



Good afternoon,

I wanted to follow-up this morning's State of the University address with some key updates.

The first relates to the reassignment of Dr. Sue Monahan to the role of Associate Provost for Academic Effectiveness. This position is needed to provide added coordination and support for our assessment efforts as we engage in the work related to NWCCU accreditation. Dr. Monahan has led many efforts related to effective assessment of student learning outcomes and she collaborated with faculty who led WOU's adoption of the LEAP outcomes. The accreditation review and the preliminary work of the Strategic Planning Committee have pointed to the need for assessment data and development of processes that result in program improvement. As I mentioned in my speech this morning, a special workshop is scheduled for this Wednesday from 1-430 pm in ITC 211. This will be an opportunity for faculty members to learn about the work that needs to be accomplished to meet the expectations of the Northwest Commission. I look forward to seeing the progress that we will make with her leadership.

In a related change, I wanted to remind you that Dr. Rob Winningham assumed the role of Interim Dean of Liberal Arts and Sciences (LAS) on September 1, 2016. This is intended to be one-year position and I expect the search process to begin as soon as possible this fall, with a desired start date for the permanent dean as July 1, 2017. Dr. Winningham and I have met and I am confident that he will provide direction for the college on matters of importance to the university and units within LAS. I want to thank him for assuming this role.

The strategic planning process has already identified the need for Western to have greater visibility within the state. This morning I addressed the need for WOU to be a destination school, greater visibility for our accomplishments and a clear focus on our brand and voice in the community will be a step in that direction. For this reason, I have reassigned Erin McDonough to lead an office of Strategic Communication and Marketing. By using the funds that were identified for a Director of Marketing in last year's budget and redirecting them to support this unit, we can create the unit as described. This group will include Denise Visuano, Lisa Catto, Kent St. Clair, a new writer position, and support from our web designer Danielle Gauntz. The unit will be located on the 3rd floor of the Administration building.

Tommy Love will assume responsibilities for alumni relations and the Foundation. By creating a closer connection between our efforts to engage our alumni, I expect to see an increase in the number of alumni donors. Such a structure is typical for most universities and I believe that we will see improved outcomes from this change. I reported this morning that we are beginning to see the impact of increased activities with an increase in the

Office of the President



number of first-time donors. To be successful, we need to find external support for our work and I believe this realignment will be a positive factor in that effort.

Finally, I have also examined the relative workload of my cabinet and have reassigned human resources to Vice President & General Counsel Ryan Hagemann effective September 15, 2016. This change provides a more balanced load for the cabinet and it also is consistent with my need for legal consultation on many compliance issues related to areas within Human Resources. Examples, there are changes in DOL FLSA thresholds that are taking effect December 1, 2016 that have an impact on our workforce, the administration of our collective bargaining agreements and the changes to our benefits programs such as the ACA and the revision of the HR policies both from the conversion away from OUS and new mandated legislation. With this change VP Hagemann has responsibility for a number of related issues: human resources, government affairs and lobbying, institutional research, secretary of the BOT, and general counsel for the University. Additionally, VP Hagemann chairs the Policy Council which has made significant progress on adopting and converting former OUS policies into policies for WOU. Please visit the updated [WOU policy library](#) for information on this important work related to our governance.

In closing, I am confident that these changes will enable Western to make progress on a number issues as we engage the work of the ever-changing higher education landscape.

Best wishes for a productive 2016-17.

Rex

Rex Fuller