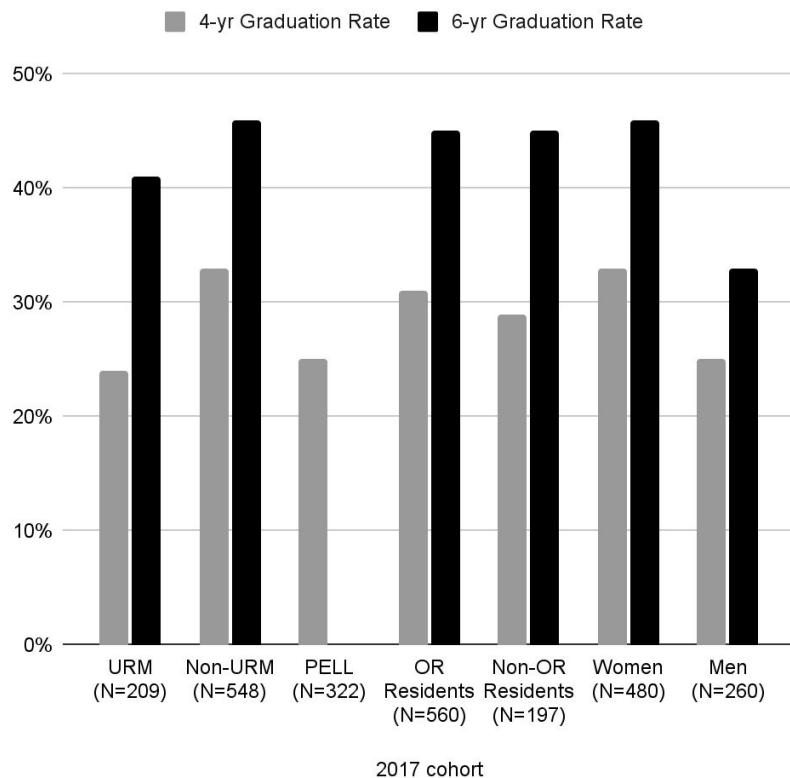
Goal: Student Success

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.



	4-Year Rate	4-year Average	6-Year Rate	6-year Ave.
AY 2023	30%	25%	45%	44%
AY 2024	29%	25%	47%	44%

Graduation Rates



2017 cohort	4-yr Graduation Rate	6-yr Graduation Rate
URM (N=209)	24%	41%
Non-URM (N=548)	33%	46%
PELL (N=322)	25%	NA
OR Residents (N=560)	31%	45%
Non-OR Residents (N=197)	29%	45%
Women (N=480)	33%	46%
Men (N=260)	25%	33%

Disaggregated Graduation Rates (2017 cohort)