



**Board of Trustees Meeting – June 8, 2022  
Appendix A**

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**Consent Agenda | Table of Contents:**

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- 1) Meeting Minutes:
  - a) [December 14, 2021](#)
  - b) [April 7, 2022](#)
  - c) [April 14, 2022](#)
  - d) [April 18, 2022](#)
  - e) [April 20, 2022](#)
  - f) [May 18, 2022](#)
- 2) [FY22 Management Report \(As of April 30, 2022\)](#)
- 3) [List of Contracts/Grants that exceed \\$100,000 in FY22](#)



**SPECIAL MEETING OF THE WOU BOARD OF TRUSTEES  
MEETING NO. 44—DECEMBER 14, 2021  
1:00-3:00 PM**

**DRAFT MINUTES**

**I. CALL-TO-MEETING/ROLL CALL**

Chair Betty Komp called the meeting to order at 1:00 PM and asked Secretary Ryan Hagemann to take roll. The following trustees were present:

Zellee Allen  
Jaime Arredondo  
Danielle Campbell  
Gayle Evans  
David Foster  
Jay Kenton  
Betty Komp  
Cec Koontz  
Malissa Larson  
Doug Morse

The following trustees were absent:

Jerry Ambris  
Susan Castillo  
Linda Herrera  
Leah Mitchell

**II. CHAIR'S WELCOME**

Chair Komp welcomed the Board to the special meeting and stated that the Board had two action items on the agenda for consideration. She noted the updates on the presidential vacancy website.

**III. ACTION ITEMS**

**1) Presidential Prospectus**

Chair Komp recognized Trustee Evans to review the presidential prospectus. Evans shared some brief background on how the presidential prospectus was developed. She stressed the importance of capturing the essential elements and the tone necessary to recruit the right leader to WOU. Evans observed that there was an opportunity for input and comment throughout the process. After sharing background information, Evans asked Michael Ballew from Anthem Executive to further explain the prospectus process.

Ballew acknowledged the work of the committee and the dedication of Evans as chair. Ballew observed that the draft prospectus is the starting point for the search. He explained the significant input that was solicited prior to the development of the draft, including surveys and interviews. Ballew reiterated that the prospectus serves as a marketing document and cannot, by design, be too lengthy. He surfaced the most common themes that should be incorporated into the prospectus: transformational leadership, DEI, distinctive academic programs, and inspiring mission and vision.

Evans and Ballew turned to the draft prospectus to review it section by section. Ballew reviewed each section of the draft. Trustee Larson appreciated the overview and asked when the Board should offer feedback. Evans and Ballew welcomed the Board's engagement on feedback on the draft. Trustee Morse observed that the draft was a bit subdued and introduced COVID's impact too soon. Morse stated that he thought it more important to express the "core bones" of the university in the draft. Morse continued that there is a subtle difference between finding "who we are" and "who we might become." He also stated that the document needed to emphasize innovation more.

Trustee Larson agreed with Morse's comments. Trustee Koontz explained why the search committee commented on the location of the COVID language in the draft. Ballew interjected that some of the stakeholder groups were unhappy with the layoffs that occurred during COVID. Trustee Foster echoed concerns about the placement of the COVID language and noted that he would like to see some emphasis on opportunities for growth.

Trustee Larson asked to review some language. She asked to add "accessible" in discussing on-line courses, change "minority" populations, spell out "DEI," ensure consistency with DEI and accessibility, spell out "HSI," characterization of community colleges as impersonal, and articulation of the gender distributions. Hagemann explained that Trustee Larson was working on a different draft that was distributed to the Board. Larson returned to the document and asked to change "able" to "capable," to move up the priority of DEIA, and to include more reference to staff as opposed to faculty only. Evans appreciated Larson's thorough review and Chair Komp echoed the observations.

Evans asked the Board if there were any additional comments. Chair Komp inquired if Evans would like a motion to approve the prospectus subject to the changes shared by the Board. Evans requested the trustees individually affirm the comments that were shared at the meeting. Komp agreed and asked each trustee to offer affirmation to reach consensus on the draft. Trustee Allen expressed his agreement with the essential draft. Trustee Arredondo appreciated the positive development and was good with the draft. Trustee Campbell shared agreement with the comments offered to the Board. Evans committed to incorporating trustee comments as shared during the meeting. Trustee Foster echoed Board sentiment and asked whether or not to add a reference to the Lone Star Conference. President Kenton agreed with the spirit of the conversation, but asked for reference to the TRI. Chair Komp supported previous statements and stressed that she would like to see Trustee Morse's comments incorporated. Trustee Koontz liked the edits to the "Quality of Life" section of the draft. Koontz wanted to make sure that the prospectus was fair and accurate, particularly with expressing the challenges faced by the university. Trustee Larson expressed her appreciation for the work on the draft to date. Trustee Morse stated that he trusted the committee would incorporate the Board's comments.

Evans moved approval of the prospectus subject to incorporation of the consensus comments offered by trustees at the Board meeting and Larson seconded the motion.

The following trustees voted in favor of the motion:

Zellee Allen  
Jaime Arredondo  
Danielle Campbell  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Doug Morse

Kenton is non-voting.

No trustees opposed the motion. No trustees abstained from the motion.

The motion passed.

## **2) Steam Pipeline Project**

Chair Komp turned to the steam pipeline project and recognized Vice President for Finance and Administration Dr. Ana Karaman to introduce the topic. Karaman was

joined by Director of Capital Construction and Planning Michael Smith. Karaman stated that the university was requesting the Board's approval to approach the Oregon Legislature for \$16.5M for the steam pipeline project. She asked Smith to walk through the proposal.

Smith explained the scope of the original project and the developments, such as pipe insulation corrosion and steam plumes, that led the university to reconceptualize the project and to approach the Legislature for funding. He illustrated the corrosion and flooding that has occurred inside the various vaults along the steam line. He reviewed the schematic drawings to demonstrate the various failures of the current line. Smith outlined the costs of the current project.

After his explanation of the current failures and project, Smith outlined the current proposal to reconceive the project and to create a tunnel system to house the pipes throughout the system. The \$16.5M request to the Oregon Legislature would pay for the tunnel system. Karaman noted that WOU is the only university that buries its pipes directly into the ground. She also shared that the expected lifecycle of the pipes is twenty years, but, WOU's current system has lasted only 12 years. She offered the potential risks of the current system, including steam and telecommunications. Karaman asked David McDonald to offer some comments on the legislative process. McDonald described legislative conversations with legislative leadership and the favorable response. McDonald characterized the project as a safety concern. He noted that he would join President Kenton in outreach to the Ways & Means Committee.

Trustee Allen asked if there was a less expensive approach and whether or not Monmouth Avenue would be closed. Trustee Morse inquired if there was any impact on energy consumption attributable to the pipe failures.

Koontz moved approval of the request as presented and described in the written docket materials and Trustee Morse seconded the motion. Chair Komp opened the floor for discussion. Trustee Foster asked about the functionality of steam pipes on campus. Trustee Morse inquired about whether or not the university has considered all angles in making such a large request. He also asked whether or not the \$16.5M estimate was developed by the current contractor. Komp asked whether or not the current work was ongoing or halted. Trustee Allen inquired as to what the university would do if the Legislature did not grant the funds. Karaman noted that the university would proceed with the project as is and then float the project until the next biennium in order to use the next tranche of capital repair money.

The following trustees voted in favor of the motion:

Zellee Allen  
Jaime Arredondo

Danielle Campbell  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Doug Morse

Kenton is non-voting.

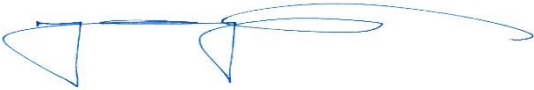
No trustees opposed the motion. No trustees abstained from the motion.

The motion passed.

**IV. FINAL ANNOUNCEMENTS**

**V. ADJOURNMENT**

Chair Komp adjourned the meeting at 2:28 PM with a quorum of the Board.



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RYAN JAMES HAGEMANN  
Secretary to the Board of Trustees



**EXECUTIVE SESSION OF THE  
WESTERN OREGON UNIVERSITY BOARD OF TRUSTEES  
MTG NO. 46—APRIL 7, 2022  
11:00 AM-2:00 PM  
HAMERSLY LIBRARY ROOM 301-A**

**DRAFT MINUTES**

**(1) CALL-TO-MEETING AND ROLL CALL**

Chair Betty Komp called the meeting to order at 11:03 AM and asked Secretary Ryan Hagemann to take roll. The following trustees were present:

Zellee Allen  
Jerry Ambris  
Jaime Arredondo (arrived at 12:23 PM)  
Danielle Campbell  
Susan Castillo (arrived at 11:05 AM)  
Gayle Evans (arrived at 11:12 AM)  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell

The following trustees were absent:

Linda Herrera  
Jay Kenton  
Doug Morse

After roll, Chair Komp asked Hagemann to move the meeting into executive session. Hagemann announced that the Board was meeting in executive session pursuant to Oregon Revised Statutes 192.660(2)(a) in order to consider the employment of a public official. Other than the Board, designated staff and the presidential candidates were permitted to attend the executive session. Pursuant to ORS 192.660(4), members of the institutionalized news media were permitted to attend on the express condition that matters and deliberations discussed during the executive session would remain

undisclosed. Pursuant to ORS 192.660(6), no final decision may or will be made in executive session.

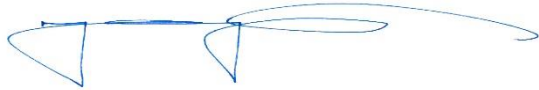
The Board moved to interview presidential candidate Dr. Casey Shillam consistent with ORS 192.660(2)(a).

Chair Komp adjourned the meeting for lunch.

After lunch, at 12:59 PM, Chair Komp reminded the Board that it remained in executive session and that the previous announcements regarding ORS 192.660(2)(a) still pertained. Chair Komp asked Hagemann to confirm the attendance of the trustees. All trustees present at the outset of the session were present and all trustees that were absent remained absent.

The Board continued the executive session with its interview of Dr. Diana Rogers-Adkinson, the second presidential candidate, consistent with ORS 192.660(2)(a).

After the interviews, Chair Komp adjourned the executive session at 2:00 PM with a quorum of the Board.



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RYAN JAMES HAGEMANN  
Secretary to the Board of Trustees





**EXECUTIVE SESSION OF THE  
WESTERN OREGON UNIVERSITY BOARD OF TRUSTEES  
MTG NO. 47—APRIL 14, 2022  
11:00 AM-2:00 PM  
HAMERSLY LIBRARY ROOM 301-A**

**DRAFT MINUTES**

**(1) CALL-TO-MEETING AND ROLL CALL**

Chair Betty Komp called the meeting to order at 11:00 AM and asked Secretary Ryan Hagemann to take roll. The following trustees were present:

Zellee Allen  
Jerry Ambris  
Jaime Arredondo  
Danielle Campbell  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell

The following trustees were absent:

Linda Herrera  
Jay Kenton  
Doug Morse

After roll, Chair Komp asked Hagemann to move the meeting into executive session. Hagemann announced that the Board was meeting in executive session pursuant to Oregon Revised Statutes 192.660(2)(a) in order to consider the employment of a public official. Other than the Board, designated staff and the presidential candidates were permitted to attend the executive session. Pursuant to ORS 192.660(4), members of the institutionalized news media were permitted to attend on the express condition that matters and deliberations discussed during the executive session would remain

undisclosed. Pursuant to ORS 192.660(6), no final decision may or will be made in executive session.

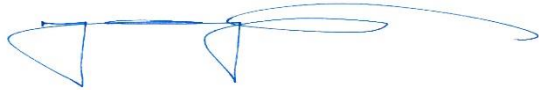
The Board moved to interview presidential candidate Dr. Sukhwant Jhaj consistent with ORS 192.660(2)(a).

Chair Komp adjourned the meeting for lunch.

After lunch, at 1:01PM, Chair Komp reminded the Board that it remained in executive session and that the previous announcements regarding ORS 192.660(2)(a) still pertained. Chair Komp asked Hagemann to confirm the attendance of the trustees. All trustees present at the outset of the session were present and all trustees that were absent remained absent.

The Board continued the executive session with its interview of Dr. Jesse Peters, the final presidential candidate, consistent with ORS 192.660(2)(a).

After the interviews, Chair Komp adjourned the executive session at 2:02 PM with a quorum of the Board.



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RYAN JAMES HAGEMANN  
Secretary to the Board of Trustees



**EXECUTIVE SESSION OF THE  
WESTERN OREGON UNIVERSITY BOARD OF TRUSTEES  
MTG NO. 48—APRIL 18, 2022  
12:30-2:30 PM  
ZOOM**

**DRAFT MINUTES**

**(1) CALL-TO-MEETING AND ROLL CALL**

Chair Betty Komp called the meeting to order at 12:31 PM and asked Secretary Ryan Hagemann to take roll. The following trustees were present:

Zellee Allen (joined at 2:03 PM)  
Jerry Ambris  
Jaime Arredondo  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

The following trustees were absent:

Danielle Campbell  
Linda Herrera  
Jay Kenton

After roll, Chair Komp asked Hagemann to move the meeting into executive session. Hagemann announced that the Board was meeting in executive session pursuant to Oregon Revised Statutes 192.660(2)(a) in order to consider the employment of a public official. Other than the Board, designated staff and the presidential candidates were permitted to attend the executive session. Pursuant to ORS 192.660(4), members of the institutionalized news media were permitted to attend on the express condition that matters and deliberations discussed during the executive session would remain

undisclosed. Pursuant to ORS 192.660(6), no final decision may or will be made in executive session.

**(2) EXECUTIVE SESSION**

After required announcements, the Board proceeded with its deliberations consistent with ORS 192.660(2)(a).

**(3) ADJOURNMENT**

Chair Komp adjourned the executive session at 2:12 PM with a quorum of the Board.



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RYAN JAMES HAGEMANN  
Secretary to the Board of Trustees



**MEETING OF THE WOU BOARD OF TRUSTEES**

**MEETING NO. 49 – APRIL 20, 2022**

**10:00AM-3:00PM**

**WERNER UNIVERSITY CENTER | COLUMBIA ROOM**

**To observe the meeting: [wou.edu/livestream](https://wou.edu/livestream)**

**Audio only, call: +1 346 248 7799 US | Meeting ID: 883 8758 6218**

**AGENDA**

**I. CALL-TO-MEETING / ROLL CALL**

Chair Betty Komp called the meeting to order at 10:02 AM and asked Secretary Hagemann to take roll. The following trustees were present:

Zellee Allen  
Jerry Ambris  
Jaime Arredondo  
Danielle Campbell  
Susan Castillo  
Gayle Evans  
David Foster  
Jay Kenton  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

The following trustees were absent:

Linda Herrera

Hagemann reminded the audience of livestreaming and public comment.

**II. CHAIR'S WELCOME**

Chair Komp welcomed the Board and the audience to the April 20, 2022 meeting.

**III. CONSENT AGENDA ([Appendix A](#))**

1) Meeting Minutes:



- a) [February 16, 2022](#)
- 2) [FY22 Management Report](#) (As of February 28, 2022)
- 3) [FY2021 Single Audit](#)
- 4) [Appointment of External Auditor](#)
- 5) [2021 HB3375 Report](#)
- 6) Academic Proposals:
  - a) [Criminal Justice Minor](#)
  - b) [Cybercrime Investigation and Enforcement Minor](#)
  - c) [Exercise Science Minor](#)
  - d) [Certificate in Computational Linguistics](#)

Chair Komp called for a motion to approve the consent agenda as included in the written docket materials. Koontz moved approval and Larson seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen  
Jerry Ambris  
Jaime Arredondo  
Danielle Campbell  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

Kenton is non-voting.

The motion passed.

#### **IV. PUBLIC COMMENT**



Komp asked if anyone was signed up for public comment. Hagemann stated there was no one signed up for public comment.

## **V. STAKEHOLDER UPDATES**

### **1) SHARED GOVERNANCE**

#### **a. ASWOU**

Chair Komp recognized ASWOU President Logan Jackson and ASWOU Senate President Elizabeth Braatz for a brief ASWOU report. They covered the following topics: ASWOU elections, ASWOU cabinet's work on a student summit, Freedom Center, student voices legislative task force, ASWOU's Vice President's work with coalitions of student of color and equal rights consortium, and filling student seats on various internal and external committees. Trustee Koontz asked about whether or not there were plenty of students interested in running for various vacancies. Braatz shared that ASWOU was optimistic that there would be several students interested in service. Chair Komp asked about the Freedom Center. Trustee Arredondo asked about the level of student involvement with emergence from the COVID pandemic. Trustee Evans thanked ASWOU President Logan Jackson for her service on the presidential search committee.

#### **b. Faculty Senate**

Chair Komp recognized Dr. Elisa Maroney, Faculty Senate President, for a brief Faculty Senate report. Dr. Maroney addressed the following topics: curriculum changes including approval of two new doctoral programs and the various faculty projects and celebrations that were included in Dr. Maroney's written report.

#### **c. Staff Senate**

Chair Komp recognized Jenna Otto, Staff Senate President, for a brief Staff Senate report. Otto addressed the following topics: Staff Senate's involvement in the high-profile open searches on campus, improvement to performance evaluation processes, outline of proposed training schedules for various employment groups on campus, specifically including supervisors, success in filling open positions throughout the campus, work of the Staff Senate's scholarship committee, recognition of a staff member of the month, and elections for Staff Senate's executive committee, including Otto's reelection of Staff Senate president. Komp asked about which training tools are in place currently.

### **2) UNION**

#### **a. SEIU**

Chair Komp recognized Jackson Stalley, SEIU president, for a brief SEIU report. Stalley covered the following topics: sense of change energizing campus, eagerness to work with the WOU administration on rebuilding trust, particularly with the new incoming president, expression of expectations for the new president to maintain open channels for



communication, advancement of training ideas described by Staff Senate President Jenna Otto in her report, Stalley's meeting with night custodians and their pride in their work, and invitations to the upcoming May Day Party on May 2. Trustee Arredondo offered to meet with the night custodians personally.

b. WOUFT

Chair Komp recognized Dr. Melanie Landon-Hays, WOUFT president, for a brief WOUFT report. Dr. Landon-Hays addressed the following topics: WOUFT's development of legislative relationships, lobbying efforts and participation in the student voices legislative task force, JLMC meetings on personnel investigations, out-of-state work and professional development funds, expression of gratitude to Trustee Gayle Evans for her service on the presidential search committee, reiteration of themes from Stalley's SEIU report, and additional information on the May Day Party described in the SEIU report.

## **VI. COMMITTEE REPORTS**

### **1) ACADEMIC & STUDENT AFFAIRS COMMITTEE (ASAC)**

Chair Komp asked ASAC Chair Jaime Arredondo for a brief ASAC report. Arredondo offered updates on the following topics: discussion of HSI summit, updates on the 7-year accreditation report, discussion of the sponsored projects office, and roundtable discussion on various enrollment strategies. Arredondo continued with updates on the EAB engagement, financial aid, and partnerships. Arredondo asked College of Education Dean Dr. Mark Girod for a brief report on the HB 3375 report on educator diversity that was included in the consent agenda. Girod noted efforts in accessibility, affordability, retention, and the Bilingual Teacher Scholars program. Trustee Koontz echoed Girod's comments and noted Central School District's involvement with Bilingual Teacher Scholars. Interim Vice President for Student Affairs Tina Fuchs offered information on financial aid offers and scholarships. Provost and Vice President for Academic Affairs Rob Winningham provided updates on partnerships with Amazon and SEIU, as well as progress on the reduction of excess credits at the time of graduation. Trustee Castillo urged trustees to read the Board reports from Winningham and Fuchs about all of the exciting activities and initiatives that are underway.

### **2) DIVERSITY, EQUITY, INCLUSION, & ACCESSIBILITY COMMITTEE (DEIAC)**

Chair Komp recognized DEIAC Chair Susan Castillo for a brief DEIAC report. Castillo offered updates on the following topics: arrival of WOU's new Executive Director of Diversity, Equity, and Inclusion, work on equity audits and dashboards, including visioning with the seven Board pillars in the *Board Statement on Diversity, Equity, Inclusion and Accessibility*. Larson added that she appreciated the activities of the last DEIAC meeting. Trustee Campbell echoed the previous comments about the committee's activities.

### **3) EXECUTIVE GOVERNANCE & TRUSTEESHIP COMMITTEE (EGTC)**

Chair Komp offered a brief EGTC report, focusing on the work of the presidential search and efforts to fill Board vacancies. Komp asked Presidential Search Committee Chair Gayle





Evans for information on the presidential search that led to the eventual identification of a successful presidential candidate. Komp publicly acknowledged the entire presidential search committee individually. Komp asked Trustee Morse for a brief update on filling board vacancies.

#### **4) FINANCE & ADMINISTRATION COMMITTEE (FAC)**

Chair Komp recognized FAC Chair Cec Koontz for a brief FAC report. Koontz offered updates on the following topics: Dr. Karaman's written Board report, including the number of vacancies on campus at the time, arrival of the new Executive Director of Human Resources, three-year NACUBO grant for the creation of a cohort of campuses working on equitable student outcomes, and work from Camarie Moreno and Kolis Crier to develop a Finance & Administration internship program. Dr. Ana Karaman, Vice President for Finance & Administration, described the internship program referenced by FAC Chair Koontz.

After the FAC report, Chair Komp recognized Dennis Long, the Incidental Fee Committee Chair, for a brief report on the IFC report. Long shared that the IFC process concluded in winter term due to hard work and substantial student input. He described the process to increase the fee, but moderate the fee increases for students that are not on campus, like on-line students. Chair Komp expressed her appreciation to the students and IFC for working hard on the incidental fees for the upcoming year.

#### **VII. BREAK**

Chair Komp called a 15-minute break to prepare for lunch and organize the lunch presentation on Retention and Student Success.

#### **VIII. LUNCH/PRESENTATION: Retention and Student Success**

- Michael Baltzley, Associate Provost for Academic Effectiveness
- Paige Jackson, Director, Student Success & Advising
- Megan Habermann, Director, New Student & Family Programs

Chair Komp recognized Michael Baltzley, Paige Jackson and Megan Habermann for the Retention and Student Success presentation. Baltzley started the presentation with pertinent data that would inform the initiatives and programs under Jackson and Habermann's stewardship. Baltzley described WOU's retention data and shared the difference between retention and persistence with the Board. He noted that the historical persistence and retention trends were relatively stable, although there were anomalies that he would attribute to the pandemic. Baltzley also observed that WOU's six-year graduation rate had been steadily increasing over the years. He added that the four-year and six-year graduation rates were higher for female students compared to male students. At the conclusion of his presentation on data, Baltzley introduced peer comparators and shared that WOU was in the lower third of peer comparisons with retention data and near the middle with graduation comparisons.

Chair Komp asked if the university had made any changes in the past five years that would have impacted the retention rates. Trustee Castillo asked if the university was doing anything



with peers to determine if the university should make any changes. Baltzley noted that WOU did not necessarily engage peers to understand their practices, but the actions WOU had engaged would be described by Jackson and Habermann later in the presentation.

Baltzley turned the presentation over to Paige Jackson and she described priorities and initiatives underway to impact student success. Jackson observed that student success was a large umbrella of initiatives of which retention is a foundational element. She shared that student success and advising rely on institutional research for data to assist with continuous improvement and assessment. She stated that new student orientation used to be conceived of as an event, but, it is more accurate and effective to view orientation as a process that brings the student into the university. Jackson touched on working with students to tie majors to careers and looking at advisor training and development. Jackson also described intensive outreach efforts to students that left WOU without a degree, but had significant credits. For example, she shared in 2022, the university identified 325 students with significant credits and no degree, but, without outreach and advising, 76% of those students have now graduated.

Trustee Morse asked why WOU was in the middle of the pack and why the graduation trend line was higher for female students over male students. Jackson noted that while the university was doing many things right, WOU might want to focus on the coordination of efforts across campus. Trustee Arredondo stressed the importance of coordination of efforts. Jackson shared that only in the past few years has the notion of academic advising playing a role in institutional retention efforts emerged. She stressed one of WOU's strengths was mandatory academic advising. Trustee Castillo asked Jackson to address undeclared majors and readiness and Jackson reiterated the notion that the students that have some idea of what they might want to adopt as a major impacted persistence and retention. Trustee Evans inquired about qualitative data to illuminate root causes. Jackson noted that mental health issues and finances were playing a role with students right now and that she would endorse using an exit survey for students that leave WOU. Jackson also reminded the Board of WOU's faculty advising model.

Habermann continued the presentation by sharing information about Destination Western and PACK Welcome with the Board. She offered that New Student & Family Programs was new at WOU and that these orientation efforts had been developed and launched recently. She noted that it was important for families to participate in orientation activities, particularly after the pandemic. She described the elements of Destination Western, including career assessments and advising appointments. Habermann discussed the state funding for Destination Western and how, among other items, the program was able to offer \$1,000 stipends to participating students in lieu of summer employment. Trustee Morse stressed the Board's interest in providing the support to the students that come to WOU that would be necessary for their success.

## **IX. ACTION ITEMS**

### **1) [Tuition & Fees for 2022-23 Academic Year & Summer 2022](#)**

Chair Komp recognized FAC Chair Koontz and Vice President for Finance & Administration Dr. Ana Karaman to present the proposed tuition and fees for the 2022-2023 academic year,



as well as rates for summer 2022. Dr. Karaman, Camarie Moreno, Director of Budget and Planning, and ASWOU Senate President and Tuition and Fee Advisory Committee (TFAC) Elizabeth Braatz joined the presentation. Koontz pointed the Board to the tuition and fee recommendations and how all tuition and fee policies were included in the Tuition and Fee Book. She described the role of the Tuition and Fee Advisory Committee (TFAC) and asked Braatz—a TFAC member—to offer some comments. She shared that she appreciated the student perspective was valued during TFAC deliberations and, after conversation, it was not feasible to propose a tuition freeze. She noted that TFAC landed on a 3.19% increase recommendation. She also shared that of the additional tuition revenue, TFAC recommended that at least \$150,000 be dedicated to expanding student employment opportunities on campus. Trustee Morse asked if the Board was specifically voting on the \$150,000 proposal and Karaman clarified that it would be a budget note to the fundamental tuition and fee book as presented to the Board. Morse asked about the tuition decisions of the other public universities in the state and Karaman outlined the various tuition proposals. Komp asked about health insurance and the fee and Karaman explained the mandatory health center fee to the Board. Kenton asked about whether or not the Board could make clerical corrections to the fee book after approval and Hagemann confirmed that the university could.

After the presentation and discussion, Chair Komp called for a motion to approve 2022-2023, as well as summer 2022, tuition and fee rates as presented and included in the written docket materials. Koontz moved approval and Morse seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen  
Jerry Ambris  
Jaime Arredondo  
Danielle Campbell  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

Kenton is non-voting.

The motion passed.

## **X. BREAK**

Chair Komp called for a 15-minute break.

## **XI. [PRESIDENT KENTON Update](#)** (Cabinet full reports in [Appendix B](#))



Chair Komp recognized Dr. Jay Kenton for his president's report. He updated the Board on the following topics:

- General information regarding COVID and impact of variants;
- Arrival of many new employees, including the Executive Director of Human Resources and the Executive Director of Diversity & Inclusion;
- Acknowledgement of Gabriela Eyster as the new interim Director of Capital Construction & Planning;
- Work on the Vice President for Advancement search and position description;
- Creation and movement of a new Director of Government Relations position that will report to the Vice President for Advancement;
- Update from Paula Baldwin regarding her interim work with marketing and communications;
- Updates on enrollment data for the upcoming academic year;
- Updates on the transition in software solutions for financial aid;
- Working on a pilot project for WOU education students serving as substitute teachers;
- Academic accomplishments of WOU's student-athletes;
- Importance of a fully staffed Institutional Research Office;
- Updates on legislative budgets, including the \$16.5M for the steam pipe project;
- Updates on cybersecurity and Department of Homeland Security partnerships; and
- Information on the institution's fund balance and financial projections.

## **XII. PRESIDENTIAL APPOINTMENT**

Chair Komp turned the Board's attention to the appointment of WOU's next president.

After Dr. Sukhwant Jhaj joined the Board, Chair Komp described the presidential search process for the record. Komp asked Jhaj if he had any comments and he shared that he would address the Board after the appointment. Chair Komp called for a motion to appoint Dr. Sukhwant Jhaj as WOU's next president. She asked Secretary Hagemann to read the motion for the record.

He stated: The Western Oregon University Board of Trustees appoints Dr. Sukhwant Jhaj to serve as the president of Western Oregon University at 1.0 FTE for a contract term of approximately five years from August 1, 2022 to June 30, 2027. Dr. Jhaj's salary will be



\$29,166/month for an annual salary of \$349,992, in addition to a monthly housing stipend of \$2,500 and a monthly vehicle stipend in lieu of mileage reimbursement of \$1,000. The Board delegates authority to the Board Chair or her designee to negotiate and execute an employment agreement this is consistent with this motion.

Evans moved appointment of Dr. Jhaj as WOU President and Arredondo seconded the motion. Chair Komp asked for discussion. Trustee Castillo shared that she was excited for the appointment and that the university was poised for amazing things. Trustee Morse stated that the Board recognizes the decision's importance and that the Board was passionately committed to the university. Arredondo shared that he was proud of the moment, the institution, and everyone involved in the process. The following trustees voted in favor of the motion:

Zellee Allen  
Jerry Ambris  
Jaime Arredondo  
Danielle Campbell  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

Kenton is non-voting.

No trustees favor against the motion or abstained from voting.

The motion passed.

After the motion, Dr. Jhaj offered comments to the Board. He shared:

Western Oregon University has an illustrious reputation of serving as an engine of upward mobility. They have an exceptional faculty, dedicated staff, and supportive community. A beautiful and safe campus is located in a spectacular part of the world. Western Oregon University helps students succeed and thrive. I thank the Board of Trustees and this community for giving me the ability to serve the students, the faculty, and the staff of this outstanding university as their president. In this positively transformational moment, I look forward to our work together. Together, we will chart a bold course forward. Together, we will take care of each other. Together, we will serve all students so they can thrive and



accomplish their educational goals. Together, we will design a future for a life transformative education that allows all students, no matter their background to drive off to graduation, to have a successful career, to find meaning in their life and work, and to contribute to the common good. We will do this work together. Together, we succeed. Go Wolves!

**XIII. FINAL ANNOUNCEMENTS**

**XIV. ADJOURNMENT**

Chair Komp adjourned the meeting at 2:15 PM with a quorum of the Board.

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RYAN JAMES HAGEMANN  
Secretary to the Board of Trustees



**EXECUTIVE SESSION OF THE  
WESTERN OREGON UNIVERSITY BOARD OF TRUSTEES  
MTG NO. 50—MAY 18, 2022  
3:30-5:00 PM  
ZOOM**

**DRAFT MINUTES**

**(1) CALL-TO-MEETING AND ROLL CALL**

Chair Betty Komp called the meeting to order at 3:30 PM and asked Secretary Ryan Hagemann to take roll. The following trustees were present:

Zellee Allen  
Jerry Ambris  
Danielle Campbell  
Susan Castillo  
Gayle Evans  
David Foster  
Linda Herrera (joined at 3:39 PM)  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

The following trustees were absent:

Jaime Arredondo  
Jay Kenton

After roll, Chair Komp asked Hagemann to move the meeting into executive session. Hagemann announced that the Board was meeting in executive session pursuant to Oregon Revised Statutes 192.660(2)(a) in order to consider the employment of a public official. Other than the Board, designated staff and the presidential candidates were permitted to attend the executive session. Pursuant to ORS 192.660(4), members of the institutionalized news media were permitted to attend on the express condition that matters and deliberations discussed during the executive session would remain

undisclosed. Pursuant to ORS 192.660(6), no final decision may or will be made in executive session.

**(2) EXECUTIVE SESSION**

After required announcements, the Board proceeded with its deliberations consistent with ORS 192.660(2)(a).

**(3) ADJOURNMENT**

Chair Komp adjourned the executive session at 4:30 PM with a quorum of the Board.



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RYAN JAMES HAGEMANN  
Secretary to the Board of Trustees



## **Finance & Administration Committee (FAC), June 8, 2022**

### **Management Report as of April 30, 2022**

#### **Period 10 YTD Actual to Actual Variance:**

This report provides ten months of actual revenue and expense activity (as of April 30, 2022) as compared to the same period in prior fiscal year (April 30, 2021).

We were advised to draw the entire remaining Higher Education Emergency Relief Fund (HEERF) amount of \$6.125M in the current fiscal year. In addition, WOU qualified for HEERF SIP funds of \$543K (which has not yet been drawn). E&G will receive \$5.219M of these funds, while the remaining \$1.449M is held for potential allocation to auxiliaries based on their performance and cash balances necessary to cover debt service on July 1, 2022 of \$2.1M. HEERF allocation to E&G is designated to cover lost revenues, specific HEERF-related labor and S&S (additional student aid, cleaning supplies, smart classrooms, mask purchases, computer replacement, HEPA filters, etc.).

#### **Education & General Fund:**

##### **Revenues:**

Tuition revenues are \$4.279M less than the prior year despite having a modest tuition increase (2.17% for resident undergrad) due to an approximate 12% enrollment decrease in Fall 2021 and 10% enrollment decreases in Winter and Spring 2022 (both decreases respective to the same term prior year). Online course fees have decreased by \$3.346M as expected due to the return of more in-person course modality; during 2020-21 nearly all courses were online due to coronavirus restrictions, this academic year approximately 40% of UG and 60% of GR student credit hours are generated from online courses; the online course fee remained the same between years at \$53/credit. Other fees are \$73K less than the prior year, and fee remissions have decreased \$2.322M from the prior year due to the enrollment decline and incomplete awarding. Altogether, this results in net tuition and fees for Period 10 (encompassing fall, winter, and spring terms) being \$5.377M less than the prior year.

Government resources & allocations have increased by \$2.266M from prior year based on the HECC's Public University Support Fund (PUSF) allocation formula. This is the first four quarters distribution for the 2021-23 biennium. This allocation includes \$115K for Benefits Navigator, as outlined in HB 2835, which began in FY22. Gift grants and contracts revenue has increased by \$165K from prior year, primarily reflecting increased grant indirect revenue. Other revenues have increased by \$32K from the prior year.

We have drawn all remaining institutional portion ARP (HEERF) funds of \$6.125M; however, a portion of these (estimated \$1.449M) will be transferred out of E&G to support our auxiliaries, as shown on the year-end projection and transfer schedule.

Overall, total revenues are \$73.010M, \$3.211M more than the prior year. Without the influx of the \$6.125M of HEERF funds, overall revenues are down \$2.913M from the prior year, primarily because of decreased enrollment and a return to more in-person delivery.

#### Expenses:

Personnel expenses are \$167K less than the prior period and reflect variations in faculty/staff from the prior year; see the vacancy report for current unfilled position information. This number encompasses the various pay adjustments that have taken place this year across employee types (T/TT faculty received a 0.5% COLA and step increase effective February 1, 2022; NTT faculty received a 3.5% COLA effective February 1, 2022; classified staff received a 3.1% COLA effective January 1, 2022, regular step increases (based on eligibility date), and pandemic recognition pay of up to \$1,500 on February 2022's paycheck; unclassified received a \$1,250 bonus December 31, 2021 and a 1% COLA effective January 1, 2022).

Services and supplies expenses are \$2.211M more than the prior year. FY21 was an atypical year for Service & Supplies expenses given the pandemic and impacts to supply chain timing; the increased spending so far this year is in line with expectation given a return to more in-person activity and normal operations on campus, as well as the strategic investments that have been made related to enrollment (contracts with EAB, RNL, Banner Financial Aid implementation costs, etc.). HEERF-related personnel and services and supplies activity show an increase of \$696K.

Overall, total expenses are \$52.966M, \$2.704M more than the prior year.

#### Net Revenues less Expenses:

Net revenues less expenses have increased by \$508K compared to prior year.

#### Auxiliary Enterprises:

Auxiliary Enterprises is comprised of Athletics, University Housing, Campus Dining, Parking, Bookstore, Student Health & Counseling Center (SHCC), Child Development Center (CDC), Incidental Fee, and other minor operations.

#### Revenues:

Auxiliary revenues all are up significantly from the prior year, which was atypical, due to the return to more in-person activity on campus. Enrollment Fees have increased by \$4.233M, also because of the change to the incidental fee structure (fee of \$355 charged to all students at credit 1). Sales and Services are up \$3.345M from the prior

year, with approximately 800 students being in Housing. Other Revenue increased by \$540K, with a boost from Destination Western. Altogether, our auxiliary revenue totals \$16.071M and has increased \$8.117M from the prior year. As a point of reference, our auxiliary revenue from April 30, 2020 totaled \$17.746M. So, while our auxiliaries seem to have rebounded from the worst, we have still not yet fully recovered.

Expenses:

Personnel expenses are \$1.294M more than the prior year. Service & Supplies are \$2.573M more than the prior year. These increases are reflective of increased auxiliary activity with the return of more in-person operations.

Net Revenues less Expenses:

Net revenues less expenses total -\$116K and have increased by \$4.250M compared to prior year.

Designated Operations, Service Departments, Clearing Funds:

Designated Operations, Service Departments, and Clearing Funds is comprised primarily of Telecommunications and Oregon Council of Presidents.

Revenues and expenses are comparable to prior year, with revenues down \$101K and expenses up \$436K, for a net difference from prior year of -\$537K.

### **FY22 Projected Year-End:**

This report provides year-end projections. The projected year-end methodology is a combination of actual revenues and expenses for the first ten months of operations and projections for the remaining two months of FY22. Projections for periods eleven through twelve are based on the actual FY21 realization/burn rates for period ten, which are applied to FY22 revenues and expenses.

Education & General Fund:

Revenues:

Total revenues are projected to be \$68.235M, \$1.756M more than the FY22 budget. Altogether, net student fees & tuition are projected to be \$654K more than the adjusted budget primarily due to fee remissions come in under budget (remissions were budgeted at \$5.5M but projected at \$5M, a savings of \$500K). Government resources and allocations projected reflect the four quarters of actual allocations received, including the new allocation this year of \$115K for Benefits Navigator, which was not included in the FY22 budgeted amount. Gifts, grants, and contracts are projected at \$1.146M, \$524K higher than the FY22 budget, primarily because of increased grant indirect activity. Other revenues are projected to be \$2.905M, \$305M more than the FY22 budgeted amount.

## Expenses:

Total expenses are projected to be \$66.563M, \$914K less than the FY22 budget. Personnel is projected to be \$56.465M, \$780K less than the budget due to salvage savings from vacant positions. The projected salary savings for the year has decreased from the last management report, as we are seeing a decrease in open positions. Previously, staff vacancies were ranging from 40-45 at any given time, and now are closer to 30. Additionally, the FY22 budget did not encompass any of the raises that were given (other than classified step increases at salary eligibility dates) as they were not yet known (T/TT faculty received a 0.5% COLA and step increase effective February 1, 2022; NTT faculty received a 3.5% COLA effective February 1, 2022; classified staff received a 3.1% COLA effective January 1, 2022, and pandemic recognition pay of up to \$1,500 on February 2022's paycheck; unclassified received a \$1,250 bonus December 31, 2021 and a 1% COLA effective January 1, 2022). The additional cost of higher pay throughout the year has been absorbed by salary savings.

Service and supplies are projected to come in on budget and continue to be the most challenging category to project with accuracy. Using FY21's burn rate (which was atypical due to COVID-19), service and supplies would be projected to be \$10.662M, \$640K over budget. Using FY19's burn rate of 70.59% (the last typical burn rate available), service and supplies would be projected to be \$9.618M, \$404K under budget. As such, projected service and supplies to be the budgeted amount of \$10.022M seems most prudent at this time.

Capital expenses is projected to be \$76K, \$133K under budget.

## Transfer Schedule:

A projected transfer schedule is attached to provide details for the projected transfers in and out. This includes the standard transfers out of support to Athletics and the Child Development Center, as well as one-time HEERF-related transfers.

## One-Time Activities:

One-time activities include a \$5.219M reimbursement to E&G. In consultation with our auditors during our FY21 audit, we drew down the remaining balances of all HEERF funds. Although this has changed how we track the funds on our books, managerially the funds will be used for the same purposes as originally planned (COVID-support staff, transitioning to online delivery, one-time equipment purchases, support to auxiliaries, etc.). As a result, you can see that more HEERF funds have flown through to E&G than originally anticipated (\$5.219M compared to the budgeted \$3M). However, there are also additional HEERF-related expenses (\$175K of personnel and \$1.024M of S&S). The HEERF-related revenues and expenses netted together total \$4.020M due to an additional \$543K of HEERF Strengthening Institutional Programs (SIP) funds received and reducing the planned amount of HEERF-support to Housing and Dining by

\$500K (from \$1.5M to \$1M) due to reduced need. Other one-time activities of \$600K include retirement incentive payments for five faculty, LAS start-up funds, Banner financial aid implementation costs, and other misc. activities.

Also included in the one-time projection is an additional \$850K investment in the quasi-endowment, as proposed in a separate action item.

Net Revenues less Expenses and Transfers:

Net revenues less expenses and transfers are projected to be a gain of \$941K versus the FY22 budget of a loss of \$2.240M. Projected year-end fund balance is \$11.811M, or 15.77% of projected revenues (revenues including one-time HEERF revenues). Without the influx of the one-time \$4.020M of HEERF funds, our projected year end fund balance would be \$7.790M, or 10.61%.

#### Auxiliary Enterprises:

Revenues:

In FY21, auxiliary revenue was low fall and winter terms, and then increased spring term; in FY22, our auxiliary revenue is following a much more typical trend. Enrollment fees are projected to be \$5.830M, \$344K less than the budget. The shortfall is due to lower-than-expected enrollment resulting in fewer health service and incidental fees. Sales and services are projected to be \$10.671M, \$954K more than budgeted. The increases are primarily from dining, including Café Allegro, which is doing better than anticipated and increased conference activity. Other revenue is projected using 75%, resulting in a projection of \$2.175M, \$561K more than budgeted, primarily because of Destination Western and increased lottery funds. This results in total revenues projected to be \$18.676M, \$1.171M more than the FY22 budget.

Expenses:

Total expenses are projected to be \$20.649M, \$1.300M more than the budget, correlated to the increase in auxiliary revenue from more on-campus activity. Personnel is projected to be \$9.716M, \$239K more than the adjusted budget. Service and supplies are projected assuming a 75% burn rate, resulting in 10.933M, \$1.062M more than the budget.

Net Revenues less Expenses and Transfers:

Net revenues less expenses and transfers are projected to be a loss of \$969K compared to the FY22 budget of a loss of \$726K. Adding in the projected HEERF reimbursement of \$1.449M results in projected year end fund balance of \$4.834M.

Designated Operations, Service Departments, Clearing Funds:

Revenues:

Total revenues are projected to be \$2.213M, \$61K less than the budget.

Expenses:

Total expenses are projected to be \$2.203M, \$126K less than the budget.

Net Revenues less Expenses and Transfers:

Net revenues less expenses and transfers are projected to be a gain of \$56K compared to the FY22 budget of a loss of \$56K. This results in projected year end fund balance of \$2.819M.

COMMITTEE RECOMMENDATION:

It is recommended that the Western Oregon University Board of Trustees accept the FY22 Projected Year-End Report and the overall Management Report as of April 30, 2022.

**Western Oregon University**  
**P10 YTD Actual to Actual Variance**

(Unaudited, non-GAAP, for management purposes only)  
(in thousands)

**As of April 30, 2022**  
**For the Fiscal Year Ended June 30, 2022**

	P10 FY21 Actuals	P10 FY21 Realization/ Burn Rate %	P10 FY22 Actuals	P10 FY22 % of Budget	Variance		Note
					Actuals	%	
<b>Education &amp; General Fund</b>							
<b>Revenues</b>							
Tuition	36,885		32,606		(4,279)		Decreased enrollment.
Online Course Fees	6,924		3,577		(3,346)		Decrease in online courses.
Other Fees	1,101		1,028		(73)		
Less: Fee Remissions	(7,045)		(4,723)		2,322		
Net Student Fees & Tuition	37,865	98.14%	32,488	100.67%	(5,377)	2.53%	
Government Resources & Allocations	28,990	100.00%	31,257	100.88%	2,266	0.88%	HECC higher allocation.
Gift Grants and Contracts	663	72.22%	828	133.04%	165	60.82%	
Other Revenue	2,281	79.63%	2,313	88.98%	32	9.34%	
HEERF Reimbursements	-		6,125		6,125		
<b>Total Revenues</b>	<b>69,799</b>	<b>97.82%</b>	<b>73,010</b>	<b>109.83%</b>	<b>3,211</b>	<b>12.01%</b>	
<b>Expenses</b>							
Personnel	45,595	80.94%	45,428	79.36%	(167)	-1.58%	
Service & Supplies	4,579	60.84%	6,789	67.75%	2,211	6.91%	Spending trailed behind in FY21 due to pandemic.
Capital Expense	88	68.92%	53	25.06%	(36)	-43.86%	
HEERF-Related Personnel	-		175		175		
HEERF-Related S&S	-		521		521		
<b>Total Expenses</b>	<b>50,262</b>	<b>78.55%</b>	<b>52,966</b>	<b>78.49%</b>	<b>2,704</b>	<b>-0.06%</b>	
<b>Net Revenues less Expenses</b>	<b>19,537</b>		<b>20,044</b>		<b>508</b>		

**Western Oregon University**  
**P10 YTD Actual to Actual Variance**

(Unaudited, non-GAAP, for management purposes only)  
(in thousands)

**As of April 30, 2022**  
**For the Fiscal Year Ended June 30, 2022**

	P10 FY21 Actuals	P10 FY21 Realization/ Burn Rate %	P10 FY22 Actuals	P10 FY22 % of Budget	Variance		Note
					Actuals	%	
<b>Auxiliary Enterprises Funds</b>							
<b>Revenues</b>							
Enrollment Fees	1,407	96.74%	5,639	91.35%	4,233	-5.39%	Increase in on-campus courses & respective fees.
Sales and Services	5,456	82.47%	8,800	90.57%	3,345	8.10%	
Other Revenue	1,092	62.06%	1,632	101.07%	540	39.01%	
<b>Total Revenues</b>	<b>7,955</b>	<b>80.93%</b>	<b>16,071</b>	<b>91.81%</b>	<b>8,117</b>	<b>10.89%</b>	
<b>Expenses</b>							
Personnel	6,694	82.21%	7,988	84.28%	1,294	2.07%	
Service & Supplies	5,627	68.69%	8,200	83.07%	2,573	14.37%	
Capital Expense	-	0.00%	-	100.00%	-	100.00%	
<b>Total Expenses</b>	<b>12,321</b>	<b>75.29%</b>	<b>16,188</b>	<b>83.66%</b>	<b>3,867</b>	<b>8.38%</b>	
<b>Net Revenues less Expenses</b>	<b>(4,366)</b>		<b>(116)</b>		<b>4,250</b>		
<b>Designated Operations, Service Departments, Clearing Funds</b>							
<b>Revenues</b>							
Enrollment Fees	270	1099.12%	52	45.76%	(218)	-1053.36%	
Sales and Services	84	73.91%	105	82.67%	21	8.75%	
Other Revenue	1,371	71.01%	1,467	72.13%	96	1.12%	
<b>Total Revenues</b>	<b>1,725</b>	<b>83.37%</b>	<b>1,624</b>	<b>71.41%</b>	<b>(101)</b>	<b>-11.96%</b>	
<b>Expenses</b>							
Personnel	761	82.35%	714	70.07%	(47)	-12.28%	
Service & Supplies	700	88.38%	1,162	88.70%	462	0.32%	
Capital Expense	0	100.00%	21	100.00%	21	0.00%	
<b>Total Expenses</b>	<b>1,462</b>	<b>85.13%</b>	<b>1,897</b>	<b>81.46%</b>	<b>436</b>	<b>-3.67%</b>	
<b>Net Revenues less Expenses</b>	<b>263</b>		<b>(274)</b>		<b>(537)</b>		



Western Oregon University  
**FY22 Projected Year-End**  
(Unaudited, non-GAAP, for management purposes only)  
(in thousands)

As of April 30, 2022  
**For the Fiscal Year Ended June 30, 2022**

	<b>FY21 Year-End Actuals</b>	<b>FY22 Projected Year-End</b>	<b>FY22 Budget</b>	<b>Variance FY22 Projected Year-End to Budget</b>	<b>Note</b>
<b>Education &amp; General Fund</b>					
<b>Recurring Operating Activities</b>					
Student Fees & Tuition (net of remissions)	38,582	32,927	32,272	654	
Government Resources & Allocations	28,990	31,257	30,984	273	Projection reflects actuals received.
Gift Grants and Contracts	918	1,146	622	524	
Other Revenue	2,864	2,905	2,600	305	
<b>Total Revenues</b>	<b>71,355</b>	<b>68,235</b>	<b>66,478</b>	<b>1,756</b>	
Personnel	56,331	56,465	57,246	780	
Service & Supplies	7,526	10,022	10,022	-	
Capital Expense	128	76	210	133	
<b>Total Expenses</b>	<b>63,985</b>	<b>66,563</b>	<b>67,477</b>	<b>914</b>	
Net Transfers	3,229	3,301	3,317	16	Projection is based on transfer schedule.
<b>Total Expenses and Transfers</b>	<b>67,214</b>	<b>69,865</b>	<b>70,794</b>	<b>930</b>	
<b>Operating Net Revenues less Expenses</b>	<b>4,141</b>	<b>(1,630)</b>	<b>(4,316)</b>	<b>2,686</b>	
<b>One-Time Activities</b>					
HEERF Reimbursement	2,400	5,219	3,000	2,219	Received additional \$543K SIP HEERF award.
HEERF-Related Personnel	-	(175)	-	(175)	
HEERF-Related S&S	-	(1,024)	-	(1,024)	
Quasi Endowment	(850)	(850)	-	(850)	Projection based on proposed transfer.
Other	(1,061)	(600)	(924)	324	
<b>Total One-Time Activities</b>	<b>489</b>	<b>2,570</b>	<b>2,076</b>	<b>495</b>	
<b>Total Net Revenues less Expenses</b>	<b>4,630</b>	<b>941</b>	<b>(2,240)</b>	<b>3,181</b>	
<b>Fund Balance at the Beginning of the Year</b>	<b>6,240</b>	<b>10,870</b>	<b>10,870</b>		
<b>Fund Balance at the End of the Year</b>	<b>10,870</b>	<b>11,811</b>	<b>8,630</b>		
<b>Fund Balance as a Percentage of Revenues</b>	<b>15.13%</b>	<b>15.77%</b>	<b>12.98%</b>		

Western Oregon University  
 FY22 Projected Year-End  
 (Unaudited, non-GAAP, for management purposes only)  
 (in thousands)

As of April 30, 2022  
 For the Fiscal Year Ended June 30, 2022

	FY21 Year-End Actuals	FY22 Projected Year-End	FY22 Budget	Variance FY22 Projected Year-End to Budget	Note
<b>Auxiliary Enterprises Funds</b>					
Enrollment Fees	1,454	5,830	6,174	(344)	
Sales and Services	6,615	10,671	9,716	954	
Other Revenue	1,760	2,175	1,614	561	Assumes 75% realization.
<b>Total Revenues</b>	<b>9,829</b>	<b>18,676</b>	<b>17,504</b>	<b>1,171</b>	
Personnel	8,142	9,716	9,477	(239)	
Service & Supplies	8,192	10,933	9,872	(1,062)	Assumes 75% burn rate.
Capital Expense	32	-	-	-	
<b>Total Expenses</b>	<b>16,365</b>	<b>20,649</b>	<b>19,349</b>	<b>(1,300)</b>	
Net Transfers	(3,798)	(1,005)	(1,119)	(114)	Projection is based on transfer schedule.
<b>Total Expenses and Transfers</b>	<b>12,567</b>	<b>19,644</b>	<b>18,230</b>	<b>(1,415)</b>	
<b>Net Revenues less Expenses</b>	<b>(2,738)</b>	<b>(969)</b>	<b>(726)</b>	<b>(243)</b>	
<b>HEERF Funds</b>	1,700	1,449			
<b>Additions/Deductions to Fund Balance</b>	(2,178)	(1,985)			
<b>Fund Balance at the Beginning of the Year</b>	9,556	6,339			
<b>Fund Balance at the End of the Year</b>	<b>6,339</b>	<b>4,834</b>			
<b>Fund Balance as a Percentage of Revenues</b>	64.49%	25.88%			
<b>Designated Operations, Service Departments, Clearing Funds</b>					
Enrollment Fees	25	5	113	(108)	
Sales and Services	113	142	127	15	
Other Revenue	1,931	2,066	2,034	32	
<b>Total Revenues</b>	<b>2,069</b>	<b>2,213</b>	<b>2,274</b>	<b>(61)</b>	
Personnel	925	867	1,019	152	
Service & Supplies	792	1,315	1,310	(5)	
Capital Expense	-	21	-	(21)	
<b>Total Expenses</b>	<b>1,717</b>	<b>2,203</b>	<b>2,329</b>	<b>126</b>	
Net Transfers	(56)	(46)	1	47	Projection is based on transfer schedule.
<b>Total Expenses and Transfers</b>	<b>1,661</b>	<b>2,157</b>	<b>2,330</b>	<b>173</b>	
<b>Net Revenues less Expenses</b>	<b>407</b>	<b>56</b>	<b>(56)</b>	<b>463</b>	
<b>Additions/Deductions to Fund Balance</b>	(342)	(284)			
<b>Fund Balance at the Beginning of the Year</b>	2,982	3,047			
<b>Fund Balance at the End of the Year</b>	<b>3,047</b>	<b>2,819</b>			
<b>Fund Balance as a Percentage of Revenues</b>	147.29%	127.38%			

**Western Oregon University**  
**Transfers Schedule - Projected FY22**

(Unaudited, non-GAAP, for management purposes only)

	E&G				Auxiliary				Des Ops - Serv Dept.	Plant fund	Other	Total
<b>Transfers In E&amp;G</b>											(a)	
<b>Actual</b>												-
<b>Upcoming</b>											8,893	8,893
<b>Transfers Out E&amp;G</b>					(a)	(b)	(c)	(d)		(e)	(a)	
<b>Actual</b>								448,767			1,479	450,246
<b>Upcoming</b>	100,000	150,000	2,979,025	1,000,000	100,000	150,000	2,979,025	1,000,000	175,000	4,804	4,408,829	
<b>Transfers In AUX</b>	(a)	(b)	(c)	(d)								
<b>Actual</b>	-			448,767								448,767
<b>Upcoming</b>	100,000	150,000	2,979,025	1,000,000								4,229,025
<b>Transfers Out AUX</b>										(f)	(g)	
<b>Actual</b>										76,852	47,404	124,256
<b>Upcoming</b>										174,069	1,925,973	2,100,042
<b>Transfers In DO, SD</b>											(h)	
<b>Actual</b>											46,825	46,825
<b>Upcoming</b>												-
<b>Transfers Out DO, SD</b>											(h)	
<b>Actual</b>											-	-
<b>Upcoming</b>											750	750

Type	Description
(a)	Miscellaneous (endowment matches, student vaccine initiative, etc.)
(b)	Child Development Center support
(c)	Athletic operations support
(d)	HEERF support to auxiliaries
(e)	Small-Scale Energy Loan Program debt service
(f)	Student Engagement & Campus Recreation transfers to building/equipment reserves
(g)	Misc. auxiliary transfers, including debt payments for Housing and Recreation Center Building Fee
(h)	Misc. designated operations and service departments transfers

**WOU FY22 Current Active Awards Over \$100K (as of June 1, 2022)**

<b>PI</b>	<b>Co-PI</b>	<b>College/ Area</b>	<b>Division/ Center</b>	<b>funding agency</b>	<b>proposed funding amount total</b>	<b>project title</b>
Robyn Lopez Melton		Graduate Studies and Research	Center on Early Learning and Youth Development, TRI	Early Learning Division, Oregon Dept of Education	\$8,409,627	Subsidized Child Care Substitute System and Start Up Grants
Heather Holmes	CM Hall	Graduate Studies and Research	Research and Resource Center with Deaf	US Dept of Education	\$2,100,000	DeafBlind Interpreting National Training & Resource Center
Rob Winningham		Academic Affairs	Provost	Higher Education Coordinating Commission	\$491,732	WOU Enrollment Success Team Engaging & Retaining students Now
Brian Kauffman		Graduate Studies and Research	Western Community Policing Institute	Dept. of Justice	\$400,000	Missing and Murdered Indigenous Persons
Maria Dantas-Whitney	Kristen Pratt	College of Education	Education and Leadership	Oregon Dept of Education	\$347,642	Rural Pathways Partnership Program RP3 continuation
Nathan Winegardner		Graduate Studies and Research	Center on Early Learning and Youth Development, TRI	Ford Family Foundation	\$257,439	Project FUND Expansion
Tammy Gardner		Student Affairs	Child Development Center	Early Learning Division, Oregon Dept of Education, American Rescue	\$204,470	Child Care Stabilization Grant
Mark Girod		College of Education	College of Education	Higher Education Coordinating Commission	\$150,000	Educator Equity HECC grant
Patrick Aldrich	Beryl Neequaye	Graduate Studies and Research	Center for Evaluation Technology and Research,	Oregon Dept of Education	\$120,000	Tribal Attendance Pilot Program Evaluation
Brian Kauffman		Graduate Studies and Research	Western Community Policing Institute	Dept. of Justice and University of North Dakota	\$100,000	Enhancing Tribal-Federal-State-Local Intergovernmental Collaboration -
Mark Girod		College of Education	College of Education	Oregon Dept of Education	\$100,000	Equity Scholarship Grant for Public Educator Preparation Programs
				<b>Above \$100K</b>	<b>\$12,680,910</b>	