



**MEETING OF THE WOU BOARD OF TRUSTEES  
MEETING NO. 51 – JUNE 8, 2022  
10:00AM-3:00PM**

**MEETING MINUTES**

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

Chair Betty Komp called the meeting to order at 10:01 AM and asked Secretary Ryan Hagemann to take the roll. The following trustees were present:

Zellee Allen  
Jaime Arredondo (left at 11:57 AM)  
Susan Castillo  
Gayle Evans (arrived at 10:10 AM)  
David Foster  
Jay Kenton  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

The following trustees were absent:

Jerry Ambris  
Danielle Campbell  
Linda Herrera

**II. CHAIR'S WELCOME**

Komp welcomed the Board and audience to the June board meeting. Komp recognized outgoing trustees Zellee Allen, Jaime Arredondo, Linda Herrera, and Malissa Larson. Trustee Arredondo offered comments of appreciation. Hagemann offered comments about the upcoming June legislative days. Komp asked Trustee Morse to share observations about the trustee recruitment process.

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

**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](#)

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  
Jaime Arredondo  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

Jay Kenton is non-voting.

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

The motion passed.

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

Komp asked Hagemann if anyone had signed up for public comment. No individuals were signed up to address the Board in public comment.

#### **V. STAKEHOLDER UPDATES**

##### **1) SHARED GOVERNANCE**

###### **a. ASWOU**

Komp called on incoming ASWOU Vice President Hunter Hall and ASWOU Senate President Connor Goehring for a brief ASWOU report. Hall and Goehring addressed the following topics: student body safety and institutional changes. Trustee Allen asked about the information about safety. Hall discussed inoperable emergency lights, emergency buttons, and inaccurate campus maps. Trustee Larson welcomed the students to the Board meeting.



b. Faculty Senate

Komp called on Dr. Elisa Maroney, Faculty Senate president, for a brief Faculty Senate report. Maroney addressed the following topics: appreciation for the Board's service, gratitude for stakeholders' ability to address the Board at meetings, faculty accomplishments in the written report, and acknowledgement of incoming Faculty Senate president Dr. Steve Scheck.

c. Staff Senate

Jenna Otto, Staff Senate president, was unable to attend the Board meeting.

**2) UNION**

a. SEIU

Komp called on Jackson Stalley, SEIU president, for a brief ASWOU report. Stalley addressed the following topics: the impact of interim president Dr. Jay Kenton's service, culture changes, and value of sincere and honest communication. Trustee Castillo acknowledged Stalley's message and thanked him for his report.

b. WOUFT

Komp called on Dr. Melanie Landon-Hays, WOUFT president, for a brief WOUFT report. Landon-Hays addressed the following topics: importance of regular communication and the ability of stakeholder participation at Board meeting, gratitude for May Day event, joint labor-management committee meetings, bargaining preparation, cluster hires, faculty development awards, collaboration with university leadership, understanding the impact of inflation on upcoming bargaining, development of a WOUFT code of conduct, completion of grievance training for WOUFT stewards, and appreciation for Dr. Jay Kenton's service as interim president. Komp acknowledged Dr. Landon-Hays' service on the presidential search committee.

**VI. COMMITTEE REPORTS**

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

Komp recognized ASAC Chair Arredondo for a brief ASAC report. Arredondo updated the Board on the following topics: recognition of ASAC trustees and staff, Amazon Career Choice, SEIU tuition discount program, EAB marketing, positive trends in sponsored projects and grants, and renewal of the Upward Bound five-year grant. Trustee Arredondo asked if Dr. Robert Winningham, Provost and Vice President for Academic Affairs or Tina Fuchs, Interim Vice President for Student Affairs had any contributions. Fuchs echoed the comments about the Upward Bound and creation of student recognition awards. Winningham added more information about the SEIU tuition program, partnerships with Chemeketa Community College, and analysis of the number of credits transfer students have upon graduation.

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



Komp turned to DEIAC Chair Castillo and asked for a brief DEIAC report. Castillo updated the Board on the following topics: introduction of Dominique Vargas as the incoming Executive Director of Diversity, Equity and Inclusion, recognition of trustee service on the committee, and Board's focus on DEIA work, including an external equity audit. Vargas introduced herself and described her initial possible approaches to the equity audit. Castillo reminded the Board that after the equity audit, the committee will use that information and turn its attention to the development of a DEIA dashboard.

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

Komp updated the Board on the last EGTC meeting. She shared information about trustee recruitment and asked Trustee Morse to expand upon the process to develop trustee candidates. Komp also updated the Board about efforts to develop a new onboarding process for both the incoming president and new trustees.

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

Komp asked FAC Chair Koontz for a brief FAC update. Koontz shared that the majority of the committee meeting was focused on the budget and the Board will address that topic later.

## **VII. BREAK**

The Board recessed for a 15-minute break.

### **1) LUNCH/PRESENTATION: [Occupational Therapy Doctorate](#)**

Komp asked Dr. Rob Winningham, Provost and Vice President for Academic Affairs, to introduce the lunch presentation on the Occupational Therapy Doctorate. Winningham was joined by Dr. Hillary Fouts, Dean for Graduate Studies and Research. Winningham observed that all necessary external approvals—other than accreditation—were in order to advance the Occupational Therapy Doctorate. Fouts shared information about faculty engagement with an external consultant to craft the Occupational Therapy Doctorate program. Winningham described the breadth of occupational therapy's impact, ranging from work sites to schools to home health care. He continued with information about the competitiveness of occupational therapy programs and Oregon's need for more occupational therapists. Winningham also shared that a new OTD program would be beneficial for WOU students.

After introductory information, Winningham reviewed the fiscal information for the OTD program, observing that, with a conservative estimate and all cohorts on campus, the university would net \$2 million. Winningham also shared that a OTD program would have a significant impact on undergraduate students, including the possibility of offering WOU students additional points in the OTD admission process. Fouts reviewed the approval processes again. Winningham stressed that doctorates were now the industry standard for occupational therapists. He outlined the work the university has engaged with external experts to develop the program and prepare to hire a program director. He also returned to the details of the financial pro forma and shared how conservative estimates were, outlining



the revenues and expenses until the program was running with three full cohorts. Komp asked the trustees if there were any questions.

Trustee Foster asked if there would be differential tuition. Trustee Mitchell expressed her support for the program and stressed for WOU to consider national trends when setting tuition and running the program. She also expressed support for offering WOU students additional points in the admission process. Winningham shared that the university could create various pathways into the OTD program. Foster acknowledged the collaborative work across many faculty members to create the OTD program. Trustee Morse stated that he had several questions about the proposal.

First, he asked when the university decided to move into considering OTD. Winningham shared information about Stamats to survey emerging program markets in 2016. Morse inquired whether or not existing programs would present competition to WOU's OTD program. Morse and Fouts discussed the impact of clinical sites on the competitiveness of WOU's proposed program. Morse asked if there were any expenses or impacts on the 2022-2023 budget and Winningham offered that the primary expense would be the onboarding of a new OTD director. Morse asked how much of the approval on the Board's docket would be approving the budget for the program. Winningham stressed the need for a "go-no go" decision. He observed that since WOU first considered a doctorate in physical therapy, other institutions had entered the space and he did not want the same to occur with occupational therapy. Winningham offered to go back and examine the proposed financial pro forma carefully to determine if cuts could be made. Koontz asked whether or not the finance departments had reviewed and commented on the pro forma. Trustee Allen inquired about the "break even" point and if the university was prepared to carry the program until that time.

Foster noted that there might be "hidden" revenues in the pro forma due to a possible increase in undergraduate enrollment for those students interested in moving into the OTD program and Mitchell echoed Foster's comments. Trustee Evans asked about the comprehensive campaign and the possibility of funding from external fundraising and Winningham noted that health sciences were a part of the fundraising campaign.

## VIII. ACTION ITEMS

### 2) [Occupational Therapy Doctorate](#)

After presentation, Komp called for a motion to approve the Occupational Therapy Doctorate as presented and included in the written docket materials. Larson moved approval and Castillo seconded the motion. Koontz asked whether or not the OTD personnel expenses, including the director, were included in the 2022-2023 budget proposal. Castillo inquired if there were still opportunities in the future to "go/no-go" and Winningham answered there were. Morse echoed Winningham's offer to go back to the budget to determine if there were expenses that could be cut from the proposal. Morse requested clarification on what the Board was voting and Komp asked Hagemann to provide context. Hagemann noted that the Board typically does not vote on budget line items, but, because the Board is expressing its budgetary concern at a public meeting, it would be easy to ensure the Board gets periodic updates on the OTD budget work. The following trustees voted in favor of the motion:



Zellee Allen  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

Jay Kenton is non-voting.

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

The motion passed.

### 3) [FY2023 Preliminary Budget](#)

Komp acknowledged Koontz and Dr. Ana Karaman, Vice President for Finance & Administration to present on the FY2023 Preliminary Budget. Koontz and Karaman were joined by Camarie Moreno, Director of Budget and Planning and Cara Groshong, Interim Executive Director of the WOU Foundation.

Koontz described the role the University Budget Advisory Committee (UBAC) played in crafting assumptions for the budget presentation. Groshong joined the presentation as the UBAC co-chair and described how the committee considered various assumptions and scenarios, including deliberate monitoring of enrollment numbers. She observed that UBAC landed on a five percent down in undergraduate enrollment and flat enrollment for graduate students as the enrollment assumption that would be used to build the budget. Karaman outlined the difficult process of trying to predict fall enrollment. Koontz reminded the Board that this docket item was the preliminary budget. Karaman returned to the written docket materials to review the budget creation process and review the various funds that comprise the university's budget. She reviewed various funds, including the auxiliaries, so she could delve into the E&G portion of the budget.

After going through auxiliaries and designated operations, Karaman turned to the E&G portion of the university's budget and reviewed the projected \$6.3M deficit. She walked the Board through both the revenue and expense sides of the fund and described the impact of personnel costs on the university's budget, including an outstanding question as to what the university would do with unclassified salaries. Karaman outlined the revenue components of the budget and described enrollment fees, including tuition, and state appropriation. Morse asked if the expenses would remain the same, regardless of the assumptions and the enrollment numbers. Karaman clarified that any budget deficit would be covered by the university's fund balance. Morse inquired about the expenses between the June meeting and the November meeting when the Board would approve the university's budget. Karaman outlined typical payrolls and the slower spending period over the summer.



Trustee Larson asked Karaman about whether or not unclassified salary increases were budgeted and Karaman shared that they were not incorporated into the budget. Trustee Evans inquired about the enrollment management strategies and why the assumption was that the university would be down five percent for undergraduate enrollment. Evans asked whether or not the return-on-investment matched expectations. Karaman described some of the interventions and explained the EAB contract specifically. Evans observed that the Board and university might need more discipline with understanding big decisions and the potential for return-on-investment. Morse reiterated his observations about changing behavior regarding expenses if the university faced enrollment declines. Koontz stressed that any budget development would rely on assumptions.

After presentation, Komp called for a motion to approve the FY2023 Preliminary Budget as presented and included in the written docket materials. Koontz moved approval and Morse seconded the motion. Komp asked Kenton about whether or not he would build a budget based on assumptions as described and Kenton offered the assumptions were conservative, but the Board would have the opportunity in November to adjust based on actual numbers. Foster echoed his support for Trustee Evans's comments about metrics and monitoring return-on-investment. Komp stated that she did not like the approach and the assumptions on which the preliminary budget was constructed. The following trustees voted in favor of the motion:

Zellee Allen  
Susan Castillo  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

Jay Kenton is non-voting.

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

The motion passed.

#### 4) [Quasi Endowment](#)

Koontz and Karaman continued with the presentation of the quasi endowment transfer proposal. Koontz reviewed the purpose of the quasi-endowment and the proposal to transfer another \$850,000 into the endowment. Karaman clarified that the endowment is invested consistent with an investment policy. After presentation, Komp called for a motion to approve the quasi endowment transfer as presented and included in the written docket materials. Koontz moved approval and Evans seconded the motion. Allen asked about the interest rates and Karaman noted that the quasi-endowment was managed by the Oregon State Treasury. Larson asked about on what the Board and university could spend the quasi-endowment and





reiterated her concern about unclassified salaries. Kenton noted that the proposed transfer did not preclude using funds for unclassified salaries. The following trustees voted in favor of the motion:

Zellee Allen  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

Jay Kenton is non-voting.

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

The motion passed.

#### 5) [Interim President Employment Agreement Amendment](#)

Komp asked Hagemann to introduce the proposed amendment to the interim president's employment agreement as included in the written docket materials. After presentation, Komp called for a motion to approve the amendment to the interim president's employment agreement. Komp moved approval and Morse seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

Jay Kenton is non-voting.

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

The motion passed.

#### 6) [Board Chair Election](#)





Komp introduced the recommendation to reelect Betty Komp as Board Chair consistent with the Board's bylaws. After presentation, Komp called for a motion to reelect Betty Komp as Board Chair for a two-year term from July 1, 2022 to June 30, 2024. Komp moved approval and Morse seconded the motion. The following trustees voted in favor of the motion:

Zellee Allen  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

Jay Kenton is non-voting.

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

The motion passed.

## **IX. BREAK**

The Board did not take its afternoon break because of time.

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

Dr. Jay Kenton directed the Board to his written comments because of time, but highlighted the employee recognition event and the new Werner University Center mural. Komp took time to recognize Dr. Kenton's service as interim president.

## **XI. PRESIDENTIAL APPOINTMENT**

Komp turned to the appointment of WOU's next president and shared information about the accomplishments and experiences of Dr. Jesse Peters.

After presentation, Komp called for a motion to appoint Dr. Darrell Jesse Peters as the WOU's next president. She asked Hagemann to read the formal motion into the record. He stated:

The Western Oregon University Board of Trustees appoints Dr. Darrell "Jesse" Peters to serve as the Western Oregon University president at 1.0 FTE at an annual salary of \$340,008, a monthly housing stipend of \$3,500, and a monthly vehicle stipend of \$1,000 in lieu of mileage reimbursement for a term from August 1, 2022 to June 30, 2027 and delegates to the Board Chair or her designee the authority to negotiate and execute an employment agreement consistent with the terms and conditions outlined in this motion.

Komp moved approval and Koontz seconded the motion.



After the motion, several trustees offered statements of support, including Trustees Foster, Morse, Evans, Castillo, Koontz and Allen.

The following trustees voted in favor of the motion:

Zellee Allen  
Susan Castillo  
Gayle Evans  
David Foster  
Betty Komp  
Cec Koontz  
Malissa Larson  
Leah Mitchell  
Doug Morse

Jay Kenton is non-voting.

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

The motion passed.

After the motion, Dr. Peters offered some words to the Board and campus community. Peters shared:

I'm honored to serve as president of Western Oregon University.

I look forward to working with the Board of Trustees as we move WOU into the next phase of its history.

My interactions with the BOT and the search committee during the interview process show how committed people are to the institution.

My meetings with faculty and staff are full of vision.

And I'm glad to add my own voice to those conversations.

Thank you, Chair Komp, and all the Board Members for this.

As many of you know I grew up on a farm in rural Georgia and I'm a first-generation college student.

I remember the excitement of going off to college, stepping into a new world full of new people and ideas.

But I also remember the fear and the uncertainty.



I remember all of the moments I struggled and how easily it can be to be turned away from opportunity.

But education is transformational.

It changes us in positive ways and provides access to choices throughout our lives.

It gives us the power to help people and communities grow and change.

Here at Western Oregon University, we will continue the tradition of quality education and strengthen the efforts to make our students successful graduates.

In order to achieve our common goals, we must carry a commitment to diversity, equity, inclusion, and access.

This is especially true coming out of the global pandemic.

So many of us have experienced trauma and disruption.

So many of us have suffered and felt the pain of loss and uncertainty.

But we also found some things too.

We found new ways to communicate, new strategies for connection, new voices in the room, and new strength to take us into the future.

Now is the time to join hands and take those steps.

As I often like to say, we work best when we work together and many eyes make for stronger vision.

Thank you again for this appointment.

As president I will serve this institution with dedication and honor.

## **XII. FINAL ANNOUNCEMENTS**

Komp shared information about commencement on Saturday and the reception for incoming president Dr. Peters following the Board meeting.

## **XIII. ADJOURNMENT**

Komp adjourned the meeting with a quorum at 3:26 PM.



Western Oregon UNIVERSITY

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RYAN JAMES HAGEMANN  
Secretary to the Board of Trustees