



PUBLIC MEETING OF THE BOARD OF TRUSTEES

Meeting No. 10

October 28, 2015

2:00-6:00 pm

Werner University Center, Columbia Room

AGENDA

- (1) CALL-TO-MEETING AND ROLL CALL**
- (2) CHAIR'S WELCOME**
- (3) PRESIDENT'S REPORT**
Docket pages 1-6
- (4) SHARED GOVERNANCE REPORTS**
 - (a) Faculty Senate**
 - (b) Staff Senate**
 - (c) Associated Students of Western Oregon University**
- (5) PUBLIC COMMENT**
- (6) FINANCE & ADMINISTRATION**
 - (a) Chair's Report**
 - (b) Vice President for Finance & Administration Report**
 - (c) ACTION ITEM: Finance & Administration Committee Charter**
Docket pages 7-10
 - (d) ACTION ITEM: FY2015 Year-End Report**
Docket page 11; Exhibit A
 - (e) ACTION ITEM: FY2016 Budget**
Docket page 12; Exhibit B
 - (f) ACTION ITEM: FY2016 Q1 Management Report**
Docket page 13; Exhibit C
- (7) ACADEMIC & STUDENT AFFAIRS**
 - (a) Chair's Report**

- (b) Provost & Vice President for Academic Affairs Report
- (c) Vice President for Student Affairs Report
- (d) ACTION ITEM: Academic & Student Affairs Committee Charter
Docket pages 14-16
- (e) ACTION ITEM: Graduate Certificates
Docket page 17

- (8) EXECUTIVE, GOVERNANCE AND TRUSTEESHIP
 - (a) Chair's Report
 - (b) Vice President & General Counsel Report
 - (c) ACTION ITEM: Ratification of President Fuller's Contract
Docket page 18; Exhibit D
 - (d) ACTION ITEM: Executive, Governance, and Trusteeship Committee Charter
Docket pages 19-21
 - (e) ACTION ITEM: Election of Board Vice Chair
 - (f) ACTION ITEM: Presidential Evaluation Framework
Docket pages 22-25
 - (g) ACTION ITEM: Board Vacancy Protocol
 - (9) BOARD DISCUSSION: Campus Climate Survey
Exhibit E

- (10) FINAL ANNOUNCEMENTS
- (11) ADJOURNMENT

President's Report

1. Campus Safety—Umpqua Community College Shooting

- October 1, 2015: at approximately 10:30 am, eight students and one faculty member were killed by a lone gunman who entered the UCC Science building. Nine other students were wounded, and the gunman committed suicide when confronted by law enforcement officers.
- WOU actively monitored the situation and immediately put its security force in heightened alert. Officers were noticeably visible on campus and many senior administrators also took steps to be visible and monitor the campus.
- At 1:22 PM, an all campus email was sent which included the following points:

Earlier this morning, we received word of a mass shooting at Umpqua Community College in Roseburg, Oregon. Details are still forthcoming, but as many as 13 people have died and many more have been wounded. Our deepest condolences and sympathy goes out to the victims' families and friends. This is tragic day for Oregon.

Our campus public safety and local law enforcement are on alert and increasing patrols on campus out of an abundance of caution. As a reminder at tragic times such as this, WOU has an emergency notification system. Members of the campus community can opt-in and provide updated information, as well as a preferred method of contact, to WOU Alert. WOU Alert will not be used for routine announcements.

If you would like additional information on WOU Alert, please visit <https://www.wou.edu/safety/emergency-preparedness/wou-alert/>. If you would like a reminder of some quick guidance on emergency procedures in an event such as this, campus offices should have an updated flip chart outlining those procedures in various situations. If you do not have one, please contact Campus Public Safety at [503-838-8481](tel:503-838-8481) (or 8-8481 on campus). Also, the Student Health & Counseling Center has resources for any student that might need them. You may contact the SHCC at [503-838-8313](tel:503-838-8313) (8-8313 on campus) or <https://www.wou.edu/student/health/>. Faculty, staff and students may contact Human Resources with questions or Cascade Centers 24-hour crisis line at [1-800-433-2320](tel:1-800-433-2320).

Please join me in sending our thoughts to Umpqua Community College, its faculty, staff, and students, and the community of Roseburg in these tragic and difficult times.

News announcements may be distributed in the future at: [Facebook.com/wounews](https://www.facebook.com/wounews) and Twitter: [@wounews](https://twitter.com/wounews)

- The statement was posted to the website and WOU received positive feedback from a few out-of-state parents who monitored the situation.
- Moment of silence was held at the evening athletic event on October 1 and at the home football game on October 10.
- Vigil, supported by a campus group—Western Ministries, was held on Friday night and plans are underway to honor the victims with a tree planting in the Grove.
- Actions since event include: testing and review of WOU alert, inclusion of alerts to classrooms equipped to receive alerts, review of process/procedures between Campus Security and City of Monmouth Police; increased training using ALICE (Alert; Lockdown; Inform; Counter and Evacuate); and review and revision of WOU emergency plan.
- A.L.I.C.E (Alert, Lockdown, Inform, Counter and Evacuate) educates and empowers individuals to make their own decisions in order to increase the survivability in an active killer situation. Traditional lockdown drills are outdated and have proven ineffective. A.L.I.C.E trained individuals can become leaders to overcome indecision in the event of an active killer situation. A.L.I.C.E. training will be available for all university employees.
- Town Hall meeting—Thursday, October 29, 2015: goal will be to discuss campus plans and coordination of law enforcement. Panelists will include representatives from the Polk County Threat Assessment Team, City of Independence and City of Monmouth police departments.

2. State of the University Address

The “State of the University Address” was given on September 16, 2015. The keys themes of the address included:

- In a nutshell, I will say the state of Western Oregon University is excellent.
- So much has been accomplished:
 - Celebrated one of our largest graduating classes—Western leads the TRU’s granted annually.
 - Experienced growth in external grants to support academic programs, such as our well-known Student Enrichment Program, which includes TRIO.
 - Diversity of enrollment and high success rates for our diverse students and the work of the University Diversity Committee—this fall, on October 13th, we will host renowned speaker Tim Wise, author of *White Like Me*.
 - Increased efforts in tutoring internship opportunities for our students.
 - High academic success rates for student athletes.
 - Academic partnerships with Keizer-Salem school district and our College of Education.

- Enhancing student engagement through improved residence halls and new student programs.
 - Continuing to provide support and a sense of community through the Veterans Resource Center.
 - Improved access to college through our Willamette Promise program whereby high school seniors earn college credit in dual credit courses in Biology, Chemistry, Mathematics, Psychology, Writing, Communications, Spanish, and Computer Science.
 - Finished last fiscal year with a 15.7% fund balance – slightly better than budget due to prudent management of our resources.
 - Construction of the \$18.6M Woodcock Education Center has begun in earnest and is expected to be complete by this time next year.
 - Renovating athletic facilities and academic buildings and making sure the campus is beautiful and welcoming.
 - In the past 18 months, nearly \$2 million has been committed to construction and scholarships in support of our College of Education and the “Dare to Campaign” which speaks directly to our values of academic excellence through access and affordability. The campaign is based on the quote “Who Dares To Teach Must Never Cease To Learn.”
 - The WOU Foundation received just over \$2 million in financial support and an increase in the number of gifts received; the average gift increased by over 25% and there were 900 first-time donors.
- Budget updates—state funding increased by over 20%. Priorities will include faculty and staff salaries as well as select new initiatives.
 - Increase funding for student success includes: 1) money to offset tuition for Oregon residents (about \$1,000,000); 2) additional SEP advisor; 3) funding to expand and enhance Academic Advising and Learning Center and the use of the Wolf Connection System; and, 4) veterans’ services support.
 - Capital budget of \$6 million to renovate the natural science building.
- Western’s commitment to a comprehensive liberal education is paramount to its long-term success.
- Initiatives:
 - NWCCU report and its work as a springboard into a strategic planning process.
 - Develop clear pathways for degree attainment.
 - Evaluate our current graduate program array and identify opportunities for development of new programs.
 - Expand external funding through **The Research Institute**.

- Raise Western's visibility and name recognition through a cohesive, strategic marketing effort.

3. Fourth Week Enrollment Data

10.20.15	2014	2015	Change	%Δ
FTES *	4878.08	4647.52	-230.56	-4.73%
Headcount				
New Freshmen	837	913	76	9.08%
Freshmen/Transfer	52	75	23	44.23%
Continuing Freshmen	383	372	-11	-2.87%
Sophomore	900	848	-52	-5.78%
Junior	1166	1093	-73	-6.26%
Senior	1502	1399	-103	-6.86%
Post Baccalaureate	84	80	-4	-4.76%
Graduate	527	592	65	12.33%
Non-admit	603	59	-544	-90.22%
Total	6054	5431	-623	-10.29%
Resident	4770	4162	-608	-12.75%
Non-resident--US	831	856	25	3.01%
Non-citizen Alien				
Resident	90	93	3	3.33%
International	363	320	-43	-11.85%
Male	2379	2097	-282	-11.85%
Female	3670	3334	-336	-9.16%
*Note: -100 FTES → a loss in expected tuition revenue of about - \$1,000,000 (assuming current mix of resident and non-resident tuition)				

4. Alumni Receptions & Outreach

- August 27: Wolves Club signing, Salem, ~50 attendees
- September 8: Emeritus Society luncheon, ~50 attendees, What's New @ WOU
- September 10: Salem alumni reception at MAPS Credit Union, ~100 attendees
- September 22 and 24: Dallas and Monmouth/Independence Rotary clubs, What's New @ WOU, ~25 attendees in Dallas and ~15 attendees in Monmouth/Independence
- September 24: Portland alumni reception, ~50 attendees
- September 26: Tailgate prior to PSU game, ~100 attendees
- October 22: Portland business leaders meeting, hosted by Jim Baumgartner and Jim Francesconi

5. SEIU Settlement

- Steps given on an employee's salary eligibility date in each year of the agreement—about 4%
- 2.25% COLA on 12/1/15 and on 12/1/16.
- Status quo on healthcare contributions (i.e., 95/5 and 97/3 contribution splits; \$40 subsidy).
- Full-time healthcare benefits being offered to employees appointed to .75 FTE or greater.
- A number of selective salary increases to specific salary ranges as noted in the attached tentative agreement.
- 4-year agreement, with an economic reopener regarding eight specific Articles and attendant letters of agreement.
- Estimated cost in 2015-16 is approximately \$250,000 and about \$500,000 in 2016-17.
- SEIU ratified the contract on October 16, 2015 and the contract will begin November 1, 2015.

6. Upcoming HECC Meetings and WOU Participation

- Excerpt from Ben Cannon, September 4, 2015 email:

Hello TRU Presidents,

As I'm sure you know, the HECC has statutory responsibility for the approval of university missions. With the recent transition for the TRUs from OUS to institutional boards, it seems appropriate for the HECC to have a conversation with you about your existing missions, any plans you may have to update/change them, and to begin the process of considering their approval.

I hope that we can begin this conversation at the Commission's October and/or November meetings, aiming for HECC approval during the first part of 2016. The Commission is holding its October meeting in La Grande, so perhaps we should take advantage of the location to hear at least from EOU then. Our November meeting is in Portland, and perhaps we could continue by hearing from the remaining TRUs at that time. I envision the initial conversations as opportunities for the Presidents (and/or your Board chair or other designate) to show off your institution to the Commission and to speak to how your new Board is thinking about mission. The Commission is likely to have particular interest in how your missions contribute to Oregon's "portfolio" of public universities, with different emphases as well as common strengths.

7. Student Health and Counseling Center Addition

- Remodeling to gain approximately 3,000 square feet in the existing building was estimated to be \$2.0-\$2.4 million. A new build option for 11,000 square feet will cost about \$3.2 million. This would require an interinstitutional loan of approximately \$1.2 million. A student fee will be assessed beginning in 2016-17 to repay the loan. The new facility is planned for the space that is north of Winters Building on Monmouth Avenue. Once completed, the current facility would be available for other campus uses.

Finance & Administration Committee (FAC) Committee Charter

Committee Recommendation:

The FAC recommends that the Board approve its charter, consistent with the Board Statement on Committees and the Board's Bylaws.

Western Oregon University Board of Trustees Finance & Administration Committee (FAC)

MISSION

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

AUTHORITY AND RESPONSIBILITIES

General Responsibilities

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

Develop and recommend, for Board adoption, the policy for operational and transactional authority to be delegated to the President and Vice President for Finance and Administration including reporting requirements and evaluation mechanisms.

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

Develop and monitor a set of personnel standards regarding the education, experience, and certifications, if any, needed for all senior finance and administrative personnel in the university to efficiently and effectively discharge their duties and responsibilities.

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

The Chair of the Committee shall have the prerogative to defer Committee actions, where, in his/her opinion, the matter at hand is better suited for full Board consideration. The Chair of the Committee shall provide a standing report at each Board meeting as to the Committee's activities in the interim.

Operating budget and general finance issues

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

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

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

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

Approve quarterly budget management reports for the university.

Approve the annual management report and the annual financial statement analyses.

Review and approve treasury management policies.

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

Review and approve the investment policy guidelines as needed.

Approve the quarterly and annual investment reports.

Capital budget issues

Review and recommend the capital construction budgets and project prioritization criteria to the Board for submission to the HECC each biennium.

Approve changes to capital project budgets.

Approve transfers of interest in university-owned real property in accordance with Board Statements or University policies.

Approve all capital construction projects as required by Board Statements or University policies.

Human resources

Develop and recommend policies addressing human resources and labor relations; including, but not limited to, diversity, grievance procedures, sexual harassment, criminal background checks, collective bargaining, classification/compensation, employee health insurance options/programs, and recruitment processes.

Provide oversight to personnel development plans for all senior finance and administration personnel to ensure that they are evaluated periodically and have the requisite education, experience, and certifications, if needed, to efficiently and effectively perform their duties.

Business operations

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

Provide oversight of the procurement and contracting policies, including, but not limited to monitoring minority, women-owned and emerging small business utilization, the TRU retainer contract program, certain sole source contract approvals, special procurement processes, and emergency procurements.

Provide oversight of WOU risk management policies.

University computing operations

Provide oversight of information security policies; including, but not limited to System standards, disaster recovery plans, and incident response plans.

ORGANIZATION

Membership; Structure; Quorum

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

Meetings

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

Agenda, Minutes, and Reports

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

Staff Designee

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

Review of Charter

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

Document History

- Discussed and revised at May 27, 2015 FAC Committee Meeting

FAC, FY2015 Year-End Financial Report

Committee Recommendation:

The FAC, by action at its October 21, 2015 committee meeting, recommends acceptance of the WOU FY2015 Year-End Financial Report found at Exhibit A of this docket.

FAC, FY2016 Budget

Committee Recommendation:

The FAC, by action at its October 21, 2015 committee meeting, recommends adoption of the WOU FY2016 Budget found at Exhibit B of this docket.

FAC, FY2016 Q1 Management Report

Committee Recommendation:

The FAC, by action at its October 21, 2015 committee meeting, recommends acceptance of the WOU FY2016 Q1 Management Report found at Exhibit C of this docket.

Academic & Student Affairs (ASAC) Committee Charter

Committee Recommendation:

The ASAC recommends that the Board approve its charter, consistent with the Board Statement on Committees and the Board's Bylaws.

Western Oregon University Board of Trustees Academic and Student Affairs Committee (ASAC)

MISSION

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

AUTHORITY AND RESPONSIBILITIES

Academic Curriculum

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

Educational Policy

The ASAC is responsible for advising, reviewing, and recommending actions proposed by the University to the WOU Board of Trustees on admissions requirements, enrollment strategies, educational delivery methods and curricular program collaborations external to the university.

Academic Organization

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

Student Co-Curricular Programming

The ASAC is responsible for reviewing, advising and making recommendations to the WOU Board of Trustees regarding the program and service offerings that affect the overall quality, satisfaction and outcomes of the student experience.

Student Health and Safety

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

Policies Governing Student Conduct and Student Organizations

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

ORGANIZATION

Membership; Structure; Quorum

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

Meetings

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

Agenda, Minutes, and Reports

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

Staff Designee

The Vice President for Academic Affairs and the Vice President for Student Affairs will be staff to the ASAC.

Review of Charter

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

Document History

- Discussed and revised at May 27, 2015 ASAC Committee Meeting

ASAC, Graduate Certificates

Staff Recommendation:

To authorize Provost Scheck to submit documentation, prepared in concert with the WOU Faculty Senate curriculum process, to the Northwest Commission on Colleges and Universities (NWCCU) to seek its approval to award a graduate certificate to those students who complete these graduate curricular tracks. Documentation will be prepared in concert with the Faculty Senate curriculum process.

After discussion, ASAC Chair Dr. John Minahan and Provost Scheck seek the board's approval to create certificates in five existing graduate "specializations" or "endorsements." See pp 96-97 of the 205-2016 WOU Catalog

The five graduate tracks are:

- Autism Spectrum Disorder Specialization (20 credits)
- Elementary Mathematics Instructional Leader Specialization (24 credits)
- ESOL Education (21 credits)
- Bilingual/ESOL Education (21 credits)
- Reading (24 credits)

EGTC, Ratification of President Rex Fuller's Employment Contract

Staff Recommendation:

The Board ratify the April 16, 2015 employment contract between Dr. Rex Fuller, the former State Board of Higher Education, and Western Oregon University.

Dr. Rex Fuller was appointed by the Oregon State Board of Higher Education (SBHE) as Western Oregon University president before it was abolished by operation of law on June 30, 2015. In April 2015, when the appointment was made, the SBHE was legally responsible for Western Oregon University. By operation of law, Western Oregon University was bound by all contracts entered into for its benefit by the State Board of Higher Education and the Oregon University System, including Dr. Fuller's employment contract. Notwithstanding this, to ensure an orderly transition, Dr. Fuller's employment contract also provided that the WOU Board of Trustees, upon garnering full authority to manage the affairs of the university, would ratify the employment agreement.

A copy of the executed employment agreement, with the signatures redacted, is included in the docket as Exhibit D.

Executive, Governance & Trusteeship (EGTC) Committee Charter

Committee Recommendation:

The EGTC recommends that the Board approve its charter, consistent with the Board Statement on Committees and the Board's Bylaws.

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

MISSION

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

AUTHORITY AND RESPONSIBILITIES

Employment of the President

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

Strategic Plan

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

Board Self-Evaluation

The EGTC is responsible for developing an evaluation process for the performance of the Trustees to improve Board function.

Board Retreat

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

Board Membership

The EGTC is responsible for surveying the interests, skills, and abilities of current Trustees so that the Board chair may advise the Governor of the Board's needs when a vacancy should occur.

Advancement and Advocacy

The EGTC is responsible for advising and recommending strategies to the President in order to enhance the University's position with external audiences, including, the public, the Governor, the Higher Education Coordinating Commission, legislators, alumni, and donors. The EGTC will also recommend legislative concepts to the WOU Board of Trustees for approval so that the concepts may be proposed to legislators or other stakeholders for introduction to the Oregon Legislative Assembly.

Litigation, Legal Services, and Risk Management

The EGTC is responsible, consistent with other Board Statements, any and all recommendations regarding to litigation or settlement of claims, to the WOU Board of Trustees. The EGTC is responsible for accepting any and all reports with regard to legal services, compliance, or enterprise risk management from the Vice President & General Counsel. The EGTC will strategically assess risk to the University and recommend actions to the Board, as appropriate, to complement the Board's Finance & Administration Committee's responsibilities and recommendations for audit and insurance coverage.

Policies

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

ORGANIZATION

Membership; Structure; Quorum

The EGTC, consistent with the Board Statement on Committees, will consist of five members. The Board chair will serve as the EGTC chair. The Board chair appoints the other four members of the EGTC, one of whom will be the President of the University in

his or her capacity as a non-voting, ex officio member of the Board of Trustees. A quorum of the EGTC will be three committee members, excluding the President of the University.

Meetings

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

Agenda, Minutes, and Reports

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

Staff Designee

The Vice President & General Counsel and his/her designee will be staff to the EGTC.

Review of Charter

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

Document History

- Discussed and revised at May 27, 2015 EGTC Committee Meeting

EGTC, Presidential Evaluation Framework

Committee/Staff Recommendation:

Subject to any action or revision at the October 27, 2015 EGTC meeting, it is anticipated that the EGTC will recommend the Board approve the following presidential evaluation framework for the first two years of President Rex Fuller's tenure.

Performance Criteria and Evaluation Measures Dr. Rex Fuller, President, Western Oregon University

This performance evaluation is based on the expectations for the president of WOU and are drawn from Employment Contract and Notice of Appointment ("Contract") and the presidential profile that was developed for the search process. The performance categories and key outcomes for each category are drawn from these two documents.

Sections 1.1, 1.2 and 5.1 of the Contract state:

1.1 The term of this Agreement is from July 1, 2015 through June 30, 2017, unless terminated as provided in this Agreement.

1.2 Before this Agreement expires, but no later than December 31, 2016, the Board Chair or designee will meet with President to discuss the President's possible future reappointment. The Board Chair or designee's statements during the discussion will in no way bind the Board.

5.1 The Board will evaluate the President annually on a minimum of the following standard performance categories: Leadership; Financial management; Enrollment; Degrees awarded; Degrees in workforce shortage areas; Research, scholarship, and knowledge creation; and Representing the university and system/advocacy/collaboration.

In the Board's sole discretion, the Board may also elect to evaluate the President on additional categories. No later than April 1 of each year serving as President, President will submit a written self-assessment of the standard performance categories to the Board to assist in completing the president's written performance evaluation. The Board and President will meet, in executive session if desired, to discuss the self-assessment. The Board will then complete its written performance evaluation of the president and meet with President, in executive session, if desired to discuss it.

Based on the above, the Executive, Governance and Trustee Committee ("EGTC") recommends the following timeline for review:

April 1, 2016	Initial self-assessment by Dr. Fuller and progress assessment by EGTC, and by Board at April 27, 2016 Board Meeting.
December 31, 2016	Reappointment discussion completed by Chair, with EGTC input.
January 2017	Board action on EGTC/Chair recommendation.
April 2017	Contract extension discussions and goal setting for extended Contract.

The following categories identify expectations and outcomes for the president in the current evaluation period. These categories reflect the expectations of the Board and discussions with Dr. Fuller after consideration of the Contract terms and the university goals set forth in the presidential profile.

I. Leadership

a. Institutional governance:

Assure the university effectively transitions into self-governance by developing within the first year a fully integrated institutional management process that promotes effective Board oversight and accountability. Develop a culture of data driven decision making that is based on accurate, reliable, and timely information.

i. Promote/develop mature system of shared governance

1. Role of faculty and staff senate
2. Role of student governance

Outcomes: Assist Board Chair in achieving strategic governance of the university as measured against key metrics related to effective system of shared institutional governance.

b. Initiate strategic planning process utilizing the work and research completed and feedback received in conjunction with the NWCCU accreditation review.

Outcomes: initiate comprehensive strategic planning process in early 2016 with finalization of plan by fall 2016.

c. External relationships and advocacy

- i. Public – demonstrate commitment to public purpose and Western’s ability to effectively serve the public’s expectations for higher education in Oregon.

- ii. HECC—develop university performance metrics aligned with HECC expectations to ensure continued success with performance based funding and mission fulfillment.
- iii. Legislature—through the Council of Presidents, university staff, and key relationships, successfully advocate for increased funding for higher education, generally, and engage with legislators to forward key funding initiatives related to Western.
- iv. Alumni—through the Office of Strategic Partnerships and University Advancement develop heightened awareness and support of Western by alumni
- v. Donors— through the Development and Foundation office secure increased financial support for Western.

Outcomes: continued success with performance funding model from HECC, support from legislature on WOU initiatives, demonstrated increase in numbers of active alumni, and increased levels of funding from external sources.

II. Financial management

- a. Establish integrated system of institutional governance that ensures a sustainable funding model for the university with appropriate oversight from the Board linked to key performance metrics.
 - i. Develop quantitative measures/dashboards.
 - ii. Develop qualitative measures/dashboards.
- b. Monitor and align measures/outcomes t to HECC funding process.
- c. Ensure fiscal operations meet/or exceed fund balance target for FY2016.

Outcomes: continued success with performance funding model, provide Board necessary information to govern, assure transparency regarding financial conditions of the university with Board and public, establish tuition policy that ensures continued access and affordability, and effectively manage union negotiations.

III. Academic Planning

- a. Establish integrated system of institutional governance that supports effective Board oversight and leads to effective academic planning and mission fulfillment.
 - i. Develop academic reporting measures related to such matters as retention and graduation rates and other measures of student success.
- b. Oversee and lead NWCCU accreditation process with expressed goal of achieving reaccreditation.

- c. Consistent with mission and goals of the university and state needs, evaluate opportunities for program expansion and develop new academic programs with high promise of success.
- d. Diversify faculty and staff through hiring.

Outcomes: assure effective transition into institutional self-governance, lead successful NWCCU seven year review and site visit, identify/develop new programs and/or markets for expansion, and improve the diversity profile of faculty and staff to reflect the changing demographics of Oregon.

IV. Student Success

- a. Establish integrated system of institutional governance that leads to effective student affairs programming and mission fulfillment.
- b. Achieve goals related to degree production, enrollment, retention rates and graduate rates.
 - i. Number of bachelor's degrees awarded to Oregonians (URM and Pell sub-categories).
 - ii. Number of bachelor's degrees awarded to rural Oregonians (URM and Pell sub-categories).
 - iii. Number of advanced degrees awarded to Oregonians (URM sub-category).

Outcomes: maintain affordability vis-à-vis other public higher education institutions in Oregon, increase of FTES in fall 2106, and improve retention and graduation rates (monitor vis-à-vis TRU's and IPEDS peers).

Oregon University System
Quarterly Management Report
(Unaudited, non-GAAP, for management purposes only)

As of June 30, 2015
For the Fiscal Year Ended June 30, 2015

	Actual to Prior Year				Actual to Budget				Projection		Notes
	Prior Yr. Actual	YTD Actual	\$ chg		Adjusted Budget	Variance from Adj. Budget	Variance % of Adjusted Budget	Chg since Prior Report			
			Prior YTD	Current YTD							
WESTERN OREGON UNIVERSITY											
(in thousands except enrollment)											
EDUCATION & GENERAL											
State General Fund	15,268	17,620	2,352	15%	17,764	(144)	-1%	(144)	(144)	(1)	
Tuition & Resource Fees, net of Remissions	39,603	39,473	(130)	0%	39,344	129	0%	(322)	(322)	(2)	
Other	2,902	3,261	359	12%	2,972	289	10%	259	259	(2)	
Total Revenues	57,773	60,354	2,581	4%	60,080	274	0%	(207)	(207)		
Personnel Services	(46,955)	(48,599)	(1,644)	4%	(49,449)	850	-2%	323	323	(3)	
Supplies & Services & Capital Outlay	(6,465)	(8,544)	(2,079)	32%	(9,110)	566	-6%	623	623	(3)	
Total Expenditures	(53,420)	(57,143)	(3,723)	7%	(58,559)	1,416	-2%	946	946		
Net from Operations	4,353	3,211	(1,142)	274%	1,521	1,690	n/a	739	739	(4)	
Transfers In	121	453	332	15%	0	453	n/a	338	338	(5)	
Transfers Out	(3,563)	(4,109)	(546)	0	(2,485)	(1,624)	65%	(967)	(967)	(5)	
Fund Additions/(Deductions)	0	0	0	0	0	0	0	0	0		
Change in Fund Balance	911	(445)	(1,142)	0	(964)	519	0	739	739		
Beginning Fund Balance	9,152	10,063	911	0	10,063	0	0	0	0		
Ending Fund Balance	10,063	9,618	(445)	5%	9,099	519	6%	110	110		
% Operating Revenues	17.4%	15.9%	(8.1%)		15.1%	(7.3%)					
Student FTE (Tuition Based)	5,000	4,731	(269)	-5%	4,836	(105)	-2%	(67)	(67)		
AUXILIARY ENTERPRISES											
Enrollment Fees	6,805	7,003	198	3%	6,894	109	2%	29	29	(6)	
Sales & Services	13,772	13,807	35	0%	14,094	(287)	-2%	(287)	(287)	(7)	
Other	1,529	1,645	116	8%	1,494	151	10%	131	131		
Total Revenues	22,106	22,455	349	2%	22,482	(27)	0%	(127)	(127)		
Personnel Services	(9,255)	(9,462)	(207)	2%	(9,756)	294	-3%	(167)	(167)		
Supplies & Services & Capital Outlay	(12,335)	(13,193)	(858)	7%	(13,996)	803	-6%	(888)	(888)	(8)	
Total Expenditures	(21,590)	(22,655)	(1,065)	5%	(23,752)	1,097	-5%	(1,055)	(1,055)		
Net from Operations	516	(200)	(716)	-15%	(1,270)	1,070	4%	(1,182)	(1,182)	(9)	
Transfers In	3,025	2,577	(448)	460%	2,485	92	4%	130	130	(9)	
Transfers Out	(588)	(3,295)	(2,707)	0	(2,362)	(933)	40%	(1,151)	(1,151)	(10)	
Additions/(Deductions) to Unrestricted Net Assets	(144)	1,122	1,266	0	(1,351)	2,473	0	30	30		
Change in Unrestricted Net Assets	2,809	204	(2,605)	0	(2,498)	2,702	0	(2,173)	(2,173)		
Beginning Unrestricted Net Assets	6,517	9,326	2,809	0	9,326	0	40%	0	0		
Ending Unrestricted Net Assets	9,326	9,530	204	30.4%	6,828	2,702	-100%	(2,173)	(2,173)		

Oregon University System
Quarterly Management Report
(Unaudited, non-GAAP, for management purposes only)

As of June 30, 2015
For the Fiscal Year Ended June 30, 2015

	Actual to Prior Year				Actual to Budget			Projection	
	Prior Yr. Actual	YTD Actual	\$ chg Current/ Prior YTD	% chg Current/ Prior YTD	Adjusted Budget	Variance from Adj. Budget	Variance % of Adjusted Budget	Chg since Prior Report	Notes

WESTERN OREGON UNIVERSITY
(In thousands except enrollment)

DESIGNATED OPERATIONS, SERVICE DEPARTMENTS, CLEARING FUNDS									
Enrollment Fees	50	39	(11)	-22%	16	23	144%	14	(11)
Sales & Services	238	228	(10)	-4%	214	14	7%	(13)	(14)
Other	1,904	1,998	94	5%	1,792	206	11%	206	(12)
Total Revenues	2,192	2,265	73	3%	2,022	243	12%	207	
Personnel Services	(539)	(518)	21	-4%	(544)	26	-5%	26	(13)
Supplies & Services & Capital Outlay	(1,298)	(1,258)	40	-3%	(1,452)	194	-13%	464	(14)
Total Expenditures	(1,837)	(1,776)	61	-3%	(1,996)	220	-11%	490	
Net from Operations	355	489	134		26	463		697	
Transfers In	101	291	190	188%	41	250	610%	126	(15)
Transfers Out	0	(120)	(120)	n/a	0	(120)	n/a	(120)	
Additions/(Deductions) to Unrestricted Net Assets	(397)	(554)	(157)		37	(591)		(591)	
Change in Unrestricted Net Assets	59	106	47		104	2		112	
Beginning Unrestricted Net Assets	695	695	0		754	(59)		0	
Ending Unrestricted Net Assets	754	801	47		858	(57)		112	
% Operating Revenues	34.4%	35.4%			42.4%				
Total unrestricted fund balance	20,143	19,949			16,785				
Days of expenditures	96	89			73				

Notes:

- General Fund:**
- (1) State General Fund budget variance due to unbudgeted settle-up/down payments and increased PUSF payments.
 - (2) Other revenue increases due to increased indirect cost recoveries related to grant receipts and greater than anticipated interest income.
 - (3) S&S and capital outlay variance from prior year due to shared services costs. Variance from budget due to lower than anticipated shared services expense and unanticipated expenses covered by OUS.
 - (4) Increased transfers in due to unanticipated funding related to the closing of OUS.
 - (5) Transfers out variance from prior year and budget due to Q4 transfers for deferred maintenance support, change in accounting for SLP principle payments and General Fund bridge funding for Woodcock Education Center.

Auxiliary:

- (6) Increased enrollment fee revenue from prior year due to increased participation by students in the campus health plan.
- (7) Other revenue variance from prior year and budget due to unanticipated gifts in Athletics and revenue received from telecom for switchboard services.
- (8) S&S increase from prior year and budget due to timing of interest payments that occurred in Q4 instead of new fiscal year and increased travel costs in Athletics.
- (9) Transfers in lower due to closing of OUS internal bank in prior year.
- (10) Transfers out variance from prior year due to change of accounting for debt service payments. Variance in current year from budget due to unanticipated transfer to support Student Health and Counseling project and unanticipated accrual for debt service interest payments.

Designated Operations, Service Departments, Clearing Funds:

- (11) Decrease in enrollment fee revenue due to termination of noncredit programs.
- (12) Other revenues exceeded budget due to conservative telecommunications revenue budget.
- (13) Personnel services variance due to reduced student labor in telecommunications and reduced unclassified pay related to terminated noncredit programs.
- (14) Supplies & services and capital outlay variance from prior year due to reduced student aid. Current year variance from budget due to reduced spending in telecommunications due to completed projects.
- (15) Transfers in variance from prior year and budget due to transfers to replace equipment.

Western Oregon University
Education and General Fund Operations
For the Fiscal Years Ending June 30th
Fiscal Year 2016 - Initial Budget

Exhibit B

	2014 Actual	2015 Actual	FY15-14 \$ Δ	% Δ	2016 Initial Budget	FY16 Budget - FY15 Actual \$ Δ	% Δ
Government Appropriations							
State Appropriations	15,268,495	17,620,235	2,351,740	15%	22,873,821	5,253,586	29.8%
State Fiscal Stabilization Fund	-	-	-	0%	-	-	0.0%
Total Government Appropriations	15,268,495	17,620,235	2,351,740	15%	22,873,821	5,253,586	29.8%
Tuition and Resource Fees, Net of Remissions							
Tuition Revenue							
Academic Year Tuition							
Resident Undergraduate	20,948,139	19,727,161	(1,220,978)	-6%	19,697,081	(30,080)	-0.2%
Nonresident Undergraduate	5,347,084	5,462,194	115,111	2%	5,650,595	197,401	3.6%
Resident Graduate	1,609,355	1,408,685	(200,669)	-12%	1,201,230	(207,456)	-14.7%
Nonresident Graduate	814,164	1,205,148	390,984	48%	1,139,399	(65,749)	-5.5%
Western Undergrad Exchange (WUE)	6,033,973	6,011,944	(22,029)	0%	6,527,048	515,104	8.6%
Continuing Education	4,949,425	5,812,361	862,936	17%	6,078,608	266,247	4.6%
Faculty & Staff	226,842	302,214	75,372	33%	378,148	75,934	25.1%
Total Academic Year Tuition	39,928,983	39,929,708	726	0.0%	40,681,108	751,400	1.9%
Summer Session Tuition							
Resident Undergrad Instruction	557,561	536,283	(21,278)	-4%	477,901	(58,382)	-10.9%
Nonresident Undergrad Instruction	311,493	353,312	41,818	13%	332,838	(20,474)	-5.8%
Resident Grad Instruction Fee	203,520	192,812	(10,709)	-5%	100,135	(92,676)	-48.1%
Nonresident Grad Instruction Fee	24,281	44,329	20,048	83%	26,121	(18,209)	-41.1%
Western Undergrad Exchange (WUE)	111,675	140,034	28,359	25%	132,213	(7,821)	-5.6%
Summer Session Tuition	1,208,530	1,266,769	58,239	5%	1,069,208	(197,562)	-15.6%
Total Tuition Revenue	41,137,513	41,196,478	58,965	0.1%	41,750,316	553,839	1.3%
Student Fees							
Technology	52,322	28,220	(24,102)	-46%	28,220	-	0.0%
Matriculation	625,168	633,689	8,521	1%	633,689	-	0.0%
Other Student Fees	1,066,504	1,027,715	(38,789)	-4%	1,027,715	(0)	0.0%
Student Fee Revenue	1,743,993	1,689,624	(54,369)	-3.1%	1,689,624	(0)	0.0%
Fee Remissions							
Voyager	14,709	-	(14,709)	-100.0%	12,000	12,000	0.0%
Veterans' Dependent	155,886	84,975	(70,711)	-45.4%	150,000	65,025	76.5%
Non-Res Veterans Fee Remission	7,721	5,434	(2,287)	-29.6%	5,500	66	1.2%
Yellow Ribbon Program Fee Rem	2,333	4,333	2,000	85.7%	3,000	(1,333)	-30.8%
Oregon Educational Diversity	1,661,165	1,802,724	141,559	8.5%	1,713,000	(80,724)	-5.0%
International Exchange	76,029	18,999	(57,030)	-75.0%	60,000	41,001	215.8%
Cultural Service Programs	123,096	125,769	2,673	2.2%	125,000	(79)	-0.6%
OUS International Exchange	32,840	34,812	1,972	6.0%	56,000	21,188	60.9%
OUS Supplemental Tuition Grant	959,538	1,111,062	151,524	15.8%	1,095,500	(15,562)	-1.4%
WOU Opportunity Grant	-	-	-	0.0%	1,100,000	1,100,000	0.0%
International Student	61,782	54,115	(7,667)	-12.4%	30,000	(24,115)	-44.6%
Laurel Remissions - Athletics	168,667	169,687	1,020	0.6%	170,000	313	0.2%
Other Fee Remissions	14,573	1,418	(13,155)	-90.3%	-	(1,418)	-100.0%
Less Fee Remissions	3,278,139	3,413,328	135,189	4.1%	4,520,000	1,106,672	32.4%
Tuition and Resource Fees, Net of Remissions	39,603,367	39,472,774	(130,594)	-0.3%	38,919,940	(552,834)	-1.4%
% Fee Remission to Gross tuition	7.97%	8.29%		0.32%	10.83%		2.5%
Other Revenue							
Sales, ICR, Other	2,901,018	3,260,532	359,514	12%	3,677,584	417,052	12.8%
Other Revenue	2,901,018	3,260,532	359,514	12%	3,677,584	417,052	12.8%
Total Operating Revenue	57,772,880	60,353,541	2,580,661	4%	65,471,345	5,117,805	8.5%
Expenditures							
Personnel Services	46,954,860	48,598,676	1,643,815	4%	53,912,627	5,313,951	10.9%
Supplies & Services	6,112,924	7,767,116	1,654,192	27%	8,557,680	790,564	10.2%
Capital Outlay	351,844	776,500	424,655	121%	202,691	(573,809)	-73.9%
Total Expenditures	53,419,629	57,142,291	3,722,663	7.0%	62,672,998	5,530,707	9.7%
Transfers							
Transfers In	(121,304)	(453,114)	(331,810)	274%	(525,970)	(72,856)	16.1%
Transfers Out	3,563,430	4,109,086	545,656	15%	3,125,018	(984,068)	-23.9%
Total Transfers	3,442,126	3,655,971	213,846	6.2%	2,599,048	(1,056,923)	-28.9%
Change in Fund Balance	911,126	(444,722)	(444,722)	-4.42%	199,299	199,299	2.1%
Beginning Fund Balance	9,151,796	10,062,921			9,618,199		
Ending Fund Balance	10,062,921	9,618,199	(444,722)	-4.42%	9,817,498	199,299	2.1%
% Operating Revenues	17.4%	15.9%			15.0%		
Expenditures & Transfer Out by Program							
Instruction & Dept. Research	28,581,000	29,481,083	900,083	3%	31,458,739	1,977,656	6.7%
Research	463,751	481,349	17,598	4%	326,713	(154,636)	-32.1%
Academic Support	7,868,103	9,484,276	1,616,174	21%	9,445,910	(38,366)	-0.4%
Student Services	5,801,046	5,812,588	11,542	0%	5,961,239	148,651	2.6%
Operations/Maint.	4,797,224	4,534,196	(263,028)	-5%	4,860,628	326,432	7.2%
Institutional Support	9,471,934	11,457,885	1,985,950	21%	13,218,817	1,760,932	15.4%
Total Expenditures & Transfers by Program	56,983,058	61,251,377	4,268,319	7%	65,272,046	4,020,669	6.6%

Western Oregon University
Quarterly Management Report

As of September 30, 2015
For the Fiscal Year Ended June 30, 2016

Exhibit C

	Year-to-Date				Notes	Budget			Projections			
	YTD Actual	YTD as a % of Projected	Prior YTD as % of PY Actual	% chg Current/Prior YTD		Prior Yr. Actual	Adjusted Budget	Projected 6/30/2015	Variance from Adj. Budget	Chg since Prior Report	% chg Projection to PY Actual	
EDUCATION & GENERAL												
(in thousands except enrollment)												
State General Fund	8,084	35%	34%	34%		17,620	22,874	22,874	0	0	30%	(1)
Tuition & Resource Fees, net of Remissions	14,867	38%	37%	1%		39,473	38,919	38,919	0	0	-1%	
Other	915	25%	19%	45%	(2)	3,261	3,678	3,678	0	0	13%	(3)
Total Revenues	23,866	36%	35%	12%		60,354	65,471	65,471	0	0	8%	
Personal Services	(7,634)	14%	15%	6%		(48,599)	(53,913)	(53,913)	0	0	11%	(4)
Supplies & Services & Capital Outlay	(1,876)	21%	18%	23%		(8,544)	(8,760)	(8,760)	0	0	3%	
Total Expenditures	(9,510)	15%	15%	9%		(57,143)	(62,673)	(62,673)	0	0	10%	
Net from Operations	14,356					3,211	2,798	2,798	0	0		
Transfers In	126		0%	n/a		453	526	526	0	0	16%	(5)
Transfers Out	(934)	24%	14%	57%	(6)	(4,109)	(3,129)	(3,129)	0	0	-24%	(7)
Fund Additions/(Deductions)	0					0	0	0	0	0		
Change in Fund Balance	13,548					(445)	199	199	0	0		
Beginning Fund Balance	9,618					10,063	9,618	9,618	0	0		
Ending Fund Balance	23,166					9,618	9,817	9,817	0	0		
% Operating Revenues						15.9%	15.0%	15.0%	0	0	-6%	
Student FTE Enrollment - Summer	295	6%	7%	-16%		4,883	4,768	4,768	0	0	-2%	
AUXILIARY ENTERPRISES												
Enrollment Fees	2,496	37%	36%	0%		7,003	6,796	6,796	0	0	-3%	(8)
Sales & Services	1,656	11%	9%	41%		13,807	14,987	14,987	0	0	9%	(8)
Other	309	16%	22%	-16%		1,645	1,930	1,930	0	0	17%	(9)
Total Revenues	4,461	19%	18%	10%		22,455	23,713	23,713	0	0	6%	
Personal Services	(2,130)	21%	21%	5%		(9,462)	(9,997)	(9,997)	0	0	6%	(10)
Supplies & Services & Capital Outlay	(4,333)	30%	17%	91%	(11)	(13,193)	(14,209)	(14,209)	0	0	8%	(12)
Total Expenditures	(6,463)	27%	19%	51%		(22,655)	(24,206)	(24,206)	0	0	7%	
Net from Operations	(2,002)					(200)	(493)	(493)	0	0		
Transfers In	644	24%	23%	8%		2,577	2,687	2,687	0	0	4%	
Transfers Out	(685)	41%	54%	-61%	(13)	(3,295)	(1,671)	(1,671)	0	0	-49%	(14)
Additions/(Deductions) to Unrestricted Net Assets	138					1,122	723	723	0	0		
Change in Unrestricted Net Assets	(1,905)					204	1,246	1,246	0	0		
Beginning Unrestricted Net Assets	9,530					9,326	9,530	9,530	0	0		
Ending Unrestricted Net Assets	7,625					9,530	10,776	10,776	0	0		
						42.4%	45.4%	45.4%	0	0		13%

Western Oregon University
Quarterly Management Report

As of September 30, 2015
For the Fiscal Year Ended June 30, 2016

	Year-to-Date				Notes	Budget				Projections				
	YTD Actual	YTD as a % of Projected	Prior YTD as % of PY Actual	% chg Current/Prior YTD		Prior Yr. Actual	Adjusted Budget	Projected 6/30/2015	Variance from Adj. Budget	Chg since Prior Report	% chg Projection to PY Actual	Notes		
DESIGNATED OPERATIONS, SERVICE DEPARTMENTS, CLEARING FUNDS														
Enrollment Fees	62	64%	0%	n/a	(15)	39	97	97	0	0	149%	(15)		
Sales & Services	85	38%	26%	44%	(16)	228	225	225	0	0	-1%			
Other	447	22%	17%	30%		1,998	2,059	2,059	0	0	3%			
Total Revenues	594	25%	18%	48%		2,285	2,381	2,381	0	0	5%			
Personal Services	(187)	31%	30%	21%		(518)	(605)	(605)	0	0	17%	(17)		
Supplies & Services & Capital Outlay	(303)	20%	20%	23%		(1,258)	(1,496)	(1,496)	0	0	19%	(18)		
Total Expenditures	(490)	23%	23%	22%		(1,776)	(2,101)	(2,101)	0	0	18%			
Net from Operations	104					489	280	280	0	0				
Transfers In	45	94%	15%	0%	(19)	291	48	48	0	0	-84%	(19)		
Transfers Out	(126)	100%	0%	n/a	(20)	(120)	(126)	(126)	0	0	5%	(20)		
Additions/(Deductions) to Unrestricted Net Assets	(10)					(554)	(10)	(10)	0	0				
Change in Unrestricted Net Assets	13					106	192	192	0	0				
Beginning Unrestricted Net Assets	801					695	801	801	0	0				
Ending Unrestricted Net Assets	814					801	993	993	0	0	24%			
Total unrestricted fund balance						19,949	21,586	21,586	0	0				
Days of expenditures						89	89	89	0	0				

Notes:

- General Fund:**
- Budgeted increase in state appropriations due to additional state funding and new funding model introduced by the Higher Ed Coordinating Commission (HECC) based partly on new outcome measurements (20% of total funding).
 - Current YTD other revenues higher than prior year (5%) due to early sale of university asset.
 - Budgeted increase in other revenue due to sale of university asset.
 - Projected increase in personnel costs due to additional teaching positions and related OPE in addition to personnel raises.
 - Budgeted increase in transfers in due to fee increases for administrative overhead and indirect rates applied to all non-general fund areas.
 - Current YTD transfers out higher than prior year due to early sale of University asset.
 - Prior year transfers out higher due to bridge funding for Woodcock Education Center and support for small projects not anticipated in current year.

Auxiliary:

- Sales & Services budgeted revenue greater than prior year due to new summer program offerings in The Research Institute for child care.
- Budgeted increase in other revenue due to new summer program offerings in The Research Institute for child care.
- Budgeted increase in personnel services due to new summer program offerings in The Research Institute for child care.
- Increase in YTD Services & Supplies due to in process debt service payment.
- Budgeted increase in S&S and Capital Outlay due to increased interest payments for debt service.
- Lower YTD transfers out due to in process debt service payment.
- Budgeted transfers out lower than prior year due to FY15 payment to Student Health project fund not anticipated in current year.

Designated Ops/Service Cntrs:

- Current YTD and budgeted enrollment fees higher than prior year due to timing of new RCDHHA summer program.
- Current YTD other revenue trending higher than prior year due to timing of new RCDHHA summer program.
- Budgeted increase in personnel services due to negotiated salary and OPE increases.
- S&S and Capital Outlay increase due to budgeted capital expense in telecommunications and increased student aid from prior year.
- Prior year transfers in includes equipment replacement funds not anticipated for the current fiscal year.

**WESTERN OREGON UNIVERSITY
EMPLOYMENT AGREEMENT AND NOTICE OF APPOINTMENT**

This Agreement, made and entered into by and between the Oregon State Board of Higher Education (hereinafter "OSBHE"), the Western Oregon University Board of Trustees (hereinafter "Board") on behalf of Western Oregon University (hereinafter "University") and Dr. Rex Fuller (hereinafter the "President" or "Dr. Fuller"), will be effective on July 1, 2015 and when fully executed by all of the parties. The term "parties" refers to OSBHE, Board and President.

Recitals

- (1) While the Board is duly constituted and preparing to assume all statutory authority over the governance of the University on July 1, 2015, OSBHE has technical legal authority over the University through June 30, 2015.
- (2) Notwithstanding OSBHE's technical legal authority over the appointment of University's president, the OSBHE, the Board, and the Oregon University System Office of the Chancellor all participated in the search process for the University's President.
- (3) In order to ensure a seamless transition from OSBHE to the Board, OSBHE will exercise its statutory authority to appoint the President prior to June 30, 2015, recognizing that by operation of Oregon law, this employment contract will transfer to University and the parties shall be bound by its terms.
- (4) The Board anticipates that it will ratify this employment agreement at the next Board meeting called after July 1, 2015.

1.0 Appointment (or Reappointment) of President; Term of Agreement; Tenure and Rank

- 1.1 The term of this Agreement is from July 1, 2015 through June 30, 2017, unless terminated as provided in this Agreement.
- 1.2 Before this Agreement expires, but no later than December 31, 2016, the Board Chair or designee will meet with President to discuss the President's possible future reappointment. The Board Chair or designee's statements during the discussion will in no way bind the Board.
- 1.3 On and after July 1, 2015, the Board holds the sole power to appoint, reappoint, and employ the President and prescribe his compensation and terms and conditions of employment.
- 1.4 As soon as practicable, Dr. Fuller will submit his academic credentials to the Western Oregon University Business and Economics Personnel Review Committee for its consideration, recommendation, and confirmation that the President be awarded the rank of Professor of Economics with tenure, effective Fall 2015 academic term.

2.0 Duties and Responsibilities

Dr. Fuller shall have the title of President of the University. Under Oregon Revised Statutes chapter 352, President has all of the duties and authority of the president of a university with a governing board and is the president of the faculty. The President's authority shall be subject to the action of and supervision of the Board. Unless otherwise specified by statute or Board action, President's duties shall include, but not be limited to:

- Institutional, faculty, and educational leadership;
- Long-range planning, budget formulation, management of institution buildings, grounds and equipment controlled by University; administration of affairs of the University as best serves the institution consistent with Board rules, policies, and directives;
- Student recruitment and services; faculty recruitment;
- Appointing, supervising, promoting, and dismissing employees;
- Preparing rules, policies, regulations and procedures useful to the University's welfare;
- Fundraising, development, and public and alumni relations; and
- Addressing and documenting compliance with Board identified outcomes for each year.

If the Board determines it is in the interest of the Board or University, the Board may, without just cause, change the President's title and reassign President to other duties until the effective date of the termination of this Agreement.

3.0 Devote Best Efforts to Work as President

3.1 President agrees to faithfully, industriously, and with maximum application of experience, ability and talent, devote his full business-time, attention, and energies to the duties as President of the University.

3.2 Such duties will be rendered at the University's campus in Monmouth, Oregon and at such other place or places as the Board or President deem appropriate for the interest, needs, business or opportunity of the University.

3.3 The Board recognizes that certain outside activities by President are beneficial to the University. These activities include service on boards of for-profit or non-profit corporations, speaking engagements, and service on boards and committees of national and local non-profit or professional organizations. The expenditure of reasonable amounts of time for those activities will not be deemed a breach of this agreement so long as (1) such activities do not interfere with the services this Agreement requires the President to render (2) such activities are within the limits of applicable law, rule, and University policy, (3) President obtains the Board's written approval for service on boards of for-profit or non-profit corporations, and (4) such activities are otherwise consistent with this Agreement.

3.4 The Board will not consider any income in connection with any of President's outside activities in setting the amount of compensation under this Agreement.

3.5 Other than activities or services permitted by Board or University actions or policies, and under Section 3.3 of this Agreement, President will not render services of any professional nature to or for any person, firm, or entity for remuneration other than to the Board. The making of passive or personal investments and the conduct of private business affairs is not prohibited by this section.

3.6 The President will absolutely not engage in any activity that would cause a conflict of interest with the duties described in Section 2.0 of this Agreement.

4.0 Salary and Benefits

4.1 Beginning July 1, 2015, President's monthly base salary will be \$18,750, based on an annual 1.0 FTE appointment at \$225,000.

4.2 Beginning July 1, 2015, University shall provide President with all benefits generally available to University administrative officers.

4.3 In lieu of a University-provided vehicle, President will receive a monthly vehicle stipend of \$1,000.

4.4 In lieu of a University-provided residence, President will receive a monthly housing stipend of \$2,500.

5.0 Evaluation

5.1 The Board will evaluate the President annually on a minimum of the following standard performance categories:

- leadership;
- financial management
- enrollment;
- degrees awarded;
- degrees in workforce shortage areas;
- research, scholarship, and knowledge creation, and
- representing the university and system/advocacy/collaboration.

In the Board's sole discretion, the Board may also elect to evaluate the President on additional categories. No later than April 1 of each year serving as president, President will submit a written self-assessment of the standard performance categories to the Board to assist in completing the president's written performance evaluation. The Board and President will meet, in executive session if desired, to discuss the self-assessment. The Board will then complete its written performance evaluation of the president and meet with President, in executive session, if desired to discuss it.

6.0 Travel Expenses

University will reimburse President and President's spouse for reasonable travel expenses, hotel bills and other necessary and proper expenses, consistent with state and University policies governing travel reimbursements, when President is travelling on University business, except that payment will be made on behalf of the spouse only when the presence of the spouse is of benefit to the interests of the University.

7.0 Expense Receipts and Documentation

President agrees to maintain and furnish an accounting of expenses provided for in this Agreement in accord with University rules and policies and in reasonable detail.

8.0 Moving, Travel, and Storage Expenses

The Board will pay or reimburse President for his reasonable moving, travel, storage, and house-hunting expenses from his current personal residence to his new residence as outlined in Board and University policies and procedure governing moving, travel, and storage expenses.

9.0 Termination

9.1 The Board reserves the right to terminate this Agreement for just cause.

9.1.1. Just cause means conduct, in the reasonable discretion of the Board, by President including, but not limited to the following:

- A deliberate or serious violation of the material duties set forth in this Agreement or President's failure to perform such material duties in good faith;
- A violation by President of any of the other material terms or conditions of this Agreement to the Board or University and is not remedied after thirty (30) calendar days' written notice thereof to President;
- A plea of guilty or *nolo contendere* by President to a felony or any crime of moral turpitude;
- A prolonged or serious violation of any law, rule, regulation, Constitutional provision, Board bylaw or directive, or local, state, or federal law which causes substantial harm to the Board or University and is not remedied after thirty (30) calendar days' written notice thereof to President, if curable; or
- Prolonged absence from duty for a period of thirty (30) calendar days or longer without Board or University consent and which absence is not due to illness or disability.

9.1.2. If the Board informs the President in writing that it is terminating this Agreement for just cause, the Board shall have no obligation to provide the President with any salary or

benefits beyond the effective date of termination. However, any termination of this Agreement for just cause will not automatically eliminate any eligibility that the President might otherwise have for continuation of academic, tenure-related appointment or appointment to a fixed-term professional appointment. The President may retain any rights provided in the University's various benefit plans, to the extent those plans provide rights after termination of employment.

9.2 The Board reserves the right to terminate this Agreement without cause upon thirty (30) calendar days' of prior written notice to President.

9.2.1 If the Board terminates this Agreement without cause, the University will continue to pay President the lesser of the current, annual base salary, which excludes any supplements from the University's recognized foundation, for one year from the effective date of the termination or the amount of current, annual base salary remaining due under the Agreement, in equal installments no less frequently than monthly in accordance with University's normal payroll practices.

9.2.2 Any amounts payable to President under this Agreement if the Board terminates this Agreement without cause will be reduced by the amount of President's earnings from other employment during the period which payments under this section are paid, if applicable.

9.2.3 If the Board terminates this Agreement without just cause, President will be entitled to continue his health insurance plan at President's expense under current rules and regulations governing COBRA coverage from the effective date of termination. President may also retain any rights provided in the University's various benefit plans, to the extent those plans provide rights after termination of employment. President will not be entitled to any other benefits except as otherwise provided or required by applicable law.

9.3 Under no circumstance will the Board be liable for the loss of any collateral business opportunities or any other benefits, perquisites or income from any sources that may occur if the Board terminates this Agreement as specified in Section 9.2 or changes the President's duties or title as described in Section 2.0. The parties have bargained for and agreed to the foregoing provision, giving consideration to the fact that action by the Board under Section 9.2 or Section 2.0 may cause loss to President which is extremely difficult to determine with certainty. The parties further agree that payments made based on the foregoing by the Board and acceptance thereof by President, will constitute adequate and reasonable compensation to President for any loss and injury suffered and are not intended to be a penalty.

9.4 The President may terminate this Agreement by President's resignation if President provides the Board thirty (30) calendar days' advance written notice of such resignation. Upon the effective date of President's resignation, President will not be entitled to any further compensation or benefits under this Agreement. The President may retain any rights provided in the University's various benefit plans; to the extent those plans provide rights after termination of employment.

9.5 If the President is not reappointed by the Board or this Agreement is not terminated under Sections 9.1, 9.2, or 9.3, this Agreement will naturally expire at the end of the Term described in Section 1.1 of this Agreement.

9.6 In the event of President's death during the term of this Agreement, his employment and this Agreement will immediately terminate on the date of his death. President's estate may retain any rights provided in the University's various benefit plans, to the extent those plans provide rights after death or termination of employment.

9.7 If President becomes permanently disabled during his employment as president, this Agreement and his employment will terminate effective on the date of his permanent disability, and the President may retain any rights provided in the University's various benefit plans, to the extent those plans provide rights after termination of employment. For purposes of this Agreement, "permanent disability" means that in the opinion of a qualified medical professional jointly selected by the University and President (or in the event of President's incapacity, the person designated in his power of attorney or other duly authorized representative) that President is unable to perform the essential functions of the job for a period of six (6) continuous months, with or without reasonable accommodation (as such term is defined in 42 U.S.C. § 12111(9), as amended, and in the common law interpreting the same).

10.0 Non-Appropriation

If sufficient funds are not provided in future legislatively approved budgets to permit the Board, in the exercise of its reasonable administrative discretion to continue this Agreement, the Board may terminate this Agreement without further liability by giving President not less than ninety (90) calendar days' written notice. Termination due to non-appropriation will not result in either party being entitled to liquidated damages.

11.0 Severability

If any provision of the Agreement is determined to be void, invalid, unenforceable or illegal for any reason, it will be ineffective only to the extent of such prohibition and the validity and enforceability of all remaining provisions will not be affected thereby.

12.0 Modification

This Agreement may not be modified or extended except by written instrument signed by President and authorized by the Board.

13.0 Entire Agreement

This Agreement contains the entire understanding of the parties, and there are no representations, warranties, covenants, or undertakings other than those expressly set forth herein.

14.0 Prior Agreements

This Agreement cancels and supersedes any and all prior agreements entered into between the parties.

15.0 Indemnification

To the extent permitted by Article XI, Section 7 of the Oregon Constitution, and the provisions of the Oregon Tort Claims Act, the Board will indemnify President and hold him harmless against legal fees, expenses, judgments and other financial amounts incurred while serving in his capacity as president of the University. President will continue to be indemnified subsequent to the termination of his employment as president with respect to acts or omissions occurring while his served as president.

16.0 Waiver

No delay or failure to enforce any provisions of this Agreement will be interpreted and construed in accord with the laws of the State of Oregon without regard to the principles of conflicts of laws.

17.0 Governing Law; Forum

Any lawsuit or claim arising from this Agreement will be brought and conducted solely and exclusively within the Circuit Court of Polk County for the State of Oregon; provided, however, if a lawsuit or claim must be brought in a federal forum, then it will be brought and conducted solely and exclusively within the United States District Court for the District of Oregon.

18.0 Counterparts

This Agreement may be executed in one or more counterparts, each of which will be deemed an original but all of which will constitute but one of the same instrument. Signatures delivered by facsimile and email will be deemed to be an original signature for all purposes, including for the purposes of any applicable Rules of Evidence.

19.0 Nonassignability

Neither this Agreement nor any right, obligation, or interest hereunder shall be assignable or delegable by any party without the prior written consent of the other party.

20.0 Applicable Laws and Regulations

All provisions of this Agreement subject are to the laws of the State of Oregon and, unless otherwise stated, the directives, resolutions, statements, or policies of the Board.

IT IS SO AGREED:

DATED this 16 day of April, 2019.

SIGNATURES REDACTED

Campus Climate Survey Overview

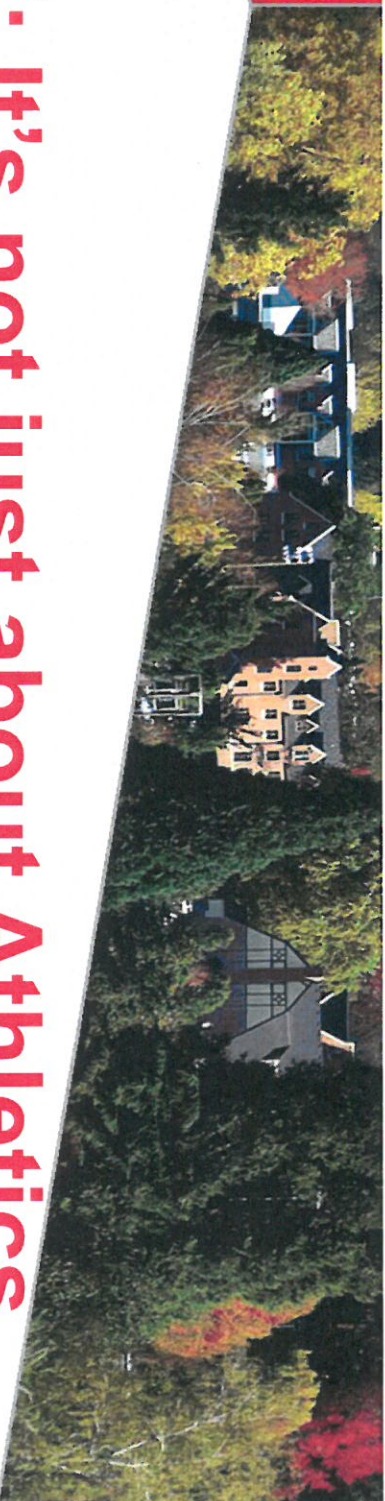
Board of Trustees Meeting

October 28, 2015

Exhibit E



Western Oregon
UNIVERSITY



Title IX: It's not just about Athletics

Athletics is just one of the ten key areas. Others include:

- Access to Higher Education
- Career Education
- Education for Pregnant and Parenting Students
- Employment
- Learning Environment
- Math and Science
- **Sexual Harassment**
- Standardized Testing
- Technology



Title IX: It's not just about Athletics

“No person in the United States shall, on the basis of sex, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”

Title IX of the Education Amendments of 1972



Climate Survey General Information

- Survey developed and administered by Educational Advisory Board in February 2015
- 550 students sampled
- 191 responded
- 35% response rate – **highest** among participating schools
- 50% Off Campus, 38% Residence Halls, 7% at home with family, and 5% ON campus apartment
- 36% 1st Year, 15% 2nd Year, 21% 3rd Year, 19% 4th Year, and 8% 5th Year



Positive Findings

WOU	ALL	Question
97%	89%	Reported feeling safe at school
85%	84%	Feel FACULTY are generally concerned about their welfare
76%	72%	Feel ADMINISTRATORS are generally concerned about their welfare
76%	72%	Feel close to people at school



Positive Findings

WOU	ALL	Question
95%	90%	Felt the school would take a sexual misconduct report seriously
93%	82%	Felt the school would take the steps necessary to protect the survivor from retaliation
52%	57%	Felt the accused or his friends would retaliate against the person making the report
35%	45%	Felt the educational achievement / career of the person making the report would suffer



Positive Findings

- 89% felt WOU would fairly administer the judicial process in sexual misconduct cases

WOU	ALL	Question
72%	68%	Stated they would know where to go if they experienced sexual violence
71%	62%	Knew what confidential resources were available to them if they experienced sexual violence
74%	62%	Of first-year students reported getting information on sexual misconduct prevention and training



How We Could Improve

Since the beginning of the ('14 - '15) school year.....

WOU	ALL	
52%	53%	Had a person make sexist remarks in my presence
16%	22%	Had someone make cruel sexual things to me
10%	14%	Had someone e-mail, text, or use social media to send offensive content to me
6%	8%	Had someone appear to bribe me to have a romantic or sexual relationship with them



Perceptions We Must Combat

WOU	ALL	Question
55%	52%	Believe rape and sexual assault can happen unintentionally, especially if alcohol is involved
41%	35%	Believe if a woman hooks up with a lot of men, she'll eventually get into trouble
30%	34%	Believe sexual assault and rape happen because men can get carried away in sexual situations once they've started
23%	21%	Believe if a woman is raped or sexually assaulted when she is intoxicated, she is somewhat responsible
19%	20%	Believe a lot of times women who report rape agreed to have sex and then regretted it afterwards
10%	9%	Believe rape or sexual assault can ONLY occur when a person says "no"



What We Learned.....

Since the beginning of the ('14 - '15) school year ...

WOU	ALL
6% (11)	9%
4% (8)	3%
2% (4)	4%
2% (4)	2%
1% (2)	2%

Reported someone fondled, kissed or rubbed up against the private parts of my body or removed some of my clothes

3% Reported someone tried to perform oral sex on me or make me give them oral sex

4% Reported someone tried to sexually penetrate me

2% Reported someone performed oral sex on me or made me give them oral sex

2% Reported someone sexually penetrated me



What We Learned.....

- ZERO of these students reported the incident to the University....

WHY?



Why Don't Students Report?

- Research shows the closer the relationship between the survivor and the perpetrator, the less likely the survivor is to report the incident
- Survivors often state they don't want to get the perpetrator in trouble
- Survivors often state they don't think the perpetrator meant to cause harm
- Survivors don't report because of fear of retaliation
- Survivors don't report because they feel embarrassed
- Survivors don't report because they fear they won't be taken seriously or believed



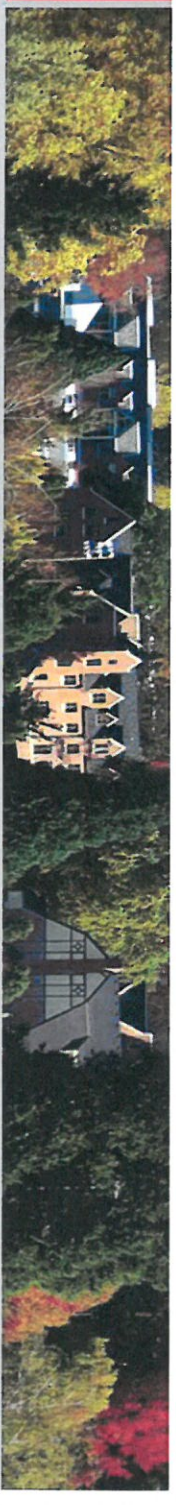
What Did WOU Students Say About Not Reporting?

WOU	ALL	Question
31% (9)	37%	Reported they felt ashamed or embarrassed, didn't want anyone to know what happened
28% (8)	27%	Reported they wanted to forget it happened
24% (7)	51%	Reported it wasn't clear the offender intended harm
21% (6)	26%	Reported they didn't want to get the offender in trouble
14% (4)	28%	Reported they didn't know who to tell
14% (4)	25%	Reported they feared they wouldn't be taken seriously or believed
14% (4)	19%	Reported they lacked the proof the incident happened



Ongoing Initiatives

- Climate Survey
- Campus Against Sexual Assault Grant (CASA)
- Faculty, Staff, and Student Leader outreach and training
- New Student Week Educational Sessions
- Campus Professional Development Workshops



New Initiatives

- On-Line Mandatory Education Module for new students
- Developing Additional Promotion Materials
- Review of Title IX process and related staffing
- Professional Staff in Abby's House made Confidential
- Hearing Boards only utilizing trained faculty and staff



Western Oregon
UNIVERSITY



QUESTIONS??