



Board of Trustees Meeting – June 12, 2024

Appendix B

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FROM: Maureen Brakke, Director of Marketing & Communications

TO: Western Oregon University Board of Trustees

RE: June 2024 Board Update: Marketing & Communications

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

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

Embracing Diversity: MarCom aims to highlight faculty, staff, and student accomplishments and events that foster meaningful inclusion and spark open dialogue and crucial conversations. MarCom also intentionally selects marketing collateral representing the unique qualities and differences that make Western strong. MarCom also provides marketing, communications, graphic design, and web design support for university events and initiatives such as the Second Annual Hispanic Serving Institution, DEI Professional Development Training Sessions, Pastega Award Celebration, Student Awards, Memorial Day Banquet, Foundation & Alumni events, and the upcoming Commencement Celebration—all which highlight aspects of the diverse cultures and groups at Western.

Fostering Accessibility: MarCom is committed to ensuring that Western's website, social media platforms, and other digital and printed materials adhere to the latest accessibility standards, promoting inclusivity for everyone. Recently, MarCom collaborated with Western's Office of Disability Services to review and update the website and digital accessibility guidelines to align with best practices. The university also employs an accessibility plugin to help individuals with accommodations navigate and understand the website. Additionally, MarCom staff regularly attend workshops and training on accessibility and inclusivity to stay current in updated practices.

Valuing Community: MarCom actively promotes and highlights the service, civic engagement, cultural enrichment, and other initiatives that students, faculty, staff, and alumni participate in through pitching press releases to the media, social media posts, the internal @WOU newsletter, and the external monthly WolfBytes newsletter that reaches nearly 100,000 individuals. MarCom also seeks out news stories that highlight the Western community and connect it to the surrounding communities, the state, and beyond. MarCom also plays a role in ensuring Western has a presence in many community events such as the July 4th parade in Monmouth and Independence and the Fiesta Mexicana parade in Woodburn. MarCom also produces a regular alumni success story video, highlighting the accomplishments of Western alumni, focusing on how the experience and education they received at Western helped them succeed in their careers and lives.

Recent News:

- *Western Oregon University featured on Season 11 of The College Tour, now on Amazon Prime Video:* Season 11 of [The College Tour](#), a groundbreaking series from Emmy-nominated producers Alex Boylan, Lisa Hennessy, and Burton Roberts, is now streaming on Amazon Prime Video.
- *Staff and Faculty accomplishments celebrated at the annual Pastega Awards Ceremony:* The [2024 Pastega Award recipients](#) were recognized at a reception on May 22. Patricia Goldsworthy-Bishop, Ph.D., Professor of History, is the 2024 recipient of the Mario and Alma Pastega Award for Excellence in Scholarship. Earlene Camarillo, Ph.D. Professor of Politics, Policy, and Administration is the 2024 recipient of the Mario and Alma Pastega Award for Excellence in Service. Brooke Nott, Ph.D. Professor of Psychology is the 2024 recipient of the Mario and Alma Pastega Award for Excellence in Teaching. LouAnn Vickers, senior executive assistant to the President, is the 2024 recipient of the Mario and Alma Pastega Staff Excellence Award.
- *Over 150 High School students celebrated culture and connections at Western Oregon University:* Over 150 high school students [attended the cultural event, Conexiones](#). The event's keynote speaker was Oregon State Representative Nathan Sosa. Conexiones offered engaging sessions for students to connect with Western's community and learn more about their culture. Students participated in campus tours, interactive activities, and more. The Multicultural Student Union also hosted its 32nd annual Nuestra Fiesta Latina, celebrating the Hispanic and Latino/a/e identities.
- *Western Oregon University showcased undergraduate student research at the Academic Excellence Showcase:* Over 100 undergraduate students presented their research on May 30 at the annual [Academic Excellence Showcase](#). Students from multiple disciplines presented their work in collaboration with a faculty mentor. The event featured student panels, poster presentations, fine arts performances, a presentation of awards, and plenary speakers.
- *Congresswoman Andrea Salinas to address graduates at Western's Commencement ceremony:* Over 1,237 students are eligible to walk across the stage and graduate on June 15, completing a significant milestone in their lives. [Congresswoman Andrea Salinas](#) will be the Commencement keynote speaker.
- *Western Oregon University's Earth and Environmental Science program recently secured a three-year grant from the National Science Foundation. The three-year GEOPATHS* (Pathways into the Geosciences – Earth, Ocean, Polar, and Atmospheric Sciences) grant is from the National Science Foundation Division of Research, Innovation, Synergies and Education for approximately \$420,000. This funding aims to bolster undergraduate engagement in the field through a multifaceted approach encompassing course-based training, service learning, and skill development.
- *Digital marketing campaign update (April 2024 statistics):* A comprehensive digital marketing campaign, **We Got You**, was launched in January. Strategic tactics include streaming video ads, targeted social media campaigns, digital ads, SEO optimization, and Google AdWords.
 - Student segments from The College Tour episode are used as video ads on Facebook and Instagram.
 - Webpage visits to the We Got You campaign landing page are up nearly 200 percent. From March 20 through May 28, pageviews were at 7,400 compared to the timeframe from February 1 through March 19, where pageviews were 2,400.
 - Current Western billboards are located on Hwy 34 between Albany and Corvallis, off I-5 and Market Street. Another billboard with the tagline We Got You, went up off along 99W and Suver Road. Another billboard will go up off I-5 and Chemawa and in Grand Ronde off Hwy 18 during mid-to-late June.
- *Social media engagement:* Western's social media accounts saw upticks in post impressions and engagements in May. Compared to April, Instagram engagement increased 44.4%, Facebook's account engagement increased 51.2%. LinkedIn gained 111 new followers and increased engagement by 5%, X (formerly Twitter) post impressions increased by 30%, and TikTok content interaction (likes, comments, views, shares) increased 81%.

Board of Trustees Report for June 2024
Jose Coll, Provost and Vice President of Academic Affairs

I. Promotion & Tenure: Congratulations to the following faculty members:

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

II. Pastega Award May 22, 2024 Congratulations to the following recipients:

Excellence in Scholarship: Patricia Goldsworthy-Bishop, Professor of History
Excellence in Service: Earlene Camarillo, Associate Professor of Politics, Policy, and Administration
Excellence in Teaching: Brooke Dolenc Nott, Assistant Professor of Psychological Sciences
Award for Staff Excellence: LouAnn Vickers, Senior Executive Assistant to the President

III. Pilot Program for Conditional Admissions Fall 2024: Starting Fall 2024 Academic Affairs will begin a pilot program to support conditionally admitted students based on high impact practices. Several faculty have volunteered to participate and academic affairs will be utilizing resources from Title III grant to incentive and support the pilot. The goal will be to increase retention and academic success while exploring possible conditions to existing conditional admits.

https://drive.google.com/file/d/15GYyfjwJfaPrGpj-rwVw2I2Kfp9BWd_V/view

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

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

V. Minor and Graduate Certificate Proposals

- [P17980](#) Principal License Certificate (Alicia Wenzel, Education and Leadership: Master of Science in Education)
- [P17990](#) Educational Leadership Certificate (Alicia Wenzel, Education and Leadership: Master of Science in Education)
- [P18186](#) Neuroscience Minor (Michael Baltzley, Natural Sciences & Mathematics: Biology with Jay Schwartz, Psychology)

VI. National Science Foundation (NSF) Award - Project Overview

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



Board of Trustees Meeting -June 2024
Tina M. Fuchs, Vice President for Student Affairs

Admissions

- Application Data from the weekly SZRAWOU (aka “Z”) report (Banner/University created) and Slate (Admission CRM)

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

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

Slate App #'s (using completed app #'s)

- Application growth (2023-2024), +2.93%
 - Submitted apps are only 1.08% growth in applications
- Admit growth (2023-2024), +1.86

Funnel Progression YTD							
Metric	Started Apps	Submitted Apps	Completed Apps	Completion Rate	Admits	Conditional Ad...	Admit Rate
Fall 2022 YTD							
Freshman	2865	2803	2502	89.26%	2482	1125	99.20%
Post-Bac	1	1		.00%			
Transfer	522	501	424	84.63%	420	6	99.06%
Total	3388	3305	2926	88.53%	2902	1131	99.18%
Metric	Started Apps	Submitted Apps	Completed Apps	Completion Rate	Admits	Conditional Ad...	Admit Rate
Fall 2023 YTD							
Freshman	3692	3246	2730	84.10%	2695	866	98.72%
Post-Bac	29	16	11	68.75%	10		90.91%
Transfer	641	539	433	80.33%	417	2	96.30%
Total	4362	3801	3174	83.50%	3122	868	98.36%
Metric	Started Apps	Submitted Apps	Completed Apps	Completion Rate	Admits	Conditional Ad...	Admit Rate
Fall 2024 YTD							
Freshman	4006	3386	2879	85.03%	2812	734	97.67%
Post-Bac	22	10	9	90.00%	7		77.78%
Transfer	530	446	379	84.98%	361		95.25%
Total	4558	3842	3267	85.03%	3180	734	97.34%

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

Financial Aid

Over the course of the last several months, Financial Aid and University Computing Solutions (UCS) have been working with external partners to make sure our Banner Financial Aid system was ready. All updates that we know of are completed and we are in the PROD phase of the Banner updates..

WOU FAFSAs

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

- Unique FAFSAs: 5,496 compared to 4,997 this time last year at this time (9% increase)
- Note of interest: of the unique FAFSAs received, 2,827 are Pell Eligible (51.5%)

Verification has also been a concern where student FAFSAs are selected by the Department of Education to verify information provided. The concern relates specifically to delays in awarding financial aid. Last year WOU had (in total) 1,020 FAFSAs selected for verification. The Department of Education made a promise this year to reduce the number of files selected for verification. As of April 30, we have 19 applications selected for verification. This is good news and shows that the Department of Education is making good on their word.

Timeline for Awarding

Financial Aid, UCS, and our external partners have finished updates to Banner. Packaging of Financial Aid is currently taking place, with the first batch of graduate students having been awarded. The next round will include undergraduate student awarding with the goal of sending out award letters starting Friday, May 17. As packaging and awarding has been happening, further Banner refinements are taking place as needed.

Special thanks to Kella Helyer, Director of Financial Aid, the Financial Aid team, and members of the University Computing Solutions team for navigating this technically burdensome process.

New Student & Family Programs (NSFP)

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

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

University Housing

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

Abby's House, Center for Equity & Gender Justice

Abby's House recently received a one year \$50,000 grant through the [Spirit Mountain Community Fund](#). Our goals for the project include:

- Develop more robust community partnerships to increase level of wraparound support for individuals needing basic needs & DV/SA survivorship support
- Grow DV/SA specific programming to include adequate staff to oversee support groups for survivors on campus & campus-wide DV/SA education & bystander intervention opportunities
- Grow our funds for emergency services for DV/SA survivors & basic needs support (gas cards, food, clothing) to individuals/families in need

Student Engagement

Student Engagement, Associated Students of Western Oregon University (ASWOU), The Stonewall Center, and the Student Activities Board (SAB) have hosted or are planning a variety of events this spring term.

One program of note was the annual Holocaust Remembrance Day, Yom HaShoa. Organized as a passive program held over three days (May 6-8), Student Engagement organized a group of volunteers who planted flags of different colors representing different groups who were killed during the holocaust. Flags represented such groups as Jewish people (adults and children), LGBTQ+, Polish civilians, Serbian civilians, Soviet civilians, Jehovah's Witnesses, and others.

Upcoming events include Groove in the Grove, the Wolf Awards, Lavender Graduation, Black Graduation, Celebrating Identities, Senior Sendoff/Sunset, Hopscotch Immersive Art event, Wings and Wave excursion, and many other activities as we close out the year.

Student Clubs and Organizations are projected to have hosted 400 events for this academic year based on event data. Over 15% of the students have participated in an event this year as logged by attendance data on Presence. This is up from 11% last year.

Student Media works diligently to create and produce the [Western Howl](#), [KWOU](#) (WOU's student run internet radio station) and the [Northwest Passage](#). They are hiring next year's Editor

in Chief (Western Howl) and Station Manager (KWOU). They will also be honoring the WOU students that are graduating in the Western Howl. Pieces submitted over the year for the Northwest Passage will be celebrated in June at a celebration gathering.

Student Health and Counseling Center (SHCC)

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

Vice President for Student Affairs

We have made more progress on the [ASAC Work Plan](#) for 2023-24 since our last meeting. Updates include:

- Destination Western (and New Student and Family Programs) funded for FY25 (E&G funds)
- Requests for additional funding included:
 - Paying peer leaders (MCRs) in MSSP (currently volunteer)
 - Meeting state and federal compliance by funding a Confidential Advocate in Abby's House (currently funded by a grant that is expiring in August)
- Hired two mental health counselors, with one counselor being bilingual.
- Translated the Code of Student Responsibility into Spanish - available at the beginning of the summer.
- The Enrollment Deposit has a completion date of December 1, 2024
- Conditional Admission policy is currently under review.
- EAB representatives visited campus to discuss enrollment trends and assess WOU's policies and practices. A formal report will be submitted to the Vice President and the President with highlights and recommendations.

Update for the Board of Trustees Meeting (added 5/30/24)

In Support of WOU Strategic Planning

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

Examples of work happening within the division to support the Strategic Plan's Core Values include:

Centering Students

- New Student and Family Programs
 - Train student leaders on how to think of the students they are serving. Continually get feedback from students to build relevant onboarding events and engagements
- Admissions
 - Improved communications (new automatic campaign introducing and teaching prospects about WOU)
 - New virtual tour with key updates knowing not all students are able to get to campus physically
 - Continuing to assess our on-campus visit with ideas for more intentional targeted days, how we partner with academic programs (i.e., Criminal Justice Day), and bringing more “pomp and circumstance” to admitted student previews
- Wolfstore
 - We are working closely with Academic Affairs and the Library and the Center for Teaching and Learning on textbook affordability for students, including ways to collaborate to provide course materials free to students when possible.
- Center for Professional Pathways
 - Working on several fronts (grants, committees) to integrate students' career readiness/life design efforts into curriculum and programs, to enhance students' social mobility.

Embracing Diversity

- Admissions:
 - Partner with NSFP, Financial Aid, Housing, & Student Success and Advising for Financial Aid webinars in English and Spanish.
 - Building on the current email campaign, developing specific messaging for different communities (BIPOC, Hispanic/Latiné families, Admitted Students, Geographic Locations, etc.)
- Multicultural Student Services and Programs
 - Recognizing new incoming Diversity Scholars in the Fall and graduating Diversity Scholars in the Spring (68 grads for 2024)
 - Peer Mentor Program (MCR's) to support 1st gen/underrepresented students in the Diversity Scholars and On Track programs through their first year at WOU.
- Upward Bound
 - Residential program - moving to an official policy of students choosing their residence hall area based on gender identity

- New Student and Family Programs
 - Focus Destination Western on underserved students. Train orientation leaders on building community with a DEI focus. DEI track during PACK Welcome Week
- Center for Professional Pathways
 - Partnered with the DEI office on centering both LGBTQ+ and Disability in the Workplace. Facilitating a new Fellowship for Dream.US scholars.
- Financial Aid
 - Continuing to provide counseling services in Spanish, as needed along with presentations and FAFSA filing events in Spanish.
- Student Health and Counseling
 - Bilingual counseling services
 - English and Spanish welcome packets for new student orientations

Fostering Accessibility

- Disability Services
 - Exploring ways to make some accommodations universal at WOU (e.g. seeking to have digital note-taking services implemented in all classes possible.)
- New Student and Family Programs
 - Always use microphones at all events and include Spanish translators at Connect Days
- Student Conduct
 - Code of Student Responsibility translated to Spanish
- Multicultural Student Services and Programs
 - Provide a class/cohort opportunity for all first year Diversity Scholars (social and academic support for students to have a smooth transition to WOU and support in navigating a college environment as a 1st gen/underrepresented student).
- Financial Aid
 - Making presentations available across campus (i.e., Wednesdays in the WUC, informational sessions in TRIO programs, and residence halls).
- Student Health and Counseling
 - Implemented appointment cancellation through the Portal (so they don't have to call in);
 - Added appointment types that students can schedule online (currently includes counseling intakes and STI/pregnancy/UTI tests on the medical side)

Valuing Community

- Admissions
 - Attending Key events in Woodburn
 - Participating in local Juneteenth events for Monmouth/Independence.

- Disability Services
 - Partnering with different departments including the DEI office to do required accessibility awareness training and also providing interpreting support to community events.
- Child Development Center
 - Expanding interactions/field trips with WOU community and Monmouth/Independence community and Central School District
- New Student and Family Programs
 - Work with communities for Destination Monmouth and discounts on restaurants for Connect Days.
- Center for Professional Pathways
 - Connected our students to a record number of employers and professionals for career exploration and access to opportunities.
- Wolfstore
 - Partnering with the city of Monmouth and the Monmouth Business Association to support each other and create more awareness of how the Wolfstore can help support the community.
- Financial Aid
 - Presentations to local area high schools and financial aid webinars to help students and families understand the current FAFSA landscape and how to navigate processes.



FROM: Ricardo Lujan Valerio, Director of Government Relations

TO: Western Oregon University
Board of Trustees

RE: June Board Update – Government Relations

To the Board of Trustees:

This memorandum provides an overview of the 2024 interim with a brief update of the May legislative days, which were marked by significant legislative activity pertaining to the TRU+ sustainability funds and an early outlook to the state revenue forecast for the 2025-27 biennium and beyond.

As we continue to prepare for the 2025 legislative session, Western Oregon is committed to aligning with our core values and institutional goals, driving initiatives that center students, embrace diversity, foster accessibility, and value community. Our efforts include advocating for policies and funding that support student success, enhance institutional sustainability, promote transformational diversity, and strengthen our community ties. These practices have been instrumental in areas such as our TRU+ sustainability funds, our FAFSA/ Opportunity Grant advocacy, and our buildout of a legislative agenda.

By engaging with legislative leaders, we aim to secure resources and inform policies that improve educational outcomes, expand access to education, and build a robust, inclusive campus environment. Our strategic planning focuses on long-term financial health, equitable opportunities, and collaborative partnerships to ensure the university thrives in an evolving landscape. Western Oregon's advocacy plan will be centered on these goals and values.

2024 May State Revenue Forecast

State economists have reported that Oregon might issue a \$582 million "kicker" tax refund in 2026, following an underestimation of personal income tax revenues. This would mark the sixth consecutive kicker refund, triggered when actual revenues exceed budgeted amounts by at least 2%. Additionally, a separate refund of \$588 million is set to support K-12 education.

The economic outlook remains mixed, with steady job and wage growth but potential risks from high interest rates and stagnant population growth. Economists highlight the possibility of either a "soft" or "hard" landing, depending on how these factors evolve.

Oregon's latest economic forecast projects an ending balance of \$1.66 billion in June 2025, with plans to invest in critical areas such as housing, addiction treatment, and homelessness support. Legislative leaders from both parties emphasize the importance of addressing the state's housing

crisis, with Governor Tina Kotek proposing \$500 million to double the annual housing production and additional funds for homelessness support and rent assistance.

However, the forecast also reveals concerns about Oregon's stagnant population growth, which has been flat or negative across various demographics and regions. This trend poses long-term challenges for the state's labor market, economic activity, and revenue streams. The slowing population growth, projected at an annual increase of only 0.6% over the next decade, underscores the need for policies that make Oregon more attractive for residents and workers.

Leadership responses vary: while some highlight fiscal stability and prudent budgeting, others call for cautious spending and preparedness for economic challenges. There is bipartisan support for using the available funds to spur housing production, expand addiction treatment services, and address homelessness.

Higher education partners from multiple sectors have been discussing how to best position our legislative asks in 2025 for a potential big push in funding requests in 2025. The Governor's office has indicated the Higher Education Coordinating Commission to limit its Agency Recommended Budget (ARB) to current service level plus 1% (\$31 million). This will limit the ability to advocate for transformative investments in 2025; however, there are still four more forecasts before lawmakers receive the final numbers in March 2025, which will be used to craft the next two-year budget. Much could change in the coming months. Currently, forecasters estimate the state will have approximately \$34 billion in its general fund, a slight increase from the 2021-23 biennium. This projection means that lawmakers will have additional funds available for emergencies in the current two-year budget cycle.

TRU+ Sustainability Funds

The Emergency Board's Public Safety Committee heard invited testimony for the release of the remaining \$18M+ on sustainability funds. The HECC briefly testified on the work that our institutions have done in the past months. The conversations were mainly centered on Portland State's inclusion on the funds and the larger impact on sustainability that public-to-public institution competition also affects sustainability. The committee will carry out the request of the release of funds with the recommendation of approval from the HECC, Department of Administrative Services, and the Legislative Fiscal Office.

The full Emergency Board will hear this request on Friday, May 31st with Senate President Wagner presiding. The conversations in the subcommittee may be indicative of the conversations that may take place during the full E-Board hearing. There are legislators that have specific expectations on how to utilize these funds. As of now, the HECC has directed all participating universities that the funds must be used under at least one of the three following banners:

1. Strategic cost cutting, such as through early retirement incentives, paying up-front expenses for administrative efficiencies, or retiring debt.
2. Growing revenue, such as through equipment purchases that allow the expansion of high demand programs.
3. Collaborative activities, such as through the up-front costs associated with the development of shared academic, administrative, or student support services.

Western Oregon, through the University Budget Advisory Committee, conducted a campus-wide survey to assess ideas from multiple stakeholders. We will continue to work with our campus partners to assure there is communication and collaboration on how to best proceed with the HECC guidance and legislative expectation.



Department of Athletics Board of Trustees report- June 2024

WOU Athletics- Core Values

Centering Students- Under the NCAA DII philosophy, institutions aspire to achieve a balanced approach in which student-athletes reach their highest potential in the sports they love to play, the academic goals they choose to pursue, the engagement with their campus and local communities, and the personal development and wellness they need to succeed in life after college (NCAA DII Priorities).

Embracing Diversity- WOU Athletics is committed to establishing an inclusive culture in which people of all backgrounds are respected and given the opportunity to provide input in a safe environment.

Fostering Accessibility- DII embraces the regional model of competition. The eight competitive regions across the country allow for healthy rivalries to develop, reduce time away from campus, enable families to follow their student-athletes, and keep the athletics participation in perspective within the educational mission.

Valuing Community- Community engagement helps build connections between student athletes and their community. It also strengthens the bond among teammates and fosters individual and personal growth.

Alignment with the WOU Institutional Goals:

Student Success

Graduating Seniors FY24- 96 student athletes

Spring Sport Update:

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

Baseball- 16

Softball- 13

Men's Track & Field- 17

Women's Track & Field- 22

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

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

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

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

The Wolfies is the end of year celebration for our student athletes. The evening includes dinner and awards for the department and takes place the first Sunday of June each year.

Transformational Diversity

442 Student Athletes (161 female, 281 male)

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

Ethnicity as self-reported on NCAA survey:

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

Community Strength

This spring, student athletes participated in the Arbor Day tree planting project in Monmouth, YMCA youth sports programming, Central SD opportunities, and Cornerstone Valley employment. This summer, many of our programs will sponsor youth sport camps.

Sustainability

Development of an Athletics Advisory Committee- The purpose of the committee is to provide input on various components of our athletics program which will help inform some of the larger philosophical decisions about the role Athletics plays on our campus. The committee will include staff, faculty, administration, and a trustee.

The Wolves Athletic Auction is the premier fundraising event of the year for our department. The auction is held the first Saturday of June each year.

The Campus Recreation Strategic Plan 2022-2026 is focused on five areas, targeted participation, improve efficiency, skill development, fiscal responsibility, and save WOU. The full plan can be found [here](#).

WOU Core Values

Centering Students -

Club Sports

- [Positive] Campus Recreation once again hosted Oregon's Rugby high school and middle school state championships. 3 rugby fields were utilized (1 on turf, 2 in the Intramural grass fields) for this huge event that saw over 1,000 people in attendance, including ~450 high school and middle school students and their families. The WOU Rugby teams continue to utilize this event to recruit new WOU students and there continues to be a huge interest in the WOU Rugby program among high school students who play Rugby.
- [Challenge] Despite incredible fundraising efforts from the Rugby Clubs and tremendous support from the WOU Foundation team (David Beasley in particular), the Rugby clubs will fall well short of generating enough revenue to offset the cost of a year that included a trip to 7s nationals for both teams. Men's Rugby has fundraised ~\$13,800 this FY while the Women's+ team has reached ~\$13,000. The only other funding source for these teams is their IFC allocation, which was less than \$10,000 for each team this FY. The combination of basic operating expenses - which are significantly higher for the Men's Club team, due primarily to team size - and the trip to nationals will leave Men's Rugby at a deficit of ~\$32,500, and Women's Rugby at a deficit of ~\$14,500 in their IFC accounts.

We are projecting that both Rugby Clubs will have to drain their Foundation accounts down to nearly zero to balance out their IFC account before the end of the fiscal year. This will unfortunately restrict how they can operate as we head into next FY and may blunt the momentum the clubs have built up these last few years.

Campus Recreation

- [Challenge] We have a lot of events and there continues to not be a defined process for marketing these events (intramurals, club sports, and program areas). Right now, sharing events from the different program areas to the marketing team feels last minute and chaotic. It is unclear which events should be prioritized, there are always changes on what should or should not be posted and many requests are communicated last minute. I am also not sure if departments across campus take into consideration all of the other events happening. With so few students and so many events, it is no wonder that participation can be lacking at many of these events, including Campus Recreations.

Fostering Accessibility -

Club Sports

- [Positive] Club Sports wrapped up the year with a record-setting 357 participants spread over our 13 club sports. This is a 14% increase over the previous record high of 313 participants last year.

Health and Wellness Center

- [Positive] This year we had 72 participants in our weightlifting competitions. After receiving feedback from the students, we expanded our male and female divisions to also include a

non-binary division to help promote inclusion in weightlifting and ensure all students feel welcome to participate.

Valuing Community -

Climbing

- [Positive] Campus Recreations partnership and oversight of the first annual WOU "Osprey Onsite" competition allowed the expansion of the WOU climbing club. This opens this program up for a sustainable future. Many climbing clubs hold annual competitions to boost club funding ultimately allowing them to become revenue generating clubs that can maximize participation. This will become an annual event and bring people from the area to our campus for a relatively small investment.

We have built a tremendous runway to launch this program into the coming years. I believe a hyper focus on this program would not only benefit our student community but also ultimately become a revenue generating endeavor.

WOU Institutional Goals

Institutional Sustainability -

Climbing

- [Positive] In continuing to invest in sustainable climbing programming our student staff participated in the SCI course in our partnership with George Fox University. This leverages our total dollar investment and ultimately allows us to expand our program while keeping student engagement up. Essentially, we have created options for the climbing program moving into next year. The stagnation of trips has taken value and appeal away from students. Our investments will ultimately turn into appeal programming, moving forward while keeping costs lower than other programs in the area.

Outdoor

- [Positive] The outdoor program did run the largest outdoor training in the history of the program hosting 8 students, 2 of which will use this training to become employed over the summer and hopefully begin leading trips for campus recreation. 2 will also continue to contribute to the Outdoor Pursuits Club and the others will cross train or seek employment with Campus Recreation.
- [Challenge] Due to financial barriers we made the hard decision to not run an Outdoor trip in Spring. During spring term our normal outdoor location is Cascade Head and when the weather and budgets align, we run Whale Watching.

Campus Recreation

- [Challenge] As budgets remain the same or have decreased over the past few years, costs have continued to increase for basic necessities of the department. For example, utilities such as steam and water have increased, the minimum wage has increased by 22.5% in the past 4 years cleaning supplies and basic software needs such as scheduling and sales system costs have increased. With all these increases, in the past 5 years, the Campus Rec department budget has decreased by 19.79%. This makes it difficult for the department to continue to provide WOU students programs, extended hours, and overall value when a majority of our costs are going to expenses to simply function. It becomes difficult to have long-term programmatic and financial success.

Student Success -

Campus Recreation

- [Positive] This year we hired 28 student employees total and had 17 leave, meaning our academic year retention rate is 80.92%. Out of the 17 who left, 4 graduated, 2 left for student teaching, and 2 left due to financial struggles. We will have 18 graduating staff after the Spring term and 5 of them will return to work with us over the summer or into the next academic year.
- [Positive] With three weeks left in the academic year the overall usage is projected to be close to 60,000 visits, currently at 56,626 an increase of 12.6%. The unique student usage is slightly higher at 56.7% from 56.4% last year.

Transformational Diversity -

Health and Wellness Center

- [Positive] In the month of April, we had 85 Faculty and Staff Memberships, including partners and dependents. This number is slowly growing each month as we attend NEO and expand offerings directly targeted at faculty and staff wellness. Having faculty and staff has an impact on the WOU students using the facility by demonstrating that self-care and wellness are important to them.

Community Strength -

Campus Recreation

- [Positive] The annual Color run was a huge success! We doubled last year's numbers and will move to a more collaborative approach with the Central High School Power Peers group connection during the planning phase of this event. This was a high-school and collegiate student-centered event when considering the implementation. With over 120 folks participating we brought a lot of the Monmouth community to our campus in a fun way.
- [Positive] In the past 90 days (February 17 – May 16) our Instagram account has reached 11,880 people, this has increased from the previous 90 days (November 23 – February 21) by 4,731 (39% increase). This means 11,880 unique accounts have seen our content either through posts, reels, or stories. 89% of those are non-followers which means we are reaching people outside of WOU and exposing them to the WOU community and what we can offer them.



Western Oregon University Board of Trustees – May 30, 2024
Desiree Noah, Executive Director of Human Resources

Statement on Strategic Planning: Our process involves setting clear objectives, implementing actionable plans, and continuously reviewing our progress to meet the evolving needs of the university community.

- **Supporting Faculty & Staff:** HR ensures that faculty and staff have the resources and support they need to excel in their roles.
- **Fostering a Positive Work Environment:** Promoting a culture of inclusivity, respect, and collaboration.
- **Ensuring Compliance:** HR ensures that the university complies with federal and state employment laws and regulations.

In alignment with the University Core Values and Goals, HR will:

- 1. Centering Students**
 - **Initiative:** Develop and implement a student/supervisor training program that provides practical experience and professional skills.
- 2. Embracing Diversity**
 - **Initiative:** Create a comprehensive diversity recruitment strategy to attract a diverse pool of candidates for faculty and staff positions.
 - **Initiative:** In partnership with the DEI, ODS Offices, offer training and workshops on diversity, equity, and inclusion for all university employees to foster a more inclusive campus culture.
- 3. Fostering Accessibility**
 - **Initiative:** Ensure all HR processes, forms, and communications are accessible to individuals with disabilities, providing alternative formats as needed.
- 4. Valuing Community**
 - **Initiative:** Organize regular team-building activities and social events to strengthen the sense of community among faculty, staff, and students.
 - **Initiative:** Celebrate employee achievements to reinforce a positive and supportive work environment with a recognition program.

Institutional Goals

- 1. Institutional Sustainability**
 - **Initiative:** Implement cost-effective HR practices to reduce operational costs while maintaining high service standards, such as transitioning to digital records, workflows, and non-paper-based/manual processes.
 - **Initiative:** Promote professional development and continuous learning opportunities for employees to enhance their skills and support long-term institutional growth.
- 2. Student Success**
 - **Initiative:** Collaborate with academic departments to identify and address staffing needs that directly impact student support services, ensuring students have access to the resources they need to succeed.
 - **Initiative:** Develop initiatives that support work-life balance for faculty and staff, leading to increased job satisfaction and better support for student success.
- 3. Transformational Diversity**
 - **Initiative:** Launch targeted recruitment efforts to increase the representation of underrepresented groups within the university's workforce.



- **Initiative:** Establish partnerships with diverse organizations and community groups to enhance recruitment efforts and promote a diverse and inclusive workplace.

4. Community Strength

- **Initiative:** Encourage and support faculty and staff participation in community service projects and initiatives, strengthening ties between the university and the local community.

These initiatives aim to align the Human Resources Office's efforts with Western Oregon University's core values and institutional goals, ensuring a supportive and inclusive environment for all members of the university community.

General Updates:

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

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

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

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

Future topics:

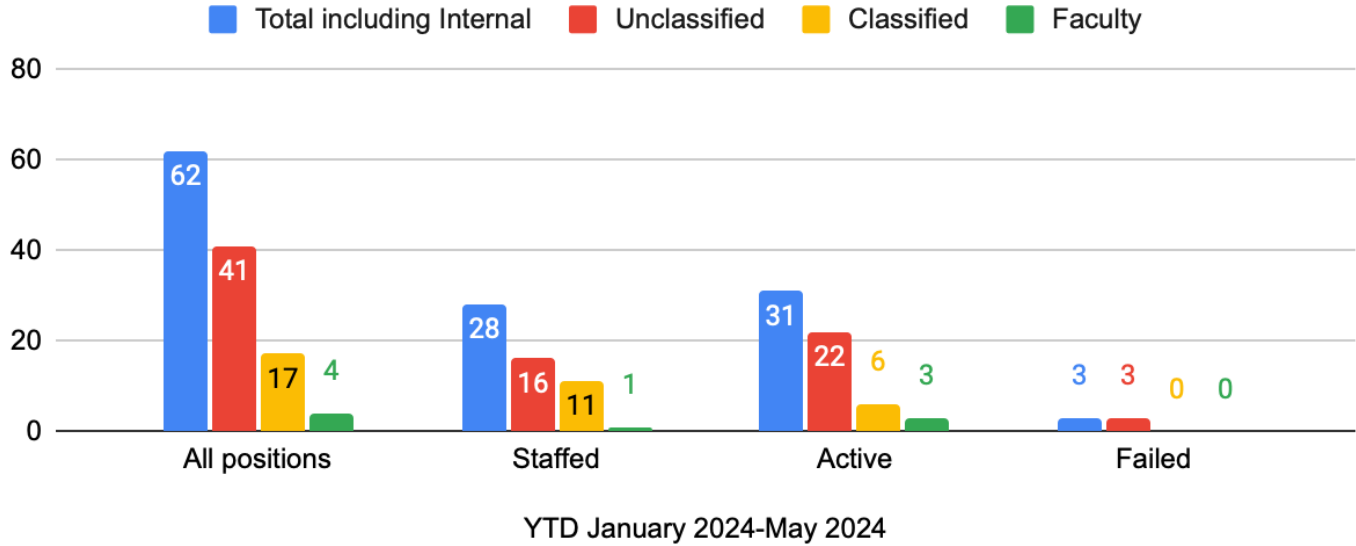
- Progressive Discipline
- FMLA/OFLA/OPFMLA & Accommodations
- Supervisors & SEIU CBA
- Search Committee Training
- Onboarding for New Supervisors
- Work Related Injury Procedures

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

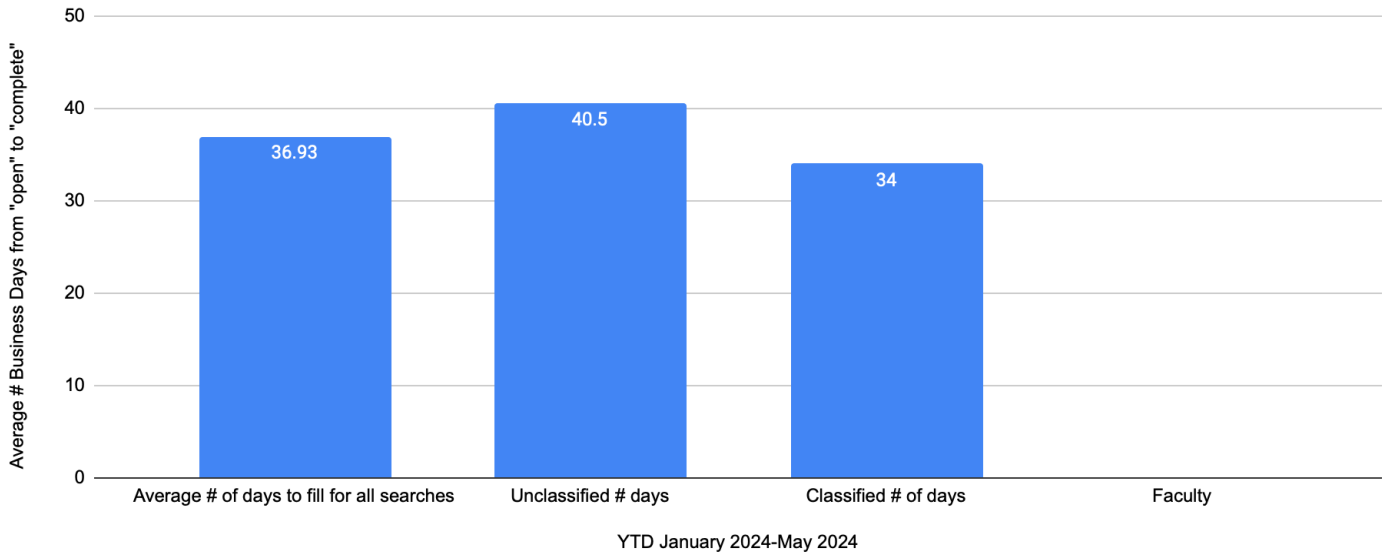


Universitywide Staffing & Recruitment:

Total including Internal, Unclassified, Classified and Faculty



Average # Business Days from "open" to "complete" vs. YTD January 2024-May 2024





**Board of Trustees Diversity, Equity and Inclusion Report for June 2024 Meeting
May 23, 2024**

Dominique Vargas, Executive Director of Diversity, Equity and Inclusion

Strategic Plan

The office hired an Assistant Director for Hispanic Serving Institution Initiatives: Cristian Mendez-Garcia, who started on April 22, 2024.

The office hired an Executive Assistant/Coordinator: Anabel Manzo, to start June 17, 2024.

Once Anabel starts the office will be considered fully staffed.

This summer, office staff will begin work toward building a strategic plan for the office.

Strategic Plan Core Values

Centering Students

(activities/accomplishments listed)

- Continued work on the equity assessment action plan
- Continued work on the university climate survey
- Completion of cultural competency professional development sessions themed around accessibility
- HSI Summit Week
- LGBTQ2SIA+ Student Success Grant in partnership with Central School District
 - Uplift Art Exhibition
 - Community SafeZone
 - Ryan Sallans speaking engagement
- In development on an equity lens guide with the University Diversity and Inclusion Advisory Committee
- Student professional development opportunities
 - Disability services in the workplace
 - LGBTQ2SIA+ in the workplace
- Freedom of Expression work
 - Website development
 - Workshop development
 - Wellness & Meditation Spaces

Embracing Diversity

(activities/accomplishments listed)

- Continued work on the equity assessment action plan
- Continued work on the university climate survey
- Completion of cultural competency professional development sessions themed around accessibility
- HSI Summit Week
- LGBTQ2SIA+ Student Success Grant in partnership with Central School District
 - Uplift Art Exhibition

- Community SafeZone
- Ryan Sallans speaking engagement
- In development on an equity lens guide with the University Diversity and Inclusion Advisory Committee
- Student professional development opportunities
 - Disability services in the workplace
 - LGBTQ2SIA+ in the workplace
- Freedom of Expression work
 - Website development
 - Workshop development
 - Wellness & Meditation Spaces

Fostering Accessibility

(activities/accomplishments listed)

- Continued work on the equity assessment action plan
- Continued work on the university climate survey
- Completion of cultural competency professional development sessions themed around accessibility
- Title IX Training for All Employees; and offering night time bilingual opportunity for night custodial staff
- In development on an equity lens guide with the University Diversity and Inclusion Advisory Committee
- Student professional development opportunities
 - Disability services in the workplace

Valuing Community

(activities/accomplishments listed)

- Continued work on the equity assessment action plan
- Continued work on the university climate survey
- Completion of cultural competency professional development sessions themed around accessibility
- HSI Summit Week
- Title IX Training for All Employees; and offering night time bilingual opportunity for night custodial staff
- LGBTQ2SIA+ Student Success Grant in partnership with Central School District
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- Freedom of Expression work
 - Website development
 - Workshop development
 - Wellness & Meditation Spaces

Strategic Plan Institutional Goals

Institutional Sustainability

(activities/accomplishments listed)

- Continued work on the equity assessment action plan
- Continued work on the university climate survey
- Completion of cultural competency professional development sessions themed around accessibility
- HSI Summit Week
- Title IX Training for All Employees; and offering night time bilingual opportunity for night custodial staff
- In development on an equity lens guide with the University Diversity and Inclusion Advisory Committee

Student Success

(activities/accomplishments listed)

- Continued work on the equity assessment action plan
- Continued work on the university climate survey
- Completion of cultural competency professional development sessions themed around accessibility
- HSI Summit Week
- Student professional development opportunities
 - Disability services in the workplace
 - LGBTQ2SIA+ in the workplace
- Freedom of Expression work
 - Website development
 - Workshop development
 - Wellness & Meditation Spaces

Transformational Diversity

(activities/accomplishments listed)

- Continued work on the equity assessment action plan
- Continued work on the university climate survey
- Completion of cultural competency professional development sessions themed around accessibility
- HSI Summit Week
- LGBTQ2SIA+ Student Success Grant in partnership with Central School District
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 - Ryan Sallans speaking engagement
- In development on an equity lens guide with the University Diversity and Inclusion Advisory Committee
- Student professional development opportunities
 - Disability services in the workplace
 - LGBTQ2SIA+ in the workplace

- Freedom of Expression work
 - Website development
 - Workshop development
 - Wellness & Meditation Spaces

Community Strength

(activities/accomplishments listed)

- Continued work on the equity assessment action plan
- Continued work on the university climate survey
- Completion of cultural competency professional development sessions themed around accessibility
- HSI Summit Week
- Title IX Training for All Employees; and offering night time bilingual opportunity for night custodial staff
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 - Website development
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 - Wellness & Meditation Spaces

Equity Assessment

Western Oregon University continues to engage with Jordan Shelby West, PhD in our university-wide equity assessment.

The Equity Assessment Action Plan was reviewed at the February 2024 Board of Trustees meeting with approval to continue to move forward. Accountability leaders provided and updates included in the Board Docket ahead of the April Board meeting. The next updates from accountability leaders were turned in the week of May 20 ahead of the June Board meeting. These updates were added to the action plan for review ahead of the June Board meeting (plan included with this report).

Phase IV of the Equity Assessment continues. The Climate Survey Committee continues to work with Dr. West to in the development, implementation, and analysis of the climate survey. The survey “Howl for Change: Your Voice Matters” will launch in October 2024. Marketing and Communication, led by Maureen Brakke developed a Climate Survey Communication and Marketing Plan. Implementation of this plan began the week of May 20, with a university email from Dr. Peters.

Cultural Competence Based Professional Development

In alignment with House Bill 2864, cultural competence compliance opportunities hosted by the office of Diversity, Equity, and Inclusion have wrapped for the year. This year’s theme was accessibility.

Date	Description	Day of Attendees
September 20, 2023	“Spill the Disabili-Tea” with Alex Locust WOU Employee Panel	276
January 19, 2024	“Universal Design for Learning and Intersectionality: Honoring Identities in Higher Education” with Denia Guadalupe Bradshaw WOU Employee Panel	199
May 15, 2024	Best Practices for Disability Services at Western Oregon University	111

Additionally, two opportunities supported through the Library and Academic Innovation focused on accessibility, and were supported by the DEI office as part of compliance efforts.

As noted in the equity assessment action plan, next year’s cultural competence theme will be supporting first generation students.

Hispanic Serving Institution (HSI) Designation

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

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

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

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

The third annual [HSI Summit](#) took place Friday, April 26, 2024. A PowerPoint is included with this report to highlight some of the data and feedback around the HSI Summit Week of activities that took place April 22 – April 26, 2024. Available recordings and presentation slide decks are available on the [website](#).

Title IX

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

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

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

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

More information on new regulations

Federal Register: [Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance](#)

Fact Sheet: [U.S. Department of Education's 2024 Title IX Final Rule Overview](#)

SafeZone and the LGBTQ2SIA+ Student Success Grant

SafeZone Advisory Board members facilitated a Train the Trainer opportunity on April 24 and 25, for Western employees and students who are interested in becoming SafeZone facilitators.

The closing reception for UPLIFT the Central School District and Western student art exhibition was held on April 25 in the Hamersly Library, 2nd floor gallery.

SafeZone facilitators hosted the first of two Community SafeZone opportunities on Wednesday, May 8 at 11 am for all Western/Monmouth/Independence community members interested in taking part in the SafeZone professional development opportunity at Monmouth City Hall. The next opportunity will be Saturday, June 8 at the public library.

[Ryan Sallans](#) presented on Monday, May 13 for all interested Central School District and Western community members at Central High School Auditorium

Freedom Center

The Freedom Center is collaborating with Hawaii Club to bring a Hoi'ke (luau) to Western on May 31, 2024.

University Diversity and Inclusion Advisory Committee

Following the last University, Diversity, and Inclusion Advisory Committee meeting, committee chair, Jaclyn Caires-Hurley compiled an equity lens guide based on Board of Trustees Diversity, Equity, Inclusion and Accessibility committee feedback as well as UDIAC feedback. This draft was reviewed at the next UDIAC meeting on May 21, and the next step is for the draft to be reviewed by the president and senior leadership for feedback.

Miscellaneous

Student Professional Development Opportunities

The office of Diversity, Equity, and Inclusion, Center for Professional Pathways, Human Resources and Office of Disability Services provided two student professional development opportunities this Spring term, which stemmed from the Fireside Chat hosted by President Peters, Tina Fuchs and Dominique Vargas in November 2023. The first opportunity was on Wednesday, April 24 and focused on navigating disability services in job searches and the workplace. The second opportunity was on Tuesday, May 14 and focused on navigating gender diversity and LGBTQ2SIA+ identities in job searches and the workplace.

Empowering Communities Working Group

The office of Diversity, Equity, and Inclusion in partnership with Earlene Camarillo, Tina Fuchs, Mary Pettenger, and Evan Sorce continue to meet to discuss engagement within the Western community around deliberative democracy, civil discourse, freedom expression, interfaith dialogue, etc. This small group met with additional university stakeholders to begin work on the development of a Freedom of Expression website for Western. Earlene Camarillo and Mary Pettenger led a separate, but related, planning committee to coordinate an advocacy and first amendment focused day on Friday, May 10. The group is planning a panel style engagement around freedom of expression for fall 2024.

Equity Assessment Action Plan

Short-, mid-, and long-term initiatives working toward WOU’s Diversity Action Plan goals and in alignment with the new Strategic Plan

Short-term is defined as something that is reasonable to complete or have ready during the 2024-2025 academic year. Mid-term is defined as taking at least two to three years. Long-term is either an overarching goal, such as setting a university priority, or an initiative that would likely take more than three years to come to fruition.

Accessibility <ul style="list-style-type: none"> • Applicable Diversity Action Plan Goals: Climate, Recruitment & Retention of Employees, Recruitment & Retention of Students, Facilities & Physical Plant • Applicable Equity Assessment Themes: Diversity & Inclusion, Communication & Technology, Accountability, Physical Environment & Safety, Community, Leadership • Applicable Strategic Plan Values: Diversity & Respect, Community, Accessibility 							
Initiative	Timeline/Due Date	Responsible	Is Funding Needed	Outcomes/Deliverables	General Status as of February 14, 2024	April 3, 2024 Updates	May 20, 2024 Updates
Short-Term							
Establish accessibility as the 2023-2024 cultural competence focus for the university	2023-2024	Accountability Leader(s): Executive Director of Diversity, Equity, and Inclusion Responsible Parties: Diversity, Equity and Inclusion office, University Diversity and Inclusion Advisory Committee, University partners	Funding through the allocation of current resources. The office of Diversity, Equity, and Inclusion partners with university departments and/or divisions to cover expenses associated with this initiative.	2023-2024 <ul style="list-style-type: none"> • At least one University professional development opportunity each term (fall, winter, spring) based on accessibility • Attendance tracked at each session - end of the year report including participation breakdown (e.g., classified, unclassified, faculty, etc.) • Feedback survey following each session - end of the year report of attendees’ self-assessments 	<i>In Progress</i> September 2024 - Alex Locust and WOU Employee Panel January 2024 - Dr. Denia Bradshaw and WOU Employee Panel	<i>In Progress</i> Planning for a Week 7 activity is underway with the Office of Diversity, Equity, and Inclusion, Office of Disability Services, and Human Resources. Two events shared from the Library and Academic Innovation will also be considered for this initiative.	Complete May 2024 - Best Practices for Disability Services at WOU with Office of Disability Services and Human Resources January 2024 - Dr. Denia Bradshaw and WOU Employee Panel September 2024 - Alex Locust and WOU Employee Panel

<p>Establish an open-ended contract for Spanish interpreting services</p>	<p>2023-2024</p>	<p>Accountability Leader(s): Executive Director of Diversity, Equity, and Inclusion</p> <p>Responsible Parties: Diversity Equity and Inclusion Office, Marketing and Communication, Human Resources, Student Affairs, Academic Affairs</p>	<p>If services are utilized funding may be requested if a department and/or division does not have resources to cover costs associated with effort. Senior Leadership will determine where the responsibility to cover the cost should come from as needed.</p>	<p>2023-2024</p> <ul style="list-style-type: none"> Contract between Student Engagement and Professional Interpreters expanded to include all university departments Implementation plan developed Communicate service availability 	<p><i>In Progress</i></p> <p>Meeting with Human Resources, Marketing and Communication, Student Affairs, and Diversity, Equity, and Inclusion</p> <p>Human Resources will be the contact for individuals needing to utilize contract</p> <p>Offices/departments/divisions/ etc. responsible for costs associated</p>	<p><i>In Progress</i></p> <p>Marketing and Communication, Human Resources, and Diversity, Equity, and Inclusion finalized plan to move forward.</p> <p>Communication will go out in newsletter, and will be available on the website</p> <p>Human Resources will be the centralized contact as needed for individuals needing to utilize contract.</p> <p>Offices/departments/divisions/ etc. responsible for costs associated - if funds to support are not available, individuals should seek supervisor and then division support as needed.</p>	<p>Complete</p> <p>Contract and communication established. Messaging went out to the university community through Marketing and Communication.</p> <p>As an informal “test” Title IX has utilized translation services for required employee training, and interpreter services for in person night custodial staff training.</p>
<p>Promote communication with and utilization of the Office of Disability Services for students</p> <ul style="list-style-type: none"> Office of Disability Services presentations to the WOU community Update Western Oregon Web Accessibility Guidelines Update Creating Accessible Content in Canvas 	<p>2023-2024</p>	<p>Accountability Leader(s): Vice President for Student Affairs and Director of Marketing and Communications</p> <p>Responsible Parties: Office of Disability Services, Academic Innovation, University Computing Solutions, Diversity, Equity and Inclusion Office, Student Affairs, Academic Affairs, Marketing</p>	<p>No</p>	<p>2023-2024</p> <ul style="list-style-type: none"> Western Oregon Web Accessibility Guidelines updated Creating Accessible Content in Canvas updated Best Practices list/guide developed Distribution of materials through university communication Accessibility workshop(s) facilitated to educate regarding resources and best practices 		<p><i>In Progress</i></p> <p>Meeting to be scheduled for accountability leaders to establish a timeline to address initiatives.</p> <p>Marketing and Communications checking with Academic Innovation regarding Canvas content accessibility standards.</p> <p>Dean of Students working with the Director of the Office of Disability Services on best practices guide.</p> <p>The Office of Disability Services and Academic Innovation will work together to discuss accessibility.</p>	<p><i>In Progress</i></p> <p>The Office of Disability Services reviewed Western Oregon University web accessibility guidelines and best practices. Marketing and Communication has incorporated the feedback from ODS and is working on an update for the guidelines and best practices on the website.</p> <p>Confirmed that the Canvas content does follow accessibility standards.</p>

<ul style="list-style-type: none"> Develop list/guide of best practices and considerations for planning more accessible programs and events 		<p>and Communication</p>					
<p>Require microphone usage at all major university meetings and programs; have programs and video communication set up for closed captioning and ASL interpretation</p>	<p>2023-2024</p>	<p>Accountability Leader(s): Vice President for Student Affairs and Director of University Computing Solutions</p> <p>Responsible Parties: WOU Reservations, University Computing Solutions, Facilities, Human Resources, Office of Disability Services, Marketing and Communication</p>	<p>Human Resources or the Office of Disability Services traditionally covers cost of closed captioning and ASL interpreters, if use exceeds budget could lead to a funding request</p>	<p>2023-2024</p> <ul style="list-style-type: none"> Determine parameters for what is a major university meeting and/or program Establish expectation Communicate expectation and how to fulfill expectation to the university community 		<p><i>In Progress</i></p> <p>Accountability leaders met on April 1.</p> <p>Currently working to identify impacted spaces and to establish room size and/or capacity minimums for microphone usage.</p> <p>University Computing Solutions believes there are enough resources to meet needs.</p> <p>Campaign for microphone usage to be planned for identified spaces, likely Fall 2024</p>	<p><i>In Progress</i></p> <p>This continues to be ongoing work. University Computing Solutions has the resources to add microphones where they aren't currently. Other things to consider include ensuring that equipment is working; that presenters understand expectations of using microphones in consideration of universal access (ie. guidelines in each space); and identifying spaces.</p>
<p>Mid-Term</p>							
<p>Equip all university event spaces with equipment for microphone usage and hybrid modality (could include portable equipment in centralized locations for checkout)</p>	<p>2023-2025</p>	<p>Accountability Leader(s): Director of University Computing Solutions and Assistant Vice President for Safety and Operations</p> <p>Responsible Parties:</p>	<p>Additional funding request anticipated following the assessment of need</p>	<p>2023-2024</p> <ul style="list-style-type: none"> Assessment of need <p>2024-2025</p> <ul style="list-style-type: none"> Supplies ordered and installed <p>Fall 2025</p> <ul style="list-style-type: none"> Spaces ready for utilization 		<p><i>In Progress</i></p> <p>Large venue spaces are currently equipped with microphones or requests can be made for portable equipment usage.</p> <p>Meeting to be scheduled for accountability leaders to establish next steps.</p>	<p><i>In Progress</i></p> <p>All university event spaces are equipped with microphones and portable equipment is available for larger events that could be set up with sufficient notice.</p>

		University Computing Solutions, Facility Services, WOU Reservations					
Review and update policy and communication for all-person restrooms <ul style="list-style-type: none"> Include the establishment of a standardized protocol for university restroom and locker room/ changing room usage 	2023-2025	<p>Accountability Leader(s): General Counsel and Secretary to the Board of Trustees Secretary & Special Assistant to the President</p> <p>Responsible Parties: Diversity, Equity and Inclusion, Board of Trustees Secretary, General Counsel, Human Resources</p>	No	<p>2023-2024</p> <ul style="list-style-type: none"> Committee formed for review and revision Policy updated Implementation plan developed <p>2024-2025</p> <ul style="list-style-type: none"> Policy communicated and implemented 		<p><i>In Progress</i></p> <p>Accountability leaders met to determine priorities of shared action plan initiatives.</p> <p>The Executive Director of Diversity, Equity, and Inclusion shared an all gender restroom map with accountability leaders for assessing accuracy.</p> <p>Will review policy and identify constituent groups to solicit feedback regarding this policy.</p>	<p><i>In Progress</i></p> <p>No additional action has been taken on this action yet.</p>
Long-term							
Accessibility is a funding priority for Western Oregon University	Ongoing	<p>Accountability Leader(s): General Counsel and Secretary to the Board of Trustees Secretary & Special Assistant to the President</p> <p>Responsible Parties: Facility Services, Capital Planning and Construction, Office of Disability Services, University Computing Solutions. Consider a joint initiative between University Technology Advisory</p>	No funding required for the first step in this priority, however, long-term will need to make budgetary considerations to increase accessibility, to be determined and assessed annually.	<p>2023-2024</p> <ul style="list-style-type: none"> Develop physical and digital accessibility policies <ul style="list-style-type: none"> Committee(s) formed to develop policies Policies drafted and reviewed Public Comment Approval Implementation plan <p>2024-2025</p> <ul style="list-style-type: none"> Physical and digital accessibility policies rolled out <p>2024-2025</p> <ul style="list-style-type: none"> Committee established to review the 2014 accessibility audit Review audit Determine next steps to begin to improve university accessibility, with initial 		<p>Accountability leaders met to determine priorities of shared action plan initiatives.</p> <p>No forward movement on these policies yet, likely to concur alongside work on all gender restroom policy.</p>	No progress on yet.

		Committee and University Diversity and Inclusion Advisory Committee.		recommendations to Cabinet by the end of Spring 2025			
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Technology <ul style="list-style-type: none"> • Applicable Diversity Action Plan Goals: Climate, Recruitment & Retention of Employees, Recruitment & Retention of Students, Curriculum & Pedagogy, Business Practices, Facilities & Physical Plant • Applicable Equity Assessment Themes: Diversity & Inclusion, Communication & Technology, Accountability, Physical Environment & Safety, Community, Leadership • Applicable Strategic Plan Values: Diversity & Respect, Community, Accessibility 							
Initiative	Timeline/Due Date	Responsible	Is Funding Needed	Outcomes/Deliverables	General Status as of February 14, 2024	April 3, 2024 Updates	May 20, 2024 Updates
Short-Term							
Include the Director of University Computing Solutions on the President's Cabinet	2023-2024	Accountability Leader and Responsible Party: President	No	Fall 2023 <ul style="list-style-type: none"> • Director of University Computing Solutions on the President's Cabinet 	Complete Director of University Computing Solutions included in Cabinet membership starting in Fall 2023		
Assess utilization of the library's equipment borrowing system <ul style="list-style-type: none"> • Increase advertisement for the equipment borrowing system regarding laptops and technology • Analyze usage and needs 	2023-2024	Accountability Leader(s): Provost Responsible Parties: Academic Affairs, Library, University Computing Solutions, Student Affairs, University Technology Advisory Committee	No funding required for the initial step of this initiative, however, long-term may need to make budgetary considerations	2023-2024 <ul style="list-style-type: none"> • Report of usage and assessment of need • Update communication regarding borrowing system Fall 2024 <ul style="list-style-type: none"> • Recommendations regarding increased needs or modifications 	<i>In Progress</i>	<i>In Progress</i> An assessment has been completed and Western Oregon University/University Computing Solutions would need to make an investment estimated at \$40,000 to update and invest in approximately 100 laptops to meet current demands. Next step is to evaluate where and how to secure funding to move this initiative forward.	<i>In Progress</i> Several process maps have been collected, some units have not provided theirs yet. This delays progress on brainstorming compliance methods and identifying strengths and weaknesses of the available methods for implementation.
Mid-Term							
Set up guidelines for website architecture <ul style="list-style-type: none"> • Review and clean up the university website • Improve accessibility of website • Improve the responsiveness of website for mobile 	2023-2024	Accountability Leader(s): Director of Marketing and Communications and Director of University Computing Solutions Responsible Parties: University Computing Solutions, Marketing and	No	2023-2024 <ul style="list-style-type: none"> • Review and update of the university website begins • Establish guidelines for the university community regarding web accessibility, responsiveness, and language Fall 2024 <ul style="list-style-type: none"> • Guidelines established and shared with the university community to assist website editors in their updates • Additional training for website editors available 		<i>In Progress</i> Meeting to be scheduled for accountability leaders to establish a timeline to address initiatives. All Western Oregon University websites are in the process of being moved to a fully modernized web environment in the AWS cloud.	<i>In Progress</i> All Western websites are in the AWS cloud but only the smaller sites are in production. wou.edu and the library web sites are still hosted from the onsite WOU data center. Still on track to be fully in production by the end of June. Accessibility and mobile responsiveness improvements are currently happening and this will also be an ongoing project as

<p>devices (e.g., phones and iPads)</p> <ul style="list-style-type: none"> Review usage of Spanish on website pages and make sure critical information (recruitment, admissions, financial aid, etc.) available in both English and Spanish 		<p>Communication, University Partners, and individuals in university community who have website editing permissions</p>					<p>technology and software continue to evolve.</p> <p>Marketing and Communication is working with a digital marketing firm to fix or delete 404 website errors, broken links, and implement Search Engine Optimization throughout the website.</p> <p>Spanish translations on critical website pages have been completed.</p> <p>Ongoing project to review and “cleanup” the WOU website.</p>
<p>Implement the institutional policy on names</p>	<p>2023-2025</p>	<p>Accountability Leader(s): Secretary to the Board of Trustees Secretary & Special Assistant to the President and Executive Director of Diversity, Equity, and Inclusion</p> <p>Responsible Parties: Registrar, University Computing Solutions, Business Services, Financial Aid, Admissions, Human Resources</p>	<p>Not anticipated at this time</p>	<p>2023-2024</p> <ul style="list-style-type: none"> Implementation plan drafted <p>2024-2025</p> <ul style="list-style-type: none"> Implementation plan begins <p>2025-2026</p> <ul style="list-style-type: none"> Fully implemented 	<p><i>In Progress</i></p>	<p><i>In Progress</i></p> <p>Process mapping for effort underway.</p> <p>Registrar, Board of Trustees Secretary and Dominique Executive Director for Diversity, Equity and Inclusion met on April 5 to determine the next steps.</p> <p>General Counsel to meet with the Director of University Computing Solutions.</p>	<p><i>In Progress</i></p> <p>While we have collected several process maps, some of the units who have been charged with this process haven’t provided theirs yet. This delays our progress on brainstorming compliance methods and identifying strengths and weaknesses of the available methods for implementation.</p>
<p>Centralize data analysis and reporting</p>	<p>2023-2025</p>	<p>Accountability Leader(s): Provost and Director of University Computing Solutions</p>	<p>No funding required for the initial step of this initiative, however, long-term may need to make budgetary considerations</p>	<p>Winter/Spring 2024</p> <ul style="list-style-type: none"> University Technology Advisory Committee reviews initiative request Discussion and review of current data analysis and reporting processes 		<p><i>In Progress</i></p> <p>Meeting to be scheduled for accountability leaders to establish next steps.</p> <p>Provost completed job descriptions for Institutional</p>	<p><i>In Progress</i></p> <p>The Provost and Director of University Computing Solutions have not met regarding this initiative.</p>

		Responsible Parties: University Technology Advisory Committee, University Computing Solutions, Institutional Research		Fall 2024 <ul style="list-style-type: none"> Recommendations for next steps 		Research Director and Analyst. The goal is to have a fully functioning Institutional Research office by Fall 2024/Winter 2025 to allow Western Oregon University to centralize data management and assessment. Reporting is split across Institutional Research, University Computing Solutions, and functional teams. The Data Integrity Group (DIG) is centrally coordinating data standards.	UCS is interviewing for a new Banner Solutions and Integrations Manager. Institutional Research Director position currently posted and analyst position will be posted and hired by Fall 2024. After WOU establishes an IR Office, the Director of UCS and IR will review models that best address the centralization of data. This initiative will take place in 2025.
Ensure all university forms are electronic	2023-2026	Accountability Leader(s): Director of Marketing and Communications and Director of University Computing Solutions Responsible Parties: University Computing Solutions, Marketing and Communication, All University Offices/Departments/Units/etc.	No funding required for the initial step of this initiative, however, long-term may need to make budgetary considerations	2023-2024 <ul style="list-style-type: none"> Determine course of action 2024-2025 <ul style="list-style-type: none"> Develop implementation plan for converting forms to electronic versions 2025-2026 <ul style="list-style-type: none"> Plan implemented Fall 2026 <ul style="list-style-type: none"> All university forms are electronically available for intended users 		<i>In Progress</i> Meeting to be scheduled for accountability leaders to establish next steps. University Computing Solutions current assessment: DocStar is Western Oregon University's document repository tool. One-third of one UCS programmer is allocated to DocStar. There are currently 51 DocStar workflows. There are no active initiatives to move additional paper documents to DocStar forms.	<i>In Progress</i> Western submitted a request to the Higher Education Coordinating Commission to utilize Sustainability Funds for Banner Optimization. The Sustainability Fund proposal includes dollars for implementing online web forms. The student's module for Banner has the largest need for forms. Next steps depend on approval of the Sustainability Fund proposal.
Establish credit/debit card access for all university services	2023-2026	Accountability Leader(s): Director of University Computing Solutions and Controller Responsible Parties:	No funding required for the initial step of this initiative, however, funding requests anticipated	2023-2024 <ul style="list-style-type: none"> Determine course of action 2024-2025 <ul style="list-style-type: none"> Research needs and requirements for all university services to be available to be paid for by credit card 2025-2026		<i>In Progress</i> The Business Office has had initial conversations with some departments and their needs. University Computing Solutions current assessment: The online tool that interfaces with Banner has been in place for 10 years. Athletics and Creative Arts can	<i>In Progress</i> Accountability Leaders and staff gathered for a brainstorming session. This allowed multiple initiatives (Equity Assessment Action Plan, Credit Card at the Business Office Window per the President, and Registration Deposit Plan) to be discussed

		Vice President for Finance and Administration, University Computing Solutions, Business Services		<ul style="list-style-type: none"> Develop necessary policies; if applicable Develop plan for credit card access and implementation <p>Fall 2026</p> <ul style="list-style-type: none"> All university services are able to be purchased utilizing a credit card 		<p>take credit card payments. A request came from the president to enable card reader access at the Business Office window. Options are being researched. The Health and Wellness Center is purchasing software for credit card usage.</p> <p>Meeting scheduled with University Computing Solutions to brainstorm and establish resource requirements.</p>	<p>and pulled together as a single plan.</p> <p>The Business office is deploying a credit card reader at the Health and Wellness center as a pilot.</p> <p>This pilot will allow the team to research the needs and requirements and for a campus-wide policy development strategy.</p> <p>Established recurring monthly meetings.</p>
Long-term							
Technology Infrastructure is brought to industry standards and best practices	Ongoing	Accountability Leader(s): Director of University Computing Solutions	Additional funding request anticipated as work through needs assessment to bring the university to industry standards and best practices			<p>University Computing Solutions current assessment: UCS prioritized 69 projects out of 115 needed to complete by the end of FY25. Thirty-eight of those are categorized as efficiency, innovative, or modernization projects. Twenty of those are identified as huge or large projects that will require additional resources or extended time, including many of the other initiatives in this Equity Action Plan.</p> <p>The University Technology Advisory Committee approved the project prioritization and the project list is posted on the UCS/support website. Eleven of 69 projects have been completed to date (in 3 months).</p>	<p><i>In Progress</i></p> <p>The Higher Education Coordinating Commission Banner Optimization Sustainability Fund proposal was previewed to the HECC and will be formally submitted this summer. The proposal includes work to move to baseline Banner, utilizing all of the tool's features without the need for modifications. The long range plan is to then be ready to move to Banner SaaS within 5 years. The SaaS product includes the latest AI and Analytics features.</p>

Recruitment & Retention of Students <ul style="list-style-type: none"> • Applicable Diversity Action Plan Goals: Climate, Recruitment & Retention of Employees, Recruitment & Retention of Students, Curriculum & Pedagogy • Applicable Equity Assessment Themes: Diversity & Inclusion, Communication & Technology, Accountability, Physical Environment & Safety, Community, Leadership • Applicable Strategic Plan Values: Diversity & Respect, Community, Accessibility 							
Initiative	Timeline/Due Date	Responsible	Is Funding Needed	Outcomes/Deliverables	General Status as of February 14, 2024	April 3, 2024 Updates	May 20, 2024 Updates
Short-Term							
Provide more opportunities for senior leadership to engage with students	2023-2024	Accountability Leader(s): Executive Assistant to the President Responsible Parties: Senior Leadership	President’s office to support light refreshments	2023-2024 <ul style="list-style-type: none"> • Host one informal fireside chat per term (Fall, Winter, Spring) 	<i>In Progress</i> Fall Fireside Chat held: November 2023 - President Jesse Peters, Vice President of Student Affairs Tina Fuchs, Executive Director of Diversity, Equity, and Inclusion Dominique Vargas Winter Fireside Chat held: March 2024 - Provost Jose Coll, Dean Mark Girod, Interim Dean Kristin Latham-Scott Spring Fireside Chat to be held: April 2024	<i>In Progress</i> Spring Fireside Chat scheduled: Thursday, April 11 <ul style="list-style-type: none"> • Vice President of Student Affairs Tina Fuchs • Director of Government Relations Rico Lujan Valerio • Executive Director of Human Resources Desiree Noah • Board of Trustees Secretary Evan Sorce 	Completed Three fireside chats were held (Fall, Winter, Spring). A few examples of direct responses to student feedback: <ul style="list-style-type: none"> • Student-centered professional development opportunities re: Disability Services in the Workplace and LGBTQ2SIA+ in the Workplace • Rearrangement and removal of chairs in Bellamy Hall classrooms • Installation of five wellness and meditation spaces for the university community Senior Leadership will determine the best path forward for future engagement opportunities with students.
WOU will join the group of 1000+ colleges/ universities using the Common Application <i>"Common App is a non-profit membership organization"</i>	2023-2024	Accountability Leader(s): Vice President for Student Affairs Responsible Parties: Admissions, Student Affairs, University Computing Solutions	\$5,000 - \$10,000 (initial joining fee), \$2,500 (annual fee) – initial \$10,000 paid through sustainability funds Details on funding: Implementation fee – one-time cost based on platform (3 levels)	December 2023 <ul style="list-style-type: none"> • Signed letter of intent Spring 2024 <ul style="list-style-type: none"> • Implementation begins; application available for use for Fall 2024 applications Fall 2024	<i>In Progress</i>	<i>In Progress</i> On track to be in place for recruitment in fall 2024 for fall 2025 students.	<i>In Progress</i> On track for Western to be included in Fall 2024 Common Application for Fall 2025 recruitment

<p><i>representing more than 1,000 diverse institutions of higher education. We connect applicants and those who support them to a wide array of public and private colleges and universities across all 50 U.S. states, and 20 countries."</i></p> <p>The investment will allow us to join all other Oregon Public Universities using this application. Further, the platform introduces another tool to improve enrollment and operational efficiency.</p>			<ul style="list-style-type: none"> • Essential Platform (\$5,000) • Standard Platform (\$7,000) • Custom Platform (\$10,000) <p>Annual Membership Fee = \$2,500</p> <p>Payment transaction fee, if applicable (only for members charging an application fee) - \$2.00 per online application fee payment processed</p> <p>Not charged when a fee waiver is used</p>	<ul style="list-style-type: none"> • Common application online and ready for new students to apply 			
<p>Update 2/3 tuition hold to a set dollar amount</p>	<p>2023-2024</p>	<p>Accountability Leader(s): Vice President for Student Affairs and Provost</p> <p>Responsible Parties: Senior Leadership, Registrar, University Computing Solutions, Student Success and Advising, Additional University Partners</p>	<p>No</p>	<p>Winter/Spring 2024</p> <ul style="list-style-type: none"> • Determine financial hold threshold for the balance students can carry and still register <p>Fall 2024</p> <ul style="list-style-type: none"> • Updated threshold communicated • Updated threshold implemented 		<p><i>In Progress</i></p> <p>Small committee made up of representatives from the Business Office, Student Affairs, and Student Success and Advising on March 18, 2024.</p> <p>Data is being collected to help inform the threshold amount.</p> <p>Targeting a late April committee meeting to determine threshold after data is reviewed.</p>	<p><i>In Progress</i></p> <p>Still waiting for data from IR to determine the appropriate threshold.</p> <p>Implement for Fall 2024 (in place pre-Winter 2025 registration)</p> <p>Next step is to include Camarie Moreno (interim VPFA) into the conversation</p>

<p>Establish student resource modules (e.g., student orientation, online course tutorial, registration) for students on Canvas</p>	<p>2023-2024</p>	<p>Accountability Leader(s): Vice President for Student Affairs and Provost</p> <p>Responsible Parties: Student Affairs, Academic Affairs, Academic Innovation, University Computing Solutions</p>	<p>No</p>	<p>2023-2024</p> <ul style="list-style-type: none"> Modules developed <p>Fall 2024</p> <ul style="list-style-type: none"> Modules ready for use 		<p><i>In Progress</i></p> <p>Meeting to be scheduled for accountability leaders to establish next steps.</p> <p>Dean of Students is connecting with New Student and Family Programs regarding online orientation modules.</p> <p>Student Success and Advising is responsible for the registration module.</p> <p>Academic Innovation is responsible for online course tutorials.</p> <p>The new Center for Teaching and Learning Director will begin in summer 2024 and will establish this protocol.</p>	<p><i>In Progress</i></p> <p>These modules are in ongoing development by individual areas, such as New Student and Family Programs and Student Success and Advising. These will be available as completed, and updated as needed.</p>
<p>Create a virtual option for student orientation for remote/online students, commuter students, and transfer students</p>	<p>2023-2024</p>	<p>Accountability Leader(s): Vice President for Student Affairs and Provost</p> <p>Responsible Parties: Student Affairs, New Student & Family Programs, Academic Affairs, Academic Innovation, University Computing Solutions</p>	<p>No</p>	<p>2023-2024</p> <ul style="list-style-type: none"> Review what was facilitated during the pandemic Determine use and need for virtual options to be updated If need established: <ul style="list-style-type: none"> Update materials Develop implementation plan <p>Fall 2024</p> <ul style="list-style-type: none"> Ready for use 		<p><i>In Progress</i></p> <p>Meeting to be scheduled for accountability leaders to establish next steps.</p> <p>All incoming and transfer students receive the following links from Student Success and Advising:</p> <ul style="list-style-type: none"> first year students - here transfer students - here 	<p><i>In Progress</i></p> <p>As in person orientation is being developed for this next year, the virtual option will be developed as well along the same timeline and available in the Fall (and Winter/Spring terms).</p>
<p>Mid-Term</p>							
<p>Review, evaluate, and revise advising systems and structures</p> <ul style="list-style-type: none"> Review of advising model including assessment 	<p>2023-2025</p>	<p>Accountability Leader(s): Provost</p> <p>Responsible Parties: Student Success and Advising, Academic Affairs</p>	<p>No funding required for the initial step of this initiative, however, funding requests anticipated</p>	<p>2023-2024</p> <ul style="list-style-type: none"> Review completed and report generated <p>Fall 2024</p> <ul style="list-style-type: none"> Recommendations brought forward to Academic Affairs Council for further consideration 	<p><i>In Progress</i></p>	<p><i>In Progress</i></p> <p>Recommendations and ongoing work by Director of Student Success and Advising:</p> <ul style="list-style-type: none"> 2022-2023 report on the Faculty Leads program. It includes a one-page summary. 	<p><i>In Progress</i></p>

2024 HSI Summit Week Reflections and Data

HSI SUMMIT

HSI SUMMIT

APRIL 22-26 • 22-26 DE ABRIL • 2024

WESTERN OREGON UNIVERSITY • wou.edu/hsisummit

MONDAY, 4/22 • 11 A.M. - 2 P.M.

Werner University Center (across from Caffè Allegro)

What does it mean to be a Hispanic Serving Institution?

Stop by this tabling event to learn more about what it means to be an HSI and Western's efforts to become a designated HSI. Spin the wheel to learn more about HSIs in the context of WOU, Oregon, and the national landscape.

TUESDAY, 4/23 • 4 P.M. - 6 P.M.

Richard Woodcock Education Center, 101

Talk About It Tuesday with Nicole Leon, Director, Hispanic Metropolitan Chamber

Nicole Leon is the Director of the Hispanic Metropolitan Chamber of Commerce out of Portland. Leon will share her higher education journey and what led her to the HMCC (and really on a path of servingness). She will follow this by facilitating a group discussion about what servingness means to attendees (primary audience is students). There will also be time for questions and responses with Leon.

WEDNESDAY, 4/24 • 11 A.M. - 2 P.M.

Werner University Center (across from Caffè Allegro)

What does servingness mean to you and our community?

Stop by this tabling event to learn about servingness, and share with us what you think servingness is, what it means at Western, and what it means to our community.

THURSDAY, 4/25 • NOON - 1 P.M.

Werner University Center, Columbia Room

Latino/a/e History of Oregon

WOU faculty, Mike McGlade (Sustainability) and Ricardo Pelegrin Taboada (History), will present about Latino/a/e history in Oregon. McGlade will discuss the role of farm labor networks of Mexican origin people in the Pacific Northwest in later mass migrations that were part of the urbanization of residence and employment. Pelegrin Taboada will discuss the migration and presence of other Latino/a/e groups in Oregon in the context of current migration policies.

FRIDAY, 4/26 • 9 A.M. - 4 P.M.

Werner University Center, Pacific Room

Hispanic Serving Institution Summit



This year's summit will feature two keynote presenters: Patrick L. Valdez, Ph. D., and Marissa Vasquez, Ph. D. Valdez will focus on the history, policy, and current context of Hispanic Serving Institutions, while Vasquez will discuss operationalizing servingness. There will also be a student panel, an afternoon of concurrent sessions, and networking time for attendees.

Preferred registration by April 12, 2024, visit wou.edu/hsisummit.

Questions about any of these events, email dei@wou.edu

If you would like to request disability related accommodation(s) to participate in a WOU activity or event, please notify Disability Services (ODS) at 503-838-8250 or ods@wou.edu at least three (3) business days in advance. For ASL interpreting, Typewell transcribing, or captioning services please complete the online request form at wou.edu/disabilityservices.



Monday, April 22

Tabling

27

Participants

What does it mean to be a
Hispanic Serving
Institution?

Talk About it Tuesday, April 23

13

Attendees

- HMCC Scholarship Program
- HMCC engagement with WOU
- Look for volunteers for events and activities
- More community involvement at WOU
 - Community come to student club/organization meetings – engage beyond sports
 - More “two-way street” engagement
 - Asking students/members what they would like to see

Mentimeter: What does servingness mean to you?

- Giving back to the community
- Helping other people/those around you
- Intentionally supporting your community
- Being authentic in the work you do for others
- Showing kindness to our community
- Mutual aids
- Continuously showing up
- Providing support and resources
- Outreach in many different areas of the community; whether through cultural, religious, or legal outreach

Mentimeter: In what places/spaces do you feel well supported?

- Multicultural Student Services and Programs
- Cultural Club
- Being around people that have the same background as me
- In my hometown, I believe that being around the people that I grew up with and people that have the same cultural values and background as I do
- Within students that relate to me and in my hometown being in the metro area and I have found my group with people that look like me and grew up like me
- I feel like Western has many staff, faculty, and admin that do their best for all students, and always want to learn how to do better. They are those that actually show up.

Mentimeter: In what places/spaces do you feel less supported?

- In the greater community, would probably be that we know there are resources out there, but make it a bigger and more approachable conversation
- Being the only person in a space to speak for an entire group or community
- Imposter syndrome in certain conversations
- When it comes to building community, coming to college is hard enough, and establishing a Hispanic support system made it harder
- Never feeling like you can be completely anonymous because of your cultural background
- Some communities close by to WOU have a strong history of white supremacy and don't feel welcoming

Mentimeter: As Western is working to become a HSI, what support services or resources would you like to see expanded or created?

- I would like to see more intentionally from all areas on campus; it's not just MSSP and the DEI office responsibility
- Grow mentorship opportunities (peer-to-peer, professional staff/faculty to student, staff-to-staff, faculty-to-faculty), especially among marginalized populations
- More outreach to outside communities and events, WOU seems unknown
- More bilingual staff in Financial Aid with knowledge of ORSSA; a designated space for each cultural group on campus; more prominence of resources
- More support for MSSP
- Continued learning opportunities for staff/faculty to learn and engage in this work

Wednesday, April 24

Tabling

30

Participants

What does servingness mean to you and our community?

What does servingness mean to you?

49 responses



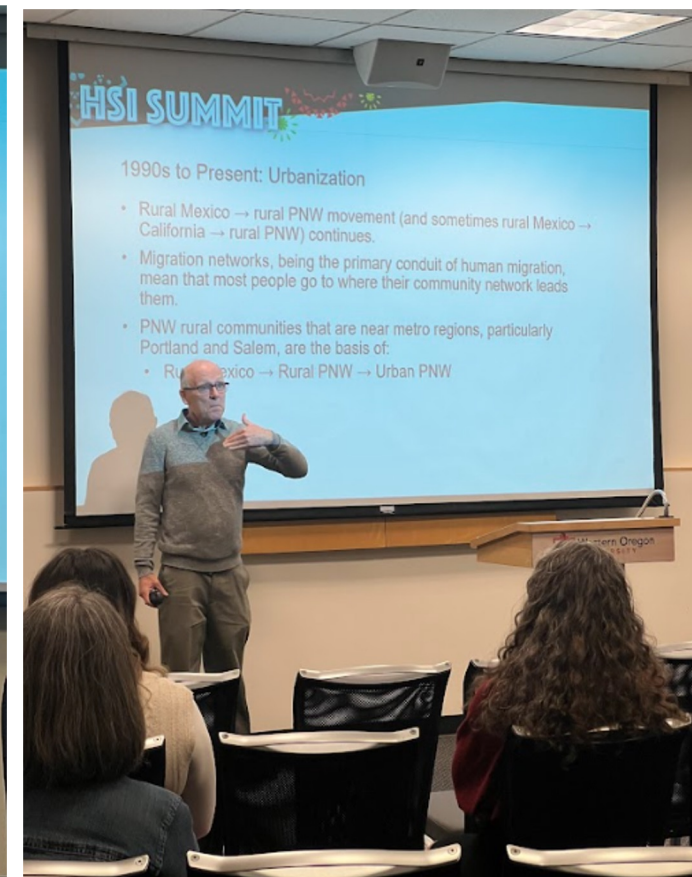
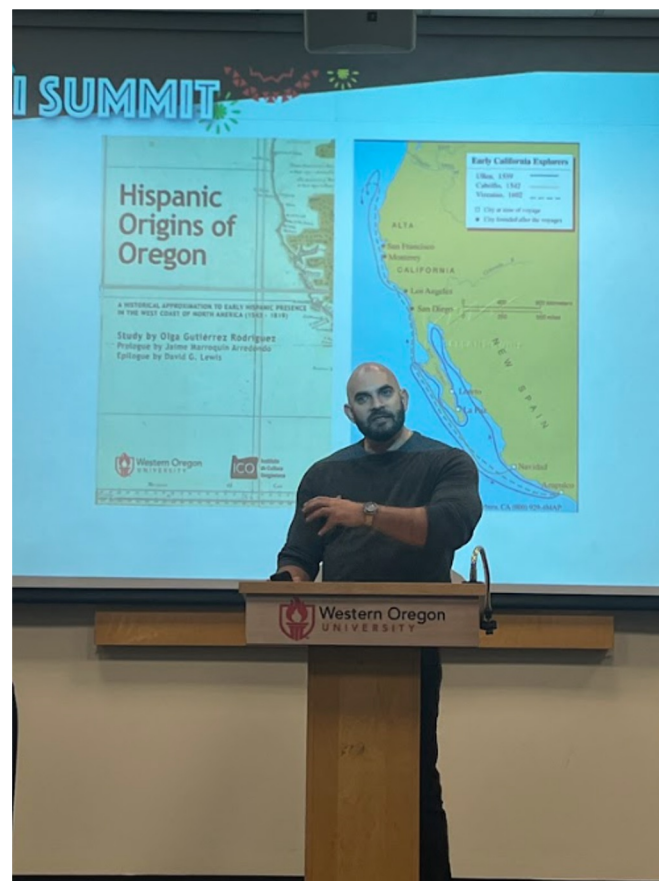
Hispanic/Latine History of Oregon, April 25

39

Participants

28 staff

11 students



2024 HSI Summit

April 26

HSI Summit Numbers



270

TOTAL number of participants



35

Unique Organizations



62

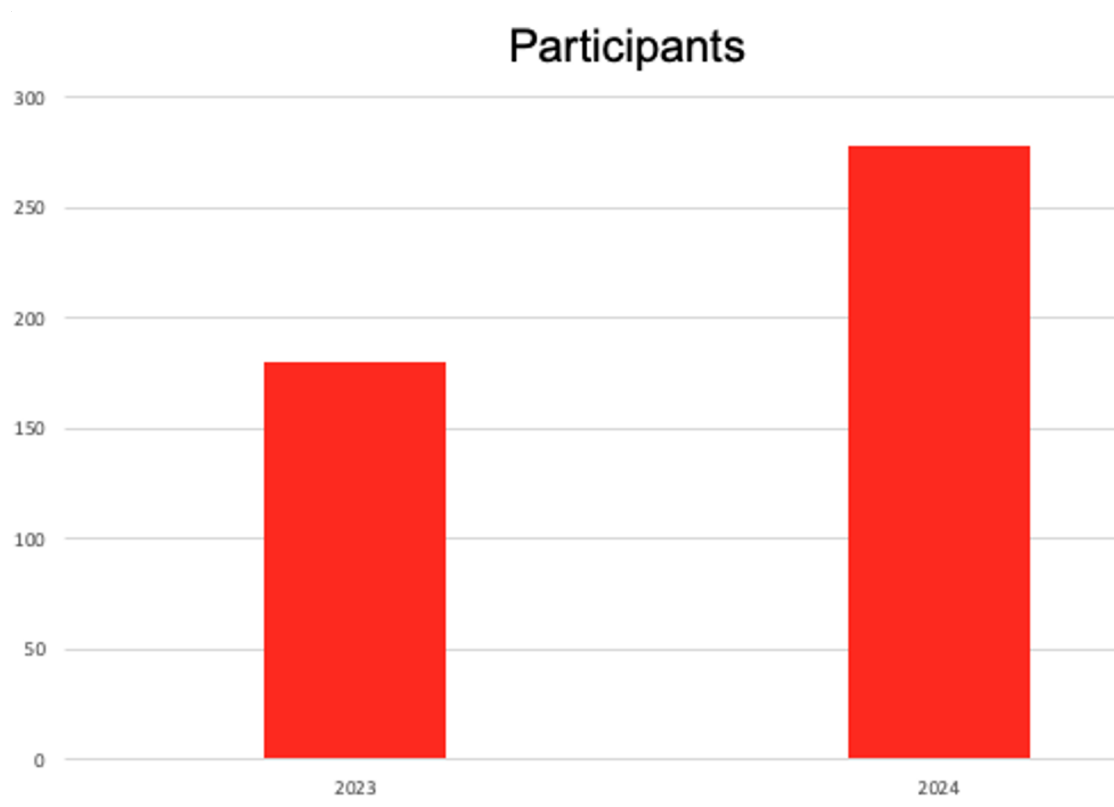
Virtual Attendees



74

Same day registrations

HSI Summit Growth



Mentimeter: What questions might you like answered over the next year or at the next Summit?

- How will we implement servingness into the strategic plan?
- With Hispanic students being so family oriented, how does this go hand-in-hand with first year live on requirements?
- How to engage or bring in more parents into conversations of college for their children?
- How do we work across institutions in support of advancing institutional and state goals in this area?
- How to engage or bring in more
- What does it mean or what steps can we take to help shift mindsets and demographics sooner/be proactive?
- Practicality of working cross departmentally, what is tangible?

Mentimeter: What questions might you like answered over the next year or at the next Summit?

- What are continued needs of students?
- What legislation is being advocated for HSI institutions?
- How are we engaging faculty and having real measures for improvement of faculty who are not brought in?
- Breakout workshop specifically for emerging HSIs and official steps to working toward the designation
- How to capture all ethnicities to reduce opt out
- Shared contact list of summit attendees

Questions and Reflections

<p>of LEAD Advising pilot so far</p> <ul style="list-style-type: none"> Assess effectiveness and places we are creating inadvertent inequities 		<p>Consulting with Student Affairs, Admissions, Financial Aid, Registrar</p>				<ul style="list-style-type: none"> A review of our existing advising system (including recommendations) that the Director of Student Success and Advising has been working on and updating over the past year. 	
<p>Review and revise the Code of Student Responsibility and disciplinary procedures to shift to a restorative justice framework</p>	<p>2023-2025</p>	<p>Accountability Leader(s): Vice President for Student Affairs</p> <p>Responsible Parties: Student Conduct, Student Affairs, Housing</p>	<p>2023-2024 – no funding requests anticipated 2024-2025 – additional funding request anticipated to build capacity and skills to utilize a restorative justice framework <i>Beyond 2025, unknown until plan developed</i></p>	<p>2023-2024</p> <ul style="list-style-type: none"> Finish current review and publication of the Code of Student Responsibility Update Student Conduct website Plan developed for capacity building and implementation of restorative justice framework <p>2024-2025</p> <ul style="list-style-type: none"> Capacity building and training for utilization of restorative justice framework <p>Fall 2025</p> <ul style="list-style-type: none"> Implementation/utilization 	<p><i>In Progress</i></p> <p>Revised Code of Student Responsibility available January 2024.</p>	<p><i>In Progress</i></p> <p>Revisions and considerations for restorative justice are forthcoming.</p> <p>Restorative justice framework is being explored, training will be necessary, which will lead to a funding request.</p> <p>Dependent upon resources provided to allow for training/development AND there must be institutional buy-in to this practice.</p>	<p><i>In Progress</i></p> <p>New Code is launched. Code is also close to being translated in Spanish and targeted to be ready by June 1.</p> <p>Student Conduct and the Dean of Students office have this on their radar to seek training opportunities around restorative justice during the FY25.</p>
<p>Establish clear support systems for first-generation students</p>	<p>2023-2026</p>	<p>Accountability Leader(s): Vice President for Student Affairs and Provost</p> <p>Responsible Parties: Student Success and Advising, Diversity, Equity and Inclusion, Student Affairs, Marketing and Communication, and University Partners</p>	<p>2023-2024 – no funding requests anticipated, funds reallocated from existing Student Success and Advising for position 2024-2026 – additional funding request may occur as further developed</p>	<p>Fall 2023</p> <ul style="list-style-type: none"> Reallocate resources to recruit and hire a First-Generation Advisor/Coordinator <p>Fall 2024</p> <ul style="list-style-type: none"> First-Generation Advisor/Coordinator begins working at WOU <p>2024-2025</p> <ul style="list-style-type: none"> Establish supporting first-generation college students as the 2024-2025 cultural competence focus for the university 	<p><i>In Progress</i></p>	<p><i>In Progress</i></p> <p>Meeting to be scheduled for accountability leaders to establish next steps.</p> <p>Student Success and Advising reallocated resources to recruit and hire a First-Generation Advisor/Coordinator.</p>	<p><i>In Progress</i></p> <p>At the May 2 Enrollment Strategies meeting, the topic of a First Generation Summit was discussed (similar format to the Hispanic Serving Institution Summit).</p> <p>Tina and Paige Jackson agreed to meet and explore the topic further.</p> <p>Tina and Paige met on May 9 and discussed a First Generation Week concept for the week of Nov 4-8 with 2-3 sessions during</p>

				<p>November 2024</p> <ul style="list-style-type: none"> First-generation student day, celebration expanded beyond TRiO Programs <p>Winter 2025</p> <ul style="list-style-type: none"> First-generation student center opened 			<p>the week culminating into a ½ day summit on Nov 8.</p> <p>Tina discussed the concept with Dr. Peters on 5/16 who gave his verbal support to continue exploring this concept.</p>
Long-term							
<p>Evaluate the MyWOU app and recommend the best path forward for an app that supports students throughout their time at WOU, including Admissions through Graduation</p> <ul style="list-style-type: none"> Themes of access and community throughout the student experience 	<p>2023-2024/Update after Fall 2024</p>	<p>Accountability Leader(s): Vice President for Student Affairs and Director of University Computing Solutions</p> <p>Responsible Parties: University Technology Advisory Committee, University Computing Solutions, Student Affairs, Strategic Enrollment Working Group, Academic Affairs, Associated Students of Western Oregon University</p>	<p>No request during research phase, however, if continuation of app usage or expansion of app usage is recommendation, additional funding request anticipated</p>	<p>Fall 2024</p> <ul style="list-style-type: none"> Recommendation for pursuing a mobile application utilization for WOU <p><i>Recommendation based in data from university community, considering:</i></p> <ul style="list-style-type: none"> Peer institutions utilization of apps What is the potential functionality of an app? What do we need in an app? What do we want in an app? Is an app a vehicle to create community, support student needs, aid in access to and flow of information, etc.? <p><i>Recommended ways to collect student perspective:</i></p> <ul style="list-style-type: none"> Tabling in the WUC Quick survey Listening type sessions for open discussion from students 		<p>Accountability leaders met April 1.</p> <p>MyWOU is no longer supported by Ellucian and is not installable at Western Oregon University.</p> <p>University Computing Solutions completed Ellucian Experience Premium training in March. This is the successor to MyWOU. Expanded integration of Navigate with Banner data is underway.</p> <p>University Computing Solutions is research applications from other schools.</p> <p>Student Affairs is working with Student Engagement to create student focus groups for feedback about an app this spring term.</p>	<p><i>In Progress</i></p> <p>This was handed off to UCS and Student Engagement.</p> <p>Focus groups took place in April.</p> <p>Received input from ASWOU and other student groups.</p> <p>Working toward a multi-app mobile solution with Navigate, Presence, and Ellucian Experience being the main mobile tools. The goal is to not duplicate features; the apps will link to each other and to Canvas, Google, and other existing apps. Student feedback is that they use Gchat and Instagram for communicating at WOU. They do not want another chat tool.</p>

Recruitment & Retention of Employees <ul style="list-style-type: none"> • Applicable Diversity Action Plan Goals: Climate, Recruitment & Retention of Employees, Recruitment & Retention of Students • Applicable Equity Assessment Themes: Diversity & Inclusion, Communication & Technology, Accountability, Physical Environment & Safety, Community, Leadership • Applicable Strategic Plan Values: Diversity & Respect, Community, Accessibility 							
Initiative	Timeline/Due Date	Responsible	Is Funding Needed	Outcomes/Deliverables	General Status as of February 14, 2024	April 3, 2024 Updates	May 20, 2024 Updates
Short-Term							
Reimagine onboarding as a six-month to one year process, to include <ul style="list-style-type: none"> • Development of best practices and guidelines to assist with onboarding • Updated checklists for supervisor and employee 	2023-2024	Accountability Leader(s): Executive Director of Human Resources Responsible Parties: Human Resources and University Partners	No	2023-2024 <ul style="list-style-type: none"> • Human Resources led working group formed to discussion and reimagine onboarding process for all WOU employees Fall 2024 <ul style="list-style-type: none"> • Best practices and guidelines available ahead of Fall 2024 • Checklists including compliance training links available 	<i>In Progress</i>	<i>In Progress</i> Developed internal HR team to build foundational piece with campus stakeholders joining in Summer 2024.	<i>In Progress</i> Work from the previous update continues.
Evaluate new employee orientation and restructure as needed	2023-2024	Accountability Leader(s): Executive Director of Human Resources Responsible Parties: Human Resources and University Partners	No	2023-2024 <ul style="list-style-type: none"> • Review and assessment of what is going well and where are areas for improvement Fall 2024 <ul style="list-style-type: none"> • Updated NEO training 	<i>In Progress</i>	<i>In Progress/Ongoing</i> New Employee Orientation is updated and enhanced on an ongoing basis.	<i>In Progress</i> Development of a streamlined New Employee Orientation is under way, which includes the possibility of a two day targeted NEO for all faculty and staff when starting.
Streamline search committee process, to include <ul style="list-style-type: none"> • Consistent basic standards for search committees 	2023-2024	Accountability Leader(s): Executive Director of Human Resources and Executive Director of Diversity, Equity, and Inclusion	No	2023-2024 <ul style="list-style-type: none"> • Review and update search committee member training • Review search advocacy resources and develop WOU search advocacy training Fall 2024 <ul style="list-style-type: none"> • Updated search committee member training available 	<i>In Progress</i>	<i>In Progress</i> Human Resources Update: An internal Human Resources team is working on this. Plan to bring in the larger campus community within the next few months, with a possible rollout in Aug/Sept during Tues@Two.	<i>In Progress</i> Human Resources Update: Updates made to the Managing a Search a Step by Step Process, that includes a candidate selection workflow. Search Advocacy Update:

<ul style="list-style-type: none"> ● Revise search committee training ● Guiding documents (rubrics, question repository, schedules, etc.) 		<p>Responsible Parties: Human Resources, Diversity, Equity and Inclusion, Search Advocacy Learning Community</p>		<ul style="list-style-type: none"> ● WOU search advocacy training available ● Best practices/basic standards available ● Shared templates of guiding documents available (rubrics, question repository, schedules, etc.) 		<p>Search Advocacy Update: Search Advocacy Canvas Chelle Batchelor developed. Search Advocacy Resource Group has been holding meetings and has completed initial brainstorm sessions for training. Module content is in development.</p>	<p>Search Advocacy Resource Group continues to hold meetings and has begun work on module development; meetings scheduled throughout the summer to continue the work.</p>
<p>Improve professional development opportunities for all employees</p> <ul style="list-style-type: none"> ● Clarify expectations around compliance training (e.g., Title IX, FERPA, HB 2864, etc.) ● Roll out compliance trainings with clear communication about expectations and ramifications ● Develop policy for hours used to participate in professional development (e.g., all staff have four hours of time they are expected to participate in professional development) 	<p>2023-2024</p>	<p>Accountability Leader(s): Executive Director of Human Resources and Executive Director of Diversity, Equity, and Inclusion</p> <p>Responsible Parties: Human Resources, Diversity, Equity and Inclusion, University Computing Solutions, General Counsel, Board of Trustees Secretary, Academic Affairs</p>	<p>No funding required for the initial step of this initiative, however, funding requests anticipated</p>	<p>2023-2024</p> <ul style="list-style-type: none"> ● Group of representative folks establishes expectations <p>Fall 2024</p> <ul style="list-style-type: none"> ● Centralized home for asynchronous compliance training made consistently available at the start of the fall term each year and as new employees are hired ● Policy regarding professional development established ● Financial support and system developed to support staff professional development 		<p><i>In Progress</i></p> <p>Accountability leaders met and determined the first step for this initiative will center on compliance training.</p> <p>Meeting with Human Resources, General Counsel, Student Affairs, University Computing Solutions, Marketing and Communication, Campus Public Safety, and Academic Affairs to discuss development of one centralized compliance training course to launch for Fall 2024, set for April 12.</p>	<p><i>In Progress</i></p> <p>List of compliance training has been generated. Will finalize the list this summer.</p> <p>Meeting with University Computing Solutions to discuss options for removing access or individuals who do not complete training. UCS is working on the path forward for this.</p> <p>Plan to update and develop training over the summer, with course launch for Fall 2024.</p>

<p>each academic year)</p> <ul style="list-style-type: none"> Review support of faculty professional development and consider how can model similar for staff 							
<p>Update the university harassment and discrimination policy</p>	2023-2024	<p>Accountability Leader(s): General Counsel and Secretary to the Board of Trustees Secretary & Special Assistant to the President</p> <p>Responsible Parties: Human Resources, General Counsel, Title IX, Board of Trustees Secretary</p>	No	<p>2023-2024</p> <ul style="list-style-type: none"> Revise harassment and discrimination policy <ul style="list-style-type: none"> Drafted and reviewed Public Comment Approval Implementation plan <p>2024-2025</p> <ul style="list-style-type: none"> Policy available and ready to use 		<p><i>In Progress</i></p> <p>Accountability leaders met to determine priorities of shared action plan initiatives.</p> <p>General Counsel is evaluating the current policy and drafting recommended changes.</p>	<p><i>In Progress</i></p> <p>The General Counsel has completed a draft of an updated university harassment and discrimination policy that has started to be reviewed by offices such as Human Resources and Diversity, Equity, and Inclusion.</p>
Mid-Term							
<p>Transition the Center for Academic Innovation to the Center for Teaching and Learning, expand the existing initiatives and resources</p> <ul style="list-style-type: none"> Objective 1: Quality rubrics are used to inform the design of high quality and inclusive 	2023-2025	<p>Accountability Leader(s): Provost</p> <p>Responsible Parties: Academic Innovation, Academic Affairs, University Partners</p>	<p>Yes, \$194,500 to be paid through sustainability funds. Additional financial needs to be determined</p>	<p>2023-2024</p> <ul style="list-style-type: none"> Academic Innovation transitioned to the Center for Teaching and Learning <p>2024-2025</p> <ul style="list-style-type: none"> Objectives met 	<i>In Progress</i>	<p><i>In Progress</i></p> <p>Search for Director for the Center for Teaching and Learning is underway</p>	<p><i>In Progress</i></p> <p>Director hired and to start July 8, 2024</p> <p>There will be negotiating with WOUFT on quality assessment and required training</p>

<p>online and hybrid courses</p> <ul style="list-style-type: none"> Objective 2: Academic Affairs has an infrastructure to ensure courses are high quality and inclusive Objective 3: Faculty are equipped with learning opportunities and tools to engage in the work of diversifying and decolonizing curriculum 							
<p>Evaluate and update performance management tools that include training, workshops, and resources</p> <ul style="list-style-type: none"> Include DEI/Cultural competence in performance evaluations with a self-reflection component Work with shared governance to determine tiers and self-reflection 	<p>2023-2025</p>	<p>Accountability Leader(s): Executive Director of Human Resources</p> <p>Responsible Parties: Human Resources, Diversity, Equity and Inclusion, Shared Governance</p>	<p>No</p>	<p>2023-2025</p> <ul style="list-style-type: none"> Tools updated Implementation plan developed Resources available <p>Fall 2025</p> <ul style="list-style-type: none"> Implementation begins 		<p><i>In Progress/Ongoing</i></p> <p>Tools and policies currently being updated.</p>	<p><i>Paused</i></p> <p>Targeted timeline for this project has been paused to begin in Summer 2024.</p>

recommenda tions							
Develop and implement supervisor specific professional development program for supervisors, which is then followed up with a consistently available learning community	2024-2025	Accountability Leader(s): Executive Director of Human Resources Responsible Parties: Human Resources, University Diversity and Inclusion Advisory Committee, Feedback from Shared Governance on topic areas/themes	No	Spring 2025 <ul style="list-style-type: none"> Professional development available to professional employees 		<i>In Progress/Ongoing</i>	<i>In Progress</i> Held an Equal Employment Opportunity Commission training for all supervisors. Held other specific training on benefits. Upcoming training to be rolled out is on performance improvement plans.
Develop/redevelop and pilot mentorship programs (with consistency in mind, with specific and measurable outcomes)	2023-2026	Accountability Leader(s): Provost and Executive Director of Human Resources Responsible Parties: Academic Affairs, Deans, Academic Innovation (New Faculty Orientation), University Diversity and Inclusion Advisory Committee (Jaclyn Caires-Hurley volunteered to help with effort)	Not in first year, will evaluate financial need when determining scalability and building pilot	2023-2024 <ul style="list-style-type: none"> Determine what programs currently exist Determine what data is available to assess effectiveness and what/if any gaps exist in current programs 2024-2025 <ul style="list-style-type: none"> Assess current programs and scalability Determine pilot group(s) for additional programs (consider interdisciplinary mentor/mentee relationships) 2025-2026 <ul style="list-style-type: none"> Continue current programs Pilot new programs 		<i>In Progress/Ongoing</i> Meeting to be scheduled for accountability leaders to establish next steps. Looking at best practices and the role of WOUFT.	<i>In Progress</i> A goal will be to develop an assistant provost for faculty success/faculty affairs that will develop and oversee faculty mentorship, promotion & tenure, faculty development and equity hiring practices.
Long-term							
Engage in a Classification and Compensation Project	2023-2025/Ongoing	Accountability Leader(s):	Yes, consultant (\$123,000), to be paid through sustainability funds. Additional	2023-2025 <ul style="list-style-type: none"> Conduct a salary study Conduct a classification study Conduct a pay equity study 	<i>In Progress</i>	<i>In Progress</i> Currently reviewing position descriptions, writing	<i>In Progress</i> Work from the previous update continues.

		Executive Director of Human Resources Responsible Parties: Human Resources and University Partners	funding request anticipated; to be determined following studies and recommendations	<ul style="list-style-type: none"> Report findings and recommendations 		compensation philosophy and position description guide.	
Conduct assessment of promotion and tenure process with an equity lens	2023-2025/Update Fall 2025	Accountability Leader(s): Provost Responsible Parties: Academic Affairs and University Partners	No	2023-2025 <ul style="list-style-type: none"> Review of process Fall 2025 <ul style="list-style-type: none"> Provide specific recommendations for the Provost and Union based on the results of the assessment 		<i>In Progress</i> Collective Bargaining Agreement Negotiations	<i>In Progress</i>
Development and promotion of junior faculty retention programs <ul style="list-style-type: none"> Consistency within divisions/ departments Further clarity of expectations that are easy to find Partnerships/ mentorships with/for senior faculty support 	2023-2025/Update Fall 2025	Accountability Leader(s): Provost Responsible Parties: Academic Affairs and University Partners	No funding required for the initial step of this initiative, however, long-term may need to make budgetary considerations	2023-2025 <ul style="list-style-type: none"> Determine what is available and review current programs Unit reviews of historical tenure trends (e.g., successful tenured lines, time to apply and receive Full Professor rank) Fall 2025 <ul style="list-style-type: none"> Consistent procedural guidelines and expectations shared with all units Centralized and consistent training and mentoring system for PRC's and tenure track faculty 		<i>In Progress</i> Collective Bargaining Agreement Negotiations	<i>In Progress</i>

Report for WOU Governance Board – June 2024

Division of Advancement & WOU Foundation | Submitted by Katie Wojke

WOU Foundation & Development

Mission:

The Western Oregon University Foundation exists to strengthen relationships and provide resources in order to serve and support the mission and vision of Western Oregon University.

Advancement's Efforts within the Strategic Plan Core Values:

Centering Students: The Advancement team enjoys our interactions with students. Examples of regular engagement with students includes Annual Giving Director teaching a Lit 101 course; Alumni Engagement Manager participating in the Communications class that is planning the Forever Wolves Grad Party; and Finance Manager meeting with students about club fundraising activities.

Also, with each fundraising appeal and special event, growing support for students is the focus of our efforts. For example, at the upcoming Wolves Auction, there will be dozens of student-athletes volunteering before, during and after the event. They will be visible to and interactive with the attendees so that attendees can see and meet who they are supporting.

Embracing Diversity: The Advancement division is seeking to diversify its governance and advisory boards and volunteer committees as new members are considered.

We are actively pursuing an increase in the number of diverse applicants and nominees for the Distinguished Alumni Awards and encouraging the selection committee to consider multiple facets when making their decisions about honorees.

In support of the University's emerging HSI designation, we are in the beginning stages of forming a Latino Alumni Affinity Group. This affinity group will support alumni and current students.

Fostering Accessibility: \$10 million of the \$20 million campaign goal is to increase scholarships. For the past four years, the Foundation has awarded \$1 million or more in scholarships and student aid. With a large focus on scholarships and student aid funds, we will continue to be able to provide significant funding to students that helps them with achieving their educational goals.

In addition, as we raise more funds, the Foundation has been able to increase its small competitive grants that are awarded to nearly every division across campus, supporting faculty and students alike.

Valuing Community: The Foundation is sponsoring more community events and activities to help with visibility and presence in our local community and beyond.

We are also seeking to renew, grow and expand our sponsorships with local businesses to gain support for Western and provide them with visibility to our campus, alumni and friend communities.

WOU Foundation, Comprehensive Campaign and Fundraising Progress:

The WOU Foundation board will be voting on its first emeritus member and two new members during their June meeting.

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

\$20M Campaign for Western Oregon University

	Scholarships – \$10M Goal <ul style="list-style-type: none">• Endowed Scholarships• Annual Scholarships
	Wolves Athletics – \$5M Goal <ul style="list-style-type: none">• Endowed Scholarships for Student-Athletes• Athletics Facilities – Phase 1: Turf Field• Wolves Club• General Athletics Support
	Student Success – \$5M Goal <ul style="list-style-type: none">• Student Success Center – \$1M matching funds• Removing Barriers to Student Success• Student Enrichment• Faculty Support & Dean’s Funds• Unrestricted Endowment• General University Support – all other funds

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

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

Campaign Co-Chairs

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

Committee Members

- Chester Anonson '10, '12
- Sharon Baugh '75, '86
- T.J. Beck '98
- Bill Hansen and Betty McDonald
- Mike Lynch '72 and Anne McGee
- Pat Stineff '77, '83

- Dave Novotney '95
- Jesse Peters, PhD, President

Western Oregon University Foundation Staff

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

Fundraising Activity & Highlights

Major Giving and Planned Giving:

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

Grants summary:

The work with our grant consultant is ongoing. They have been diligently connecting us with new potential funders and working with various departments across campus. A summary of their work as of May 1 is below.

- Grant applications awarded: 4
- Grant applications submitted and pending: 8
- Grant applications currently in progress: 7
- Grant applications on our radar: 10
- Grant applications declined: 1

- Total Sum Currently Pending: \$172,500.00
- Total Sum Awarded 2023: \$50,000.00
- Total Sum Awarded 2024: \$67,500.00

Annual Giving:

- Wolves Club renewals are underway. New memberships will open in mid-June. Most current Wolves Club members join for tailgating spaces, so we are exploring ways to expand this membership beyond benefits tied to football.
- President’s Club donor renewals are underway prior to the fiscal year close. Outreach includes calls and emails to those with current year giving and letter to those with no current year giving.

- Direct mail to try to renew/reengage Fund for WOU donors from recent years before fiscal year end (June 30).
- **Sponsorships**
 - **The Wolves Athletic Auction is Saturday, June 1.**
 - 15 sponsors compared with 13 sponsors in 2023
 - 12 live items compared with 10 live items in 2023
 - Repeating online and silent auction, raffle, and “golden ticket” (choice of a live item)
 - Significantly increased and upgraded Wine Wall and added Fund-A-Need items for each sport.
 - Guest count is up over last year.
 - Event will feature alumnae as emcee and keynote.
 - Reviewing, revising, and redesigning the sponsorship packages for Athletics and Smith Fine Arts Series and developing packages for other campus events.
 - In the process of renewing current Athletics sponsorships
 - Added 3 new club sports sponsors for rugby
 - Added a cash sponsor for the Veterans Banquet for the first time this year, in addition to in-kind sponsors

Advancement Services and Stewardship

Donor Stewardship

- Endowment and scholarship reports resulted in several donor connections.

Audit

- Pledge reconciliation resulted in renewed conversations with a couple donors on outstanding pledges for scholarships.
- 2023-24 pre-audit materials submitted to auditors in preparation for June site visit.

Competitive Grants

- Received 38 applications for 2024-2025 projects and programs. The committee will review and select awardees in early June.

Smith Fine Arts Series (SFAS)

The Smith Fine Arts Series has one show remaining in their 46th season:

- Makaha Sons on June 8, 2024

Acts for next season are being finalized and marketing materials will be developed over the summer. Series and show sponsors will be solicited over the summer.

Received an \$8,500 grant from the Reser Family Foundation.

A search has been launched for a new SFAS Director.

Alumni and Community Engagement

Alumni Award Nominations close May 31. Review and selection will take place in June.

Alumni Engagement Manager is supporting Communications class that plans the Forever Wolves Grad Party in The Grove on June 14, the night before Commencement.

A new Alumni Board member will be voted on during their June meeting. The board is working on recruiting new members to diversify the board.

In the planning stages for a Latino Alumni Affinity Group. Cristian Mendez-Garcia has agreed to be the chair of the committee. The planning committee will work with Anna Hernandez-Hunter and others on campus and alumni in our surrounding communities to get this group started.

Events since last report:

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

Upcoming events:

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

- Volleyball Alumni Game
- December 6 – Tree Lighting
- December 14 – President’s Club Dinner and Campaign Kickoff (date still tentative)