



**Board of Trustees  
Meeting April 15, 2020**

***Appendix B***

**President's Cabinet Reports**

- 1) Mr. Curtis Campbell, Executive Director of [Intercollegiate Athletics](#)
- 2) Dr. Gary Dukes, Vice President, [Student Affairs](#)
- 3) Mr. Ryan Hagemann, Vice President & [General Counsel](#)
- 4) Dr. Ana Karaman, Vice President, [Finance & Administration](#)
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- 6) Dr. Rob Winningham, Provost & Vice President for [Academic Affairs](#)

**Board of Trustees Report – April 15, 2020**  
**Curtis Campbell, Executive Director of Intercollegiate Athletics**

**1. Student Success: Spring Quarter 2020**

On March 16, 2020 the CEO Board of the Great Northwest Athletic Conference announced today that it is canceling all athletic competition, including conference championships, for the remainder of the 2019-20 academic year. Last week, the Board announced an indefinite suspension of spring conference competitions and GNAC championship events.

The unanimous decision, reached in consultation with the conference's 11-member institutions, was made to protect the health and safety of student-athletes, coaches, staff members and fans while working to minimize the risk of transmission of the COVID-19 virus. The cancellation includes competitions in both championship and non-championship segments. The GNAC decision aligns with that of the NCAA, which has canceled all spring championships.

In addition to the cancellation of all remaining competitions, the conference is suspending all countable athletically related activities (CARA) through June 30.

“Our greatest concern is for the health and welfare of everyone within the GNAC as well as that of the communities that our institutions are a part of,” said GNAC commissioner **Dave Haglund**. “This was not an easy decision, but with the fast changing nature of this pandemic, it is the right decision to protect the health of everyone involved. We feel especially bad for our student-athletes who are seeing their seasons, and in some cases their athletic careers, come to a halt. Their hard work and sacrifice inspires us all.”

This past Friday, the NCAA Division II Administrative Committee adopted emergency legislation to allow institutions to self-apply for season-of-competition waivers for student-athletes whose 2019-20 spring seasons were canceled.

**2. Academic Excellence: Winter Quarter 2020**

- Baseball Team GPA: 2.91
- M-Basketball Team GPA: 2.88
- Football Team GPA: 2.80
- M-Track & Field Team GPA: 3.00
- **Men's Teams GPA: 2.90**
  
- W-Basketball Team GPA: 3.50
- Soccer Team GPA: 3.54
- Softball Team GPA: 3.30

- W-Track & Field Team GPA: 3.50
- Volleyball Team GPA: 3.48
- **Women's Teams GPA: 3.48**
  
- **Athletic Departments Combined GPA: 3.20**

### **3. Community Engagement: Spring Quarter 2020**

- Due to COVID-19 virus, no community service activities took place.

### **4. Accountability: Spring Quarter 2020**

- Currently preparing FY21 Budget
- Actively looking for cost savings methods

### **5. Sustainability and Stewardship: Spring Quarter 2020**

- Due to COVID-19 virus, the athletic auction will be done remotely in virtual format, currently working out the details to ensure the auction is a successful event
- Continuing to solicit and secure gifts for the Drive for 325 and Athletic Alumni Challenge

## **Board of Trustees Report – April 15, 2020**

### **Dr. Gary Dukes, Vice President for Student Affairs**

#### **Fall 2020 Enrollment Update**

Applications and Admitted students are tracking ahead of previous years at this point. Overall, Applications are up 547 compared to last year and up 272 from two years ago. Admitted students are also running ahead of last year by 148 and are down by 30 from two years ago where we had a larger freshmen class.

As we continue our efforts to become an Hispanic Serving Institution, our Latinx admitted student numbers are 37 students higher than this time last year. An increase year-to-year of 5.3%. Our Asian/Pacific Islander numbers are also up by 27 from this time last year. An increase of 14%

Housing currently is tracking slightly down. We have 488 students who have applied for housing as compared to 504 at this time last year.

Our admissions staff continue to nudge students to apply and complete admission applications. We continue to monitor the intersection of students who are admitted, complete a FAFSA, tell us they intend to enroll, apply for housing, and completed our scholarship application, and follow up with students accordingly to complete the next step.

As you might suspect, with the COVID 19 outbreak, our admissions operation has changed drastically. We continue to send emails and texts to prospective students, but our in-person events have been cancelled in lieu of virtual activities. Admission staff are conducting more web-based interactions such as Facebook Live and Google Hangout to communicate with students and make presentations. Our Transfer Student Orientation Program will also be conducted virtually. Staff are working on the format of this event as we speak. In all likelihood, all of our summer programs will be conducted virtually.

#### **Financial Aid**

Our scholarship application closed on March 1. We had 2,039 students complete the application this year as compared to 1,949 last year. Staff have spent the better part of March evaluating applications and will start making awards the first part of April.

In addition, Financial Aid award letters went out the last week of March. These two elements work to further solidify a student's commitment to WOU.

#### **Fees and Rates for FY21**

- Incidental Fee Committee (IFC)  
The Incidental Fee Committee made their final recommendation to the Senate which was accepted in March. The Committee was challenged this year because with the enrollment decline, less money was being collected by the fee, yet the cost of current service level was increasing. In the end, the Committee

was able to strike a good balance of increasing the fee by 5%, which is the maximum they can raise the fee without further approval, and making limited reductions among some of the areas. The Committee also decided to utilize a portion of the reserve to ease reductions.

- Student Health and Counseling  
The Student Health and Counseling Center will have proposed an increase of 4.3% from \$139 to \$145 per term. This fee has been at \$139 for the past three years. Personnel and benefit costs are largely driving this increase.
- University Housing and Dining  
University Housing and dining rates will also likely increase about 4% for FY21. These rates also did not increase this past year and are impacted by personnel and benefit increases.

### **University Diversity and Inclusion Advisory Committee**

UDIAC continues to work on the development of a Diversity Strategic Plan. The goal is to have a plan ready for review by the end of this academic year. This group continues to meet every few weeks to work on this plan.

### **Women of Culture Celebration**

March 4 the Women of Culture Celebration event was hosted by Multicultural Student Services and Programs. Esperanza Tervalon-Garret was the keynote speaker for the dinner celebration. She is the founder and CEO of Dancing Hearts Consulting. She was a very dynamic speaker who shared her story of growing up in Oakland, California and her journey to where she is today.

### **COVID 19 - Student Fees and Services**

- **ASWOU** made the decision to continue to collect the Incidental Fee for Spring term. ASWOU felt it was important to try and keep students employed and provide as much service as possible to students. We are looking at how we might redeploy student employees who aren't able to work in the Recreation Center, as an example, to reach out to prospective or current students and check-in with them, or assist other areas. We have several groups looking at what activities and projects we might undertake to utilize students
- **University Housing** has allowed students to move home for the term without a penalty. We have around 100 students who are living on-campus. We have moved these students to our suite-style residence halls which has a kitchen and individual bedrooms. What are normally four-person suites are only occupied by two students and each student has their own bedroom and bathroom.
- **Student Health and Counseling Center** is open and seeing students in person on a limited basis. They are also offering tele-counseling and tele-health appointments. We have some barrier in offering tele-appointments to students who are currently residing out-of-state and are trying to work through this.

- **Campus Recreation** has made Fitness on Demand available remotely to students so they can continue to have access to workout videos. They have also started E-Sports and will continue to expand program offerings in that area.
- **Student Engagement** and other offices are looking at how we provide programming to students in a virtual basis. We are encouraging student organizations and groups to continue meeting virtually and engaging their groups. Our intent is to keep students engaged and maintaining community among members.

These are definitely challenging times where we need to be creative and work with our students to provide the resources and services they need in an accessible medium.

**Board of Trustees Report – April 15, 2020**  
**Ryan Hagemann, Vice President & General Counsel**

Between the February 2020 and April 2020 board meetings, the Office of the General Counsel (including risk management), Office of Human Resources, Office of Institutional Research, and Public Affairs and Strategic Initiatives have singularly focused on the management and response to the COVID-19 pandemic. Below are highlights of the activities of the various offices:

**Board's Office**

- Worked with Board Chair, President, and shared governance groups to finalize candidates for upcoming vacancies on the WOU Board of Trustees
- Worked with Board Chair and committee chairs on planning committee and board meetings in the COVID-19 environment
- Devised new template for the President's upcoming performance evaluation, consistent with the Board Statement on the Performance Evaluation of the University President
- Researched and revised a draft Board Statement on Diversity, Equity, Inclusion and Accessibility
- Worked with President to finalize charter and membership of the University Cultural Competence Advisory Committee (UCCAC), as required by HB 2864 (2017)
- Attended monthly meetings of the Board Secretaries of all seven public universities

**Office of the General Counsel (including legal services and risk management)**

- Reviewed and incorporated COVID-19 communiques and advice from the Public University Risk Management and Insurance Trust (PURMIT) to University action
- Participated in, and advised, the University Emergency Preparedness Team (EPT) deliberations and discussions on COVID-19 response
- Reviewed, interpreted and advised the President on the applicability of several executive orders from the Office of the Governor
- Reviewed, interpreted and advised the President on the scope and applicability of the CARES Act, including but not limited to the new emergency sick leave provisions and distribution of the Education Stabilization funds from the federal government

- Significant outside preparation for WOU-WOUFT bargaining, including substantial review of entire collective bargaining agreement and revision of major articles for WOU's consideration at the bargaining table
- Continued service on the WOU executive team for WOU-WOUFT bargaining
- Participated in weekly meetings of the General Counsels, employment law attorney group, and transactions law attorney group, with much of work dedicated to COVID-19 response
- Attended Public University Risk Management and Insurance Trust (PURMIT) ad hoc meeting to prepare for FY2021 insurance program renewals for the University
- Completed data compilation and information necessary for PURMIT's insurance renewal process
- Managed outstanding litigation, in concert with PURMIT and Berkley Risk (University's third-party risk administrator), including supervision of Anderson et al v. SEIU et al.
- Participated in joint labor-management committee with WOUFT
- Attended quarterly all-public university attorney meetings in Portland
- Continued negotiations with the University's Foundation on the lease-to-own agreement for Gentle House
- Continued substantial work with University contracting, including but not limited to wholesale revision of the University's procurement code and step-by-step guide on how units and departments may request and track contracts online/electronically
- Drafted, posted and managed several competitive procurements, including RFPs, ITBs, and other alternative competitive procurements
- Worked with the President and Intercollegiate Athletics on Title IX compliance requirements
- Significant work on University investigations, grievances, and complaint hearings, including but not limited to work under both the SEIU and WOUFT collective bargaining agreements
- Significant day-to-day legal advice protected by the attorney-client privilege

### **Human Resources**



- Reached agreement with the Service Employees International Union (SEIU) on a COVID-19 letter of agreement
- Continued cooperation with Sybille Guy to analyze data and devise recommendation from the two campus climate surveys conducted last spring
- Engaged in significant guidance and interpretation of COVID-19-related policies and procedures, including telecommuting agreements, leave provisions, and workplace requirements
- Reviewed and revised webpage resources for Title IX compliance and bias reporting
- Developed and revised pertinent FAQs to assist the University's workforce to manage the COVID-19 response vis-à-vis employment with the University
- Continued to manage payroll process with significant portions of the office working from home
- Coordinated the process for the layoff of classified employees and non-renewal of unclassified employees for reduction of budget costs for the FY2021 budget as decided by the President and his cabinet
- Developed and managed the documents needed to track both telecommuting agreements across campus and requests for leave use related to COVID-19, including the new federal law expanding FMLA qualifying events and the Emergency Sick Leave Act
- Supported Deputy General Counsel with WOUFT negotiations, including services on the WOU bargaining executive team

### **Institutional Research**

- Finished data compilation of retention by major
- Finished data compilation of mean GPA by major
- Submitted spring collection information for the IPEDS survey
- Continued significant work on teaching workload data for the President
- Finished data analysis of six-year graduate rate with National Student Clearinghouse data
- Worked with the Office of the General Counsel and Human Resources on the Title IX compliance work for Intercollegiate Athletics

## **Public Affairs and Strategic Initiatives**

- Attended daily LAC meetings to manage collective response for COVID-19-related initiatives and directives
- Worked with the Oregon Council of Presidents (OCOP) and the Higher Education Coordinating Commission (HECC) on data and information requests to help respond to, and manage, the COVID-19 pandemic
- Maintained frequent and detailed communication with the Office of the Governor and the Oregon Legislative Assembly on the University's response and management of the COVID-19 crisis
- Gathered, reviewed and interpreted significant guidance on the federal response to the COVID-19 pandemic, including but not limited to applicability of the CARES Act
- Participated in OCOP meetings and briefings
- Gathered information and team to develop the University's 2021 capital construction request, including how to include projects on which the 2020 legislative assembly did not act
- Submitted grant proposal to HECC for funds to support the Bilingual Teacher Scholars Program as a workforce investment

## **Board of Trustees Report – April 15, 2020**

### **Dr. Ana Karaman, Vice President for Finance & Administration**

The Finance & Administration division continues to make efforts in implementing its 2019-23 divisional strategic plan in support of the university strategic plan. All department heads have met and reviewed their progress towards the goals established by the divisional strategic plan and made necessary adjustments given the current budgetary circumstances.

Over the last 45 days, the division made the following significant accomplishments:

- Accounting and Business Services developed business continuity plan in response to coronavirus outbreak.
- Convened procurement card workgroup in response to internal audit accepted by the Board on February 19, 2020.
- TFAC has completed their work and finalized their recommendations; IFC is completed as well.
- UBAC has finished Phase 1 and is getting ready for Phase 2 proposals.
- The Tuition Work Group has completed their recommendation for change on simplifying the tuition structure.
- The new roof for WOU Salem is completed, other improvements are underway at various stages.
- The Instructional Technology Center (ITC) and Welcome Center renovation were temporarily interrupted for COVID-19 deep cleaning.
- Security Infrastructure improvements: The new hub and spoke security infrastructure were purchased, racked, all while the design process continued.
- Parking Services and Facilities Services are currently working on getting a bid out for pay stations.
- University Computing Solutions (UCS) and Campus Public Safety (CPS) did an on-site survey to determine the camera locations. They will continue having ongoing meetings with Facilities Services for door and window security.
- Public Safety Director, Rebecca Chiles, is Co-leading the COVID-19 response with Director of the Student Health & Counseling Center, Beth Scroggins. They have communicated with many groups and teams and hosted a large community partner meeting.
- Positive pay file testing is in process with US Bank and end user training is scheduled for March 26, 2020. Data integrity is currently being tested.
- Continuing to review the payroll and cash receipts process.
- Started an entity-wide risk assessment as the foundation for next year's audit plan.

For the remainder of the academic year, the division's primary focus is going to be on the following tasks:

- Finalize transitioning to in-house financial statements.

- Finalize FY21 budget in collaboration with TFAC, UBAC, IFC, and all other stakeholders.
- Continuing progress with the Welcome Center, ITC, and Salem renovation.
- Enhancing cybersecurity by implementing best practices, including a hub and spokes security design and helping functional areas to improve their banner utilization.
- Continuing to improve parking practices, including implementing pay stations instead of meters.
- Finalizing and implementing security plan for Vick building.
- Implementing positive pay for accounts payable and student refunds.

**Board of Trustees Report – April 15, 2020**  
**Erin McDonough, Executive Director for Advancement & WOU Foundation**

**Strategic Communications & Marketing**

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**Campus crisis support:**

- Serve as university's public information officer (PIO) – primary: Lisa Catto, support: Marion Barnes
- Active member of the university emergency response team
- Major role in all communications related to coronavirus pandemic – including website updates, social media response, email communication, media inquiries, etc.

**Major projects completed:**

- Western Edge magazine Spring/Summer issue
- Giving Day materials, including print, social media, electronic, and customized toolkits
- Overhaul of Criminal Justice recruiting materials, specifically for CJ Day
- Materials for legislative initiatives including WOU efforts, capital projects and Oregon Council of Presidents
- Creation of webpage for transfer students from Concordia
- Creation of webpage for information about WOU's response to Covid-19 pandemic
- Helped build remote-access resources page for employees
- Launched accessibility updates with consultant and SEO upgrades through BrightEdge
- Launched Today.WOU.edu
- Monthly WordPress training sessions
- Ran ads in movie theaters
- Support of first-ever Latino Journey to College Conference
- Page views on website during winter term: 955,934

**Social media:**

- Increase in number of Instagram followers since July 1: 1,271 (33%)
- Increase in number of Facebook followers since July 1: 1,266
- 20,743 followers between Instagram, Facebook and Twitter
- Most engaging Facebook post during winter term: A video giving a tour of WOU's ASL programs. It reached 59,095 accounts and 7.3% of those accounts engaged with the video
- Most engaging Instagram post during winter term: Sharing a graphic from the Residence Hall Association that addressed the importance of students being able to stay in the residence halls and have access to food/shelter during the COVID-19 crisis. It reached 3,376 accounts and 15.23% of those accounts engaged with the post
- Most engaging Twitter post during winter term: Sharing that a WOU student tested positive for COVID-19. It reached 6,263 accounts and 21.7% of those accounts engaged with the tweet

- YouTube campaign in January details:
  - 316,559 impressions
  - 152,000 video views (64,223 ad viewing completions)
  - 441 click throughs
- Special social media campaigns:
  - Valentine’s Day “cards” featuring Wolfie
  - Giving Day
  - Apply to WOU in time to apply for scholarships

## **Development**

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### **Gifts through March 31, 2020:**

- Overall committed: \$2,528,377 (includes pledges, increase of \$277,029)
- Overall received: \$2,366,873 (increase of \$207,882)

### **Gifts of note:**

- James F. and Marion L. Miller Foundation gift for Rainbow Dance Theatre
- Launch of Class of 1970 scholarship endowment, \$20,000 of \$25,000 goal reached

### **Giving Day – Goal \$100,000:**

- Total gifts: \$158,416!! (Received: \$112,052; Additional Pledges: \$46,364)
- 545 gifts from 460 donors
- \$245.41 average gift
- 114 first time gifts
- Gifts from 48 of 50 states plus Washington DC, 2 countries, 1 US Territory
- 13 total challenges and matches
- Outreach efforts included:
  - Letter to Polk County residents not currently in database, signed by President’s Cabinet
  - Letter to high wealth individuals in Marion/Yamhill counties
  - 4-total mailings to various groups
  - Video creation and distribution to support campaign
  - Multiple emails
  - Social media campaign and toolkit for other groups to use
  - Coffee sleeves distributed on and off campus
  - Giving Day t-shirts for workers, volunteers and offered for sale to campus

### **Art & Wine Walk, featuring the collections of Fred Maurice:**

- Successful event held on March 11 at six locations – 3 on campus, 3 off campus
- More than 150 attendees
- Sold more than \$6,000 worth of art
- Brought the community and university together in a unique way that was applauded by several alumni/donors

## **Advancement Operations**

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### **Database management, since 7/1/2019:**

- New records added: 13,842
- New addresses for existing records: 13,977
- New points of contact (email and phone) added: 85,465

### **WOU Foundation**

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- Competitive Grants application launched, 27 applications received, decisions coming soon
- Working to adjust outreach and fundraising efforts to meet current crisis
- Request for proposals sent for investment management firms
- Continue to negotiate with potential new management of Historic Gentle House
- Adjust Gentle House operations to meet Executive Orders and other advisories

### **Alumni Relations**

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#### **Events to engage alums and friends of the university:**

- Filled 35 seats at a Winterhawks game in February for a group outing. The majority of the alumni who attended were alums we have not seen at other events in the past
- Hosted 9 events from January through early March

#### **Additional activities:**

- Career mentoring program was revamped with the help of a CiP intern. The intern connected with the current mentors and revised the master list, recruited students as mentees and partnered the mentors with the mentees. We now have more than 60 student/alumni mentor/mentee matches
- Added two new alumni to the alumni board of directors
- Monthly e-newsletter – PawPrints – goes out on the 1st Tuesday of every month

#### **Future events include:**

- Engaging students in unique ways at a distance for Commencement
- Developing a large-scale event to engage the Class of 2020 during Saturday night of Homecoming as a way to provide the opportunity for classmates to celebrate together in-person

## Board of Trustees Report – April 15, 2020

Dr. Rob Winningham, Provost and Vice President for Academic Affairs

### COVID-19 Updates

- Winter 2020 ended with all final exams being delivered online or remotely.
- Spring 2020 courses will be delivered remotely. So far, we have only had to cancel approximately 2% of the courses (e.g., hands-on labs, practicums, internships) have been cancelled (see Table 1 below).
- We have closed Academic Affairs buildings to the public but faculty and staff still have access to their office and labs to engage in critical functions related to remote course delivery and basic lab maintenance.
- *Academic Innovation* has ramped up faculty support for transitioning to remote course delivery. Bev West is helping route faculty requests to internal or contracted instructional designers. We have an online form that faculty are using to get support using our learning management systems and other resources for remote course delivery.
- Academic Affairs has been sending daily updates to faculty to keep them informed as the situation has rapidly evolved.
- The university has a primary landing page: <https://wou.edu/coronavirus/>, which includes President Fuller's community messages, links to Oregon Healthy Authority and the Centers for Disease Control, information about prevention, information about treatment, travel, and FAQs.
- Academic Affairs has an instructional resiliency page to direct faculty to resources for course delivery: <https://wou.edu/provost/instructional-resiliency/>
- Academic Affairs also created a website to help students navigate Spring 2020 and remote courses: <https://wou.edu/provost/keep-learning/>
- Academic Affairs had 200 computers and tablets that the Library is distributing to students who lack adequate technology. We acquired 20 hot spots when we saw that internet connectivity might be an issue for our students. Then, we acquired 125 additional hotspots for the beginning of spring term.
- We have received a proposal from Faculty Senate Executive Committee to allow for expanded use of S/NC grading, which would be opt in for students through the end of Week 7.



Adjustment made	Number of courses	Percent of courses
Course was already online	139	10.21%
Change to online delivery	693	50.88%
Virtual class meetings	176	12.93%
Virtual class meetings + hybrid	175	12.85%
Internships/Other delivery with partners	119	8.74%
Cancel course	28	2.06%
Decision pending	32	2.35%
Total	1362	100.00%

Table 1. Course status as of March 20, 2020

- Course fees are associated with some of our courses that have “consumable” materials that are purchased for the students to use. Common examples include materials used in labs or art courses or a limited duration software license that gives students access to that software. Given that Spring 2020 courses will be delivered remotely, we wanted to assess which courses would need the course fee assessed and which courses that would not need the course fee and possibly refund it to students. There are 6 divisions which assess course fees during Spring 2020:

College of Liberal Arts & Sciences

Creative Arts

Humanities

Natural Science & Mathematics

Social Science

College of Education

Education & Leadership

Health & Exercise Science

## Course Fee Data as of March 31, 2020

Division chairs were asked to work with their faculty and indicate the following for each course fee:

1. Not to be used during Spring 2020
2. Be used in a similar way as was originally intended
3. Be used, but modified to deliver a consumable product of service
4. Undecided or unknown at this point

*For options 3 or 4, respondents were asked to provide a note or explanation.*

Summary of responses received by 3:30 PM on March 26. 70% of courses that previously had a fee associated with them will not actually charge that fee.

	Not to be used during Spring 2020	Be used in a similar way as was originally intended	Be used, but modified to deliver a consumable product or service (please include note in next column)	Undecided, or unknown at this point (please include note in next column)	Blank
NSM	21	7	58	0	0
CA	198	32	6	0	2
HSX	5	0	0	0	0
HUM	12	0	0	0	0
SOC	2	0	0	0	0
DEL	12*	4	0	0	0
<b>Total</b>	<b>250</b>	<b>43</b>	<b>64</b>	<b>0</b>	<b>0</b>

The google sheet containing the summary information as well as detailed responses for each division can be accessed [here](#).

Some examples of the modified fee use include art project kits and limited duration site licenses for science classes. These are largely helping supplement the remote teaching for labs during Spring 2020.

For comparison, course fees collected in Spring 2019 totaled **\$145,038**.

## Academic Affairs Updates

**1. Diversifying the Educator Workforce: Biennial Report in Accordance with HB 3375**  
(see Appendix entitled: [WOU\\_2020\\_HB3375\\_report\\_final.pdf](#))

**2. Applied Baccalaureate Degrees** – Faculty Senate voted align new General Education requirements to our applied baccalaureate degrees. They also voted to change the Appl

**3. The WOU Textbook Affordability** Steering Committee was selected faculty applications to adopt, adapt or create OER resources for their courses.

- **Adopt (\$1000)**  
Adopt an existing OER with little revision to the content.
- **Adapt (\$2000)**  
Adapt existing OER with major revisions, or develop custom course content from multiple OER and/or original open content in order to support learning objectives not met by existing open resources.
- **Create (\$4000)**  
Create a substantially new OER where it is possible to demonstrate that quality resources are not currently available to meet learning objectives.

Grant Category	Applicant's Name	Project Title	Course Number
Adopt: little revision	Erin Baumgartner	Improving Inclusivity and Accessibility for General Biology	BI 101; BI 102
Adopt: little revision	Michael Baltzley	Principles of Biology, Cell Biology, Neurobiology	BI 211, BI 315
Adopt: little revision	Ted Beers	IS340 OER Textbooks	IS 340
Adopt: little revision	Brooke Dolenc Nott	Developmental Psychology OER Textbook Replacement	PSY 311
Adopt: little revision	Kristin Latham-Scott	Improving Inclusivity and Accessibility for General Biology	BI 101; BI 102
Adopt: little revision	Jennifer Moreno	Criminal Law	CJ352
Adapt: major revisions	Patricia Flatt	CH450: Biochemistry I - Defining Life at the Molecular Level	CH450
Adapt: major revisions	Jennifer Moreno	American Courts	CJ 252
Adapt: major revisions	Jessica Murfin	Introduction to Positive Psychology: Scientific Background and Real-World Applications	PSY 439
Adapt: major revisions	Cornelia Paraskevas	Introduction to Linguistics	LING 310
Adapt: major revisions	Emily Plec	Intercultural Adaptations	COM 325
Create: substantially new	Adry Clark	The Career Readiness Project	ICS 112,113 & 114
Create: substantially new	Leanne Merrill	Applied College Mathematics	Math 110

#### **4. Accelerated Undergraduate Master Pathway (AUMP) Program**

Faculty Senate approved an Accelerated Undergraduate Master Pathway Program. Qualified WOU undergraduates that wish to pursue a graduate program at WOU immediately after completing their undergraduate degree will be able to utilize up to 15 credits of graduate courses towards their undergraduate and graduate degree. The undergraduate program must opt into the AUMP program and accept the graduate credits as counting toward the undergraduate degree.

An example of how this would work was presented to the Faculty Senate: Undergraduates in the Applied Baccalaureate Program (next year it will be named Applied Bachelor of Sciences) in Liberal Studies can take up to 12 credit hours of upper-division free electives. Those free electives could be graduate credits in the Master of Arts in Organizational Leadership. This would save the students in tuition as they will pay the undergraduate rate for those graduate credits and it will incentivize students to attend WOU graduate programs.

Dr. David Foster and Amy Clark worked closely with the Graduate Committee to help create this innovative program. [Click here to see more information.](#)

#### **5. Retention Efforts**

- We have seen more than a 5% increase in retention in the past year.
- Nudges – WOU has had tremendous success with registration nudges organized by Niki Weight, Director of Student Success and Advising. If current students are not registered after registration week then nudges begin. The nudges are spaced out and come from different people and include information about registration holds. For example, during the Fall 2019 registration for Winter 2020 courses, 19% of students were not registered after registration week, but after all of the nudges that went down to less than 8%.
- Removing advising holds after finals week, when it can be difficult to meet with an advisor. This is done with a high level of support from Student Success and Advising so students are able to still get high quality advising.
- Students with registration holds are now emailed information about how to remove those holds and who to contact to get them removed.
- WOU has remove holds for students with larger past due amounts.
- The Business Office has been more involved in advising students with financial matters beyond their WOU bill.
- First Year Seminars associated with our new General Education Program have been designed to help students be successful and become a part of our campus community.
- Online General Education pathway is actively being developed (we will have three lab science courses being developed for online delivery, beginning as soon as Summer 2020).

## 6. Recruitment Efforts

- We are creating more fully online programs that will allow new markets to enroll at WOU. We now have undergraduate majors and graduate degrees that are available fully online.
- We are increasing our capacity to support online, hybrid and technology-enhanced course development by rebuilding Academic Innovation. We have hired a director and actively searching for additional instructional designers.
- WOU:Salem is serving new markets, including the working adult and people with some college but no degree. The hybrid formats with evening courses was designed to be accessible for non-traditional students.
- Prospective students received a \$1000 tuition remission if they visited campus, given that a campus visit is a strong predictor of enrollment.
- WOU increased remission dollars to students with the greatest need.
- WOU has made considerable progress in our goal of becoming the most affordable public university in Oregon.
- We are researching and developing new programs and certificates.
- Willamette Promise outreach and donor funded scholarships are providing access and support to more prospective students. For example, we recently mailed 1950 letters to students who received WP through WOU.
- Online General Education pathway is actively being developed (we will have three lab science courses being developed for online delivery, beginning as soon as Summer 2020).

## 7. WOU is Transfer Friendly

- 30-60-90 allows transfer students who come with an AAOT to complete almost all programs in 2 years of full-time study (i.e., 90 credits)
- We have applied baccalaureate degrees that allow students with terminal associate degrees (e.g., AAS) to complete a bachelor degree in a timely manner.
- We have dual degree partnerships with the community colleges where the greatest number of our transfer students come from (i.e., along the I-5 corridor).
- Transfer Specialist / Articulation manual and processes help us efficiently manage our partnerships
- We have many faculty-to-faculty and program-to-program relationships with our community college partners.
- Transfer Student Orientation and Registration (TSOAR) provides targeted advising for transfer students (note: this will be done virtually during Spring 2020)
- Primary faculty advisors help transfer students

- [4-year plans are published online](#) and have quickly become a widely used tool
- Engaging Oregon major transfer maps and articulation processes has further the ease with which community college students can transfer into WOU.
- Transfer Evaluation Software is making it easier to articulate courses and keep our articulations updated. We also now have a better public facing site.
- Our General Education Program offers an easy way to request that courses apply to WOU's General Education, if the transfer student does not have an AAOT.