

**University Council  
Minutes  
April 23, 2021 | 8:30-10:00am**

**Members Present:** Michael Baltzley, Chelle Batchelor, Gabbi Boyle, Kathy Cassity, Gary Dukes, Bryan Dutton, Hillary Fouts, Tina Fuchs, Rex Fuller, Mark Girod, Leigh Graziano, Ryan Hagemann, NJ Johnson, Bill Kernan, Kristin Latham-Scott, Randi Lydum, Dave McDonald, Erin McDonough, Sue Monahan, Jenna Otto, Tad Shannon, Michael Smith, Judy Vanderburg, LouAnn Vickers (Ex-Officio), Rob Winningham

**Members Absent:** Breeann Flesch, Ana Karaman, Abdus Shahid, Jackson Stalley, Niki Weight

**Others in Attendance:** Adry Clark, Lacey Davis, Michael Ellis, Cara Groshong, Olivia Flores, Sharyn Ryals, Ariel Simmer Suel, Bev West

**Campus advisory committee reports**

**1. UBAC | Tad Shannon**

UBAC has not met since the last University Council meeting so there were no updates.

President Fuller talked about the DEI Task Force that is being initiated. This task force will be comprised of members from the the University Budget Advisory Committee (UBAC), University Diversity, Inclusion, and Advisory Committee (UDIAC), and the University Cultural Competency Advisory Committee (UCCAC). They will develop some guidelines for a call to campus for DEI proposals which will then generate conversations with UBAC, and follow the budget proposal process which will include UBAC review.

**2. UDIAC | Gabbi Boyle**

Gabbi provided an overview of the University's progress with regards to diversity. They noted that the Board of Trustees' statement on diversity, inclusion, accessibility, equity was approved at their April 21, 2021 meeting. This is WOU's overarching message on diversity, which she referenced as the "what." The Diversity Action Plan, the work of UDIAC, will be the "how/when" and a budget proposal, which would be the culmination of the work by UDIAC, UBAC, and the University Cultural Competency Advisory Committee (UCCAC), along with campus input, will result in the "who."

In review of the spring term timeline, they noted that UDIAC co-chairs and the UCCAC sub-committee leads will meet to confirm a comprehensive and collaborative proposal leading up to the June 9<sup>th</sup> Board of Trustees meeting, where the Diversity Action Plan will be jointly presented.

The Diversity Action Plan survey received 82 responses. The concerns noted in these responses were lack of resources for training, staffing, and budget related to diversity projects, lack of accountability/transparency, lack of clear community standards, and lack of trust in WOU as an institution and its administrators.

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The presentation slides may be viewed [here](#).

### **3. UTAC | Bill Kernan**

Co-chair Bill Kernan provided the UTAC update. He noted that 10 classrooms are scheduled for upgrades to better meet the needs of remote learning. The video enabled rooms will provide opportunity for students to learn in the classroom while others learn remotely. This project has been possible with the use of CARES funding.

He referenced the Information Security Training modules which are available to WOU employees in the WOU Portal. A recent training provided by Michael Ellis, the “Real-Life Security Incident,” has been added to these training modules. The campus community is encouraged to engage in these online trainings.

UTAC has formed a new Technology Accessibility Task Force. With the academic year ending soon, the task force is focusing on two aspects: learning more about WOU resources, procedures, policies, and competencies related to technology accessibility and setting goals related to technology accessibility for 2021-2022.

The presentation slides may be viewed [here](#).

### **Updates, progress reports and discussion items**

#### **4. ACE Learner Success Lab Update | Kathy Cassity & Adry Clark**

Kathy and Adry provided an update to their [October 2020](#) presentation regarding the American Council on Education (ACE) Learner Success Lab (LSL).

The Learner Success Lab is an inclusive learning community that integrates evidence-based practices to create a strategy for learner success. They noted that learner success is defined more broadly than just graduation. The LSL focuses on the overall education experience which includes areas such as career readiness, life design, and high impact practices of persistence and completion.

The steering committee is comprised of 12 members representing the campus community. The committee hosted the ACE advisor, Dr. Mary Churchill, in a virtual visit to campus in February which provided the opportunity for her to meet with President’s Cabinet, Academic Success and Advising, a First-Year Seminar class, Student Affairs Directors, Academic Affairs Executive Committee, and the ASWOU Cabinet.

At the conclusion of her visit, Dr. Churchill identified both assets and challenges for WOU. She noted that WOU is on the verge of being an inclusive community, comprised of people who deeply care about our diverse and marginalized students.

The challenges she referenced included a lack of common definitions for concepts in the Strategic Plan with regards to Student Success, Diversity, and Personalized approach, lack of overall structure to support diverse and marginalized students, and limited ways to remove systemic barriers.

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The steering committee will form subcommittees as they complete a SWOC analysis and develop research questions and methods to conduct surveys and collect data. They will also collaborate with the campus community to share data gathered and encourage campus groups to share data that has been collected in their respective areas with the steering committee.

They plan to host a second site visit in November 2021 and begin writing their report in January 2022, finalizing it in April 2022.

The presentation slides may be viewed [here](#).

## **5. University Cultural Competency Advisory Committee & Board of Trustees Statement on Diversity, Inclusion, Equity, and Accessibility | Rex Fuller & Ryan Hagemann**

As a requirement of House Bill 2864 (2017), WOU, along with all public higher education institutions was required to form a Cultural Competency Committee. The committee, University Cultural Competency Advisory Committee (UCCAC), is a 12-person committee with representation evenly divided between administrators, faculty, staff, and students. Ryan serves as chair of the committee and as an administrator representative. As outlined in HB 2986, three subcommittees have been developed to focus on training & development, assessment mechanisms, and institution-wide goals.

Ryan explained the Board of Trustees Statement of Diversity, Equity, Inclusion and Accessibility, which was approved at the April 21, 2021 meeting, is the overarching guidance which sets the expectations for the university. UCCAC and UDIAC then function jointly under the umbrella of the Board's statement, which includes seven priorities and expectations for the university. He then reviewed these priorities and expectations outlining four standards which will be the focus of UCCAC: Climate, Employment, Students, and Curriculum. In their joint efforts, UDIAC and UCCAC will also create a website to support the work of both advisory committees.

UCCAC will focus on specific trainings each academic year. They will provide campus-wide group training in fall term, unit-specific group training in winter term, and individually selected training in spring term.

They developed four assessment concepts: climate surveys, a dashboard, on-line curriculum, and learning outcomes. Climate surveys will be developed internally based on the university's circumstances but will be administered in conjunction with existing national climate surveys. Dashboards will be developed to publicly track qualitative data, such as the number of employees or students that have completed required trainings, number of bias complaints filed and/or investigated, and number of discrimination or harassment complaints filed and/or investigated. The Assessment Subcommittee will ensure on-line training modules include assessment tools that they can deploy and review. Additionally,

they will ensure curriculum is delivered in a modality other than on-line will include an assessment mechanism featuring key learning outcomes.

The presentation slides may be viewed [here](#).

#### **6. Legislative Update | *Dave McDonald***

In his update on the current legislative session, Dave provided an overview of the “Bills of Interest” in both the Senate and the House. He also captured the fiscal opportunities for the next biennium, which included funding for capital projects, the Public Universities Support Funding (PUSF), Sports Lottery, Oregon Opportunity Grant, and the Federal CARES Act one-time funds.

He shared a breakdown of the Oregon Public Universities’ specific fiscal requests, noting that WOU is seeking capital funding for the Student Success Center and the Health Sciences building remodel.

Western’s priorities for this session include \$900M for the PUSF, the authorization to add the DPT program (SB230), Sports Lottery, our capital investments, and access to Federal CARES funds that have been allocated to the State.

The presentation slides may be viewed [here](#).

#### **7. Interim President Search | *Ryan Hagemann***

Ryan shared that the Interim President search process is near completion but did not conclude by the April 21 Board of Trustees meeting, as was anticipated. However, he did note that it was making steady progress and would be finalized soon.

#### **8. Wrap-up and updates**

The meeting was adjourned at 10:30am.

#### **Upcoming meetings:**

Spring 2021:            May 21