



OFFICE OF THE BOARD OF TRUSTEES

**Public Meeting Notice**

April 10, 2025

TO: Board of Trustees of Southern Oregon University, Academic and Student Affairs Committee

FROM: Sabrina Prud'homme, University Board Secretary

RE: Notice of Regular Meeting of the Academic and Student Affairs Committee

The Academic and Student Affairs Committee of the Southern Oregon University Board of Trustees will hold a regular committee meeting on the date and at the location set forth below.

The committee will act on a proposed process for the approval of new academic programs.

Reports on the agenda include a provost's report including updates on organizational changes, the Statewide Provost's Council, and federal impacts to SOU students. A student affairs report will cover program highlights and the results of an SOU student and staff employee satisfaction survey for the SOU Student Affairs Department. There will be an admissions and financial aid report including a review of the admission funnel, information on the administration of financial aid programs and the Free Application for Federal Student Aid, and recruitment initiative highlights. An enrollment report will include prototypes for reporting on admissions and enrollment data, a discussion on significant balance holds, and preliminary highlights from the campus climate survey. There will also be a report on the Student Core Information System Replacement Project.

The committee will also discuss highlights of The Agency, a student project; an overview of proposed tuition and fees for the 2025-2026 academic year; and there will be a curriculum update including an update on the prospective funding of SOU certificates as well as the aforementioned program approval process.

The meeting will occur as follows:

Thursday, April 17, 2025

12:00 p.m. to 3:30 p.m. (or until business concludes)

Visit [governance.sou.edu](https://governance.sou.edu) for the meeting materials.

SOU Ashland Campus, Hannon Library, Meese Room  
1290 Ashland Street, Ashland, OR, 97520

To view the proceedings, visit <https://sou.zoom.us/j/86092561891> at the time of the meeting.

**If ADA accommodations for persons with disabilities are required, please contact Holly Frazier at (541) 552-8055 or email [trustees@sou.edu](mailto:trustees@sou.edu). Accommodation requests should be made at least 48 hours in advance.**

**Public Comment**

Members of the public who wish to provide live public comments in person or remotely during the meeting are invited to sign up to speak or to submit their comments in writing at least 24 hours in advance of the meeting to the Board of Trustees email address: [trustees@sou.edu](mailto:trustees@sou.edu). Public comments also may be delivered by hand or mailed to SOU Board of Trustees, 1250 Siskiyou Boulevard, Churchill Hall, Room 107, Ashland, OR 97520.



**Board of Trustees**  
**Academic and Student Affairs Meeting**  
**April 17, 2025**

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# **Call to Order / Roll / Declaration of a Quorum**





Board of Trustees

## Academic and Student Affairs Committee Meeting

Thursday, April 17, 2025

12:00 p.m. – 3:30 p.m. (or until business concludes)

Meese Room, Hannon Library, SOU Campus

Zoom: <https://sou.zoom.us/j/86092561891>

### AGENDA

Persons wishing to provide live public comments in the meeting or in writing should sign up in advance at [trustees@sou.edu](mailto:trustees@sou.edu).  
Please note: agenda times are approximate and agenda items may be taken out of order.

- |            |          |  |  |
|------------|----------|--|--|
| 12:00 p.m. | <b>1</b> | <b>Call to Order/Roll/Declaration of a Quorum</b>  |  |
|            | 1.1      | Welcome and Opening Remarks  | Chair Brent Barry  |
|            | 1.2      | Roll and Declaration of a Quorum   | Sabrina Prud'homme, SOU,<br>Board Secretary  |
|            | 1.3      | Agenda Review  | Chair Brent Barry  |
| 12:05      | <b>2</b> | <b>Public Comment</b>  |  |
| 12:20      | <b>3</b> | <b>Provost's Report</b>  | Dr. Casey Shillam, SOU,<br>Provost and Executive Vice<br>President for Academic and<br>Student Affairs   |
|            | 3.1      | Organizational Updates   |  |
|            | 3.2      | Statewide Provost's Council Updates  |  |
|            | 3.3      | Federal Impacts to SOU Students  |  |
| 12:50      | <b>4</b> | <b>Student Affairs Report</b>  | Dr. Carrie Vath, SOU, Dean<br>of Students and Assistant<br>Vice President for Student<br>Affairs & Interim Co-<br>Director, Enrollment<br>Services |
|            | 4.1      | Student Affairs Program Highlights   |  |
|            | 4.2      | SOU Student Affairs Department Student and<br>Staff Employee Satisfaction Survey Results |  |

**Board of Trustees**  
**Academic and Student Affairs Committee Meeting**  
**Thursday, April 17, 2025**  
**12:00 p.m. – 3:30 p.m. (or until business concludes)**

**AGENDA (Continued)**

1:10	<b>5 Admissions and Financial Aid Report</b>	Zac Olson, SOU, Executive Director, Admissions and Recruitment and Interim Co-Director, Enrollment Services
	5.1 Admissions Funnel Review	
	5.2 Administration of Financial Aid Programs and the Free Application for Federal Student Aid	
	5.3 Recruitment Initiative Highlights	
	<b>6 Enrollment Management Report</b>	
1:25	6.1 Version 2 of Prototypes for Reporting on Admissions and Enrollment Data	Dr. Casey Shillam
1:40	6.2 Significant Balance Holds	Dr. Casey Shillam
1:50	6.3 Preliminary Campus Climate Survey Highlights	Dr. Carrie Vath; Dr. Dan DeNeui, SOU, Associate Provost and Director of Graduate Studies
2:05	<b>BREAK</b>	
	<b>7 Information, Discussion, and Action Items</b>	
2:15	7.1 Highlighting Students: The Agency	Sam Hayes-Hicks, SOU, Assistant Professor of Emerging Media and Digital Arts; Andrew Gay, SOU, Dean, School of Arts and Communication and Executive Director, Oregon Center for the Arts
2:30	7.2 Overview of Proposed Tuition and Fees for AY 2025-26	Dr. Casey Shillam; Josh Lovern, SOU, Director of Budget and Planning
2:55	7.3 Curriculum Update	
	7.3.1 SOU Programs Approval Process (Action)	Dr. Dan DeNeui

**Board of Trustees  
Academic and Student Affairs Committee Meeting  
Thursday, April 17, 2025  
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**AGENDA (Continued)**

3:05	7.3.2	Update on the Prospective Funding of SOU Certificates	President Rick Bailey; Dr. Casey Shillam
3:15	7.4	Student Core Information System Replacement Project (CISR) Report	Hart Wilson, SOU, CISR Project Manager
3:25	7.5	Future Meetings	Chair Brent Barry
3:30 p.m.	8	<b>Adjournment</b>	Chair Brent Barry

# Public Comment

# Provost's Report



# Academic and Student Affairs Committee

## Provost Report: April 2025

Casey R. Shillam, PhD, RN, FAAN  
Executive Vice President & Provost





# SOU: Academic, Student, and Enrollment Affairs

## Sustainable Solutions



# Expected Outcomes

- Streamline operations to address faculty and staff workload concerns
- Higher retention and graduation rates
- More effective and responsive academic and student support services
- A more seamless and supportive student experience
- Greater institutional agility and operational cost-effectiveness

Ultimately, the university will foster a **more collaborative, student-centered, and high-performing institution that supports academic excellence and student success.**





# Timeline of Key Events



# Spring 2024

- Started as Vice President for Academic & Student Affairs, and Provost
- Workload Reports
- New Provost listening tour
- Identified Key Challenges and Opportunities
- Resignation of ELHH Dean



# Summer 2024

- Shift in title to EVP & Provost
- Created Provost's Leadership Council
- Move from School Directors to Deans
- Deconstruction of the Strategic Enrollment Management Plan
  - By 2030, SOU will achieve degree-seeking undergraduates headcount enrollment of 8,000
  - Identified key areas for improvement in recruitment & retention



# Fall 2024

- Key findings of Listening Tour shared at Opening Breakfast
  1. Increased workload due to staffing shortages
  2. Ineffective communication and lack of collaboration
  3. Need for streamlined processes and reduced redundancy
- Professional Advising Team launched to: assess current practices, understand types of advising, find areas of overlap
  - DDC – World Café on Advising
- Deconstruction of the Enrollment Management Division: Registrar, Financial Aid, RSS
- Failed ELHH Dean Search



# Winter 2025

- Deep-dive into the effectiveness and efficiency of the SOU Forward Organizational structure
- Resignation of the Hannon Library Dean
- Assessment by Professional Advising Team completed
- Key areas of inefficiency, redundancy, and ineffectiveness identified
- Draft of a solution to ensure everyone is in the best position for optimal operations, sustainability, and longevity moving into the future



# Current State

- Draft of proposed changes shared with:
  - APSOU and SEIU
  - HR and IT
  - Cabinet
  - Deans, Directors, & Chairs (DDC)
  - Advisory Council
- Feedback incorporated and reviewed by:
  - DDC
  - PLC
  - Advisory Council



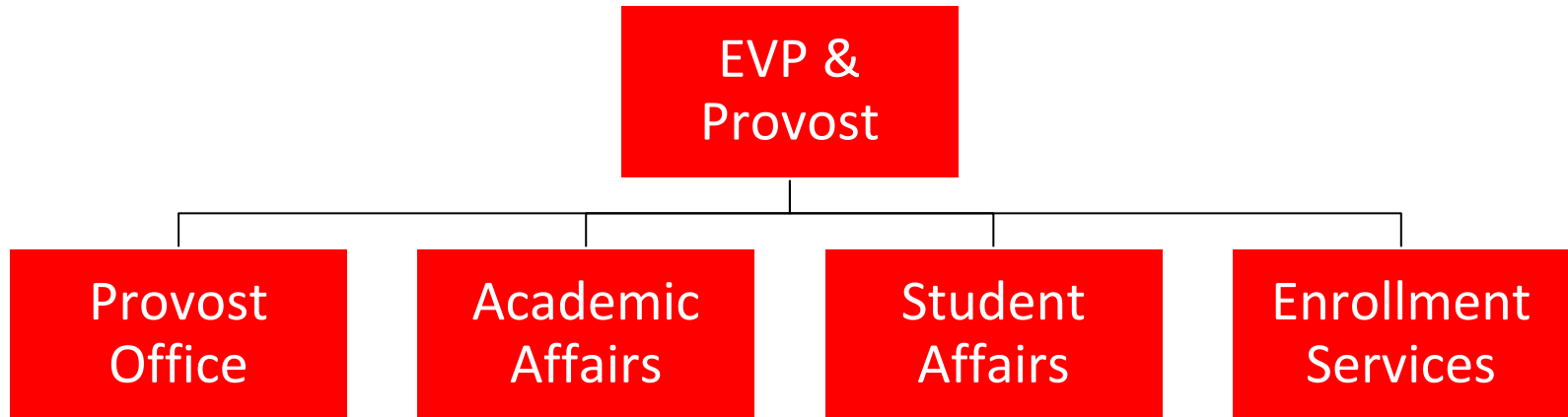
# SOU: Academic, Student, and Enrollment Affairs

## Sustainable Solutions

PLC Review  
April 15, 2025



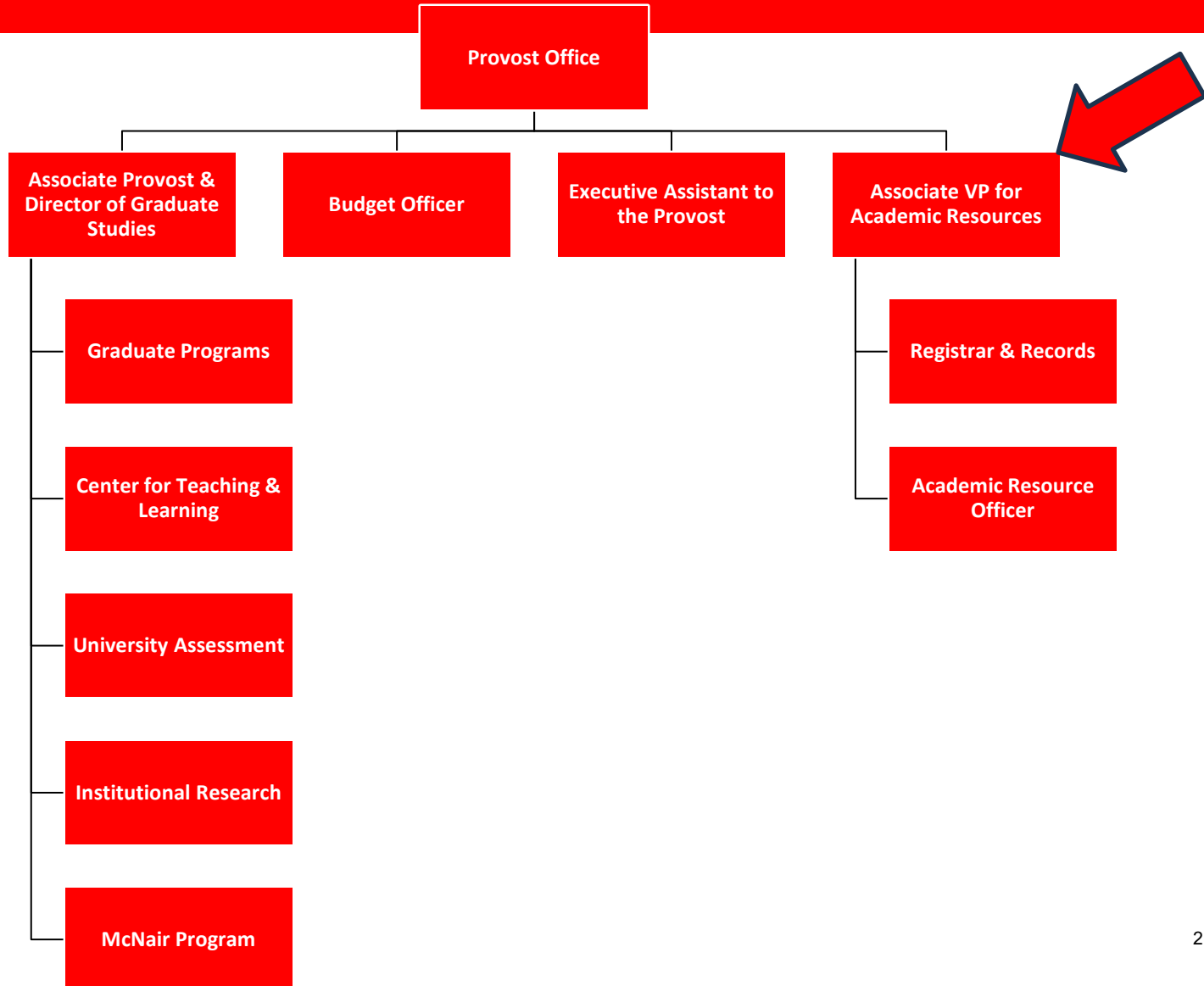
# Overview

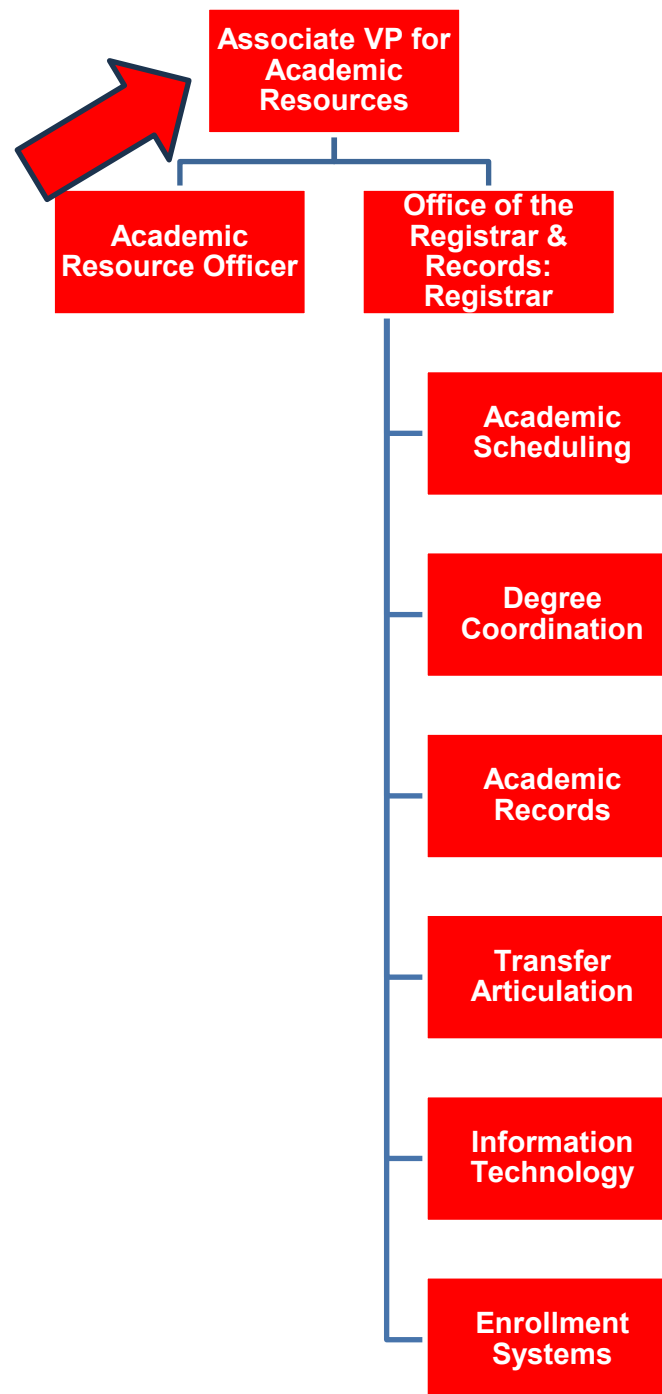






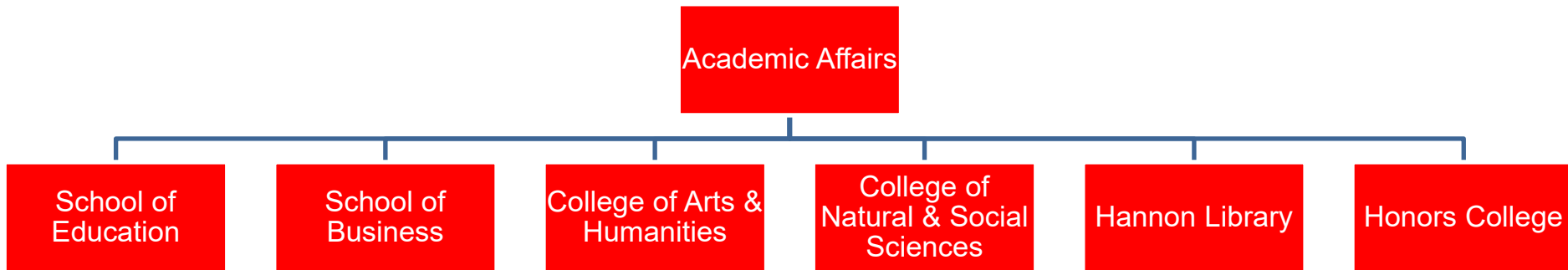
# Provost's Office





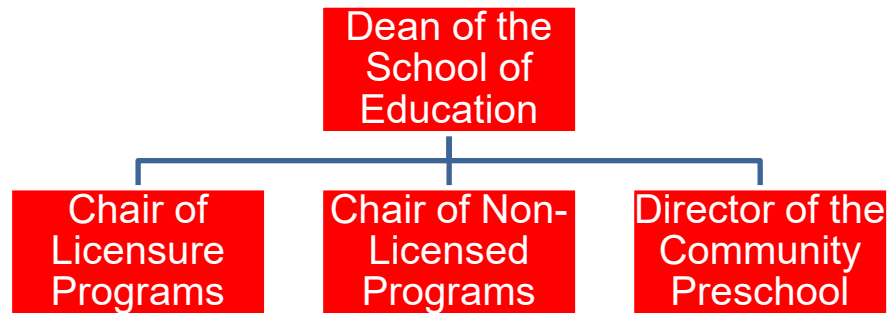


# Academic Affairs



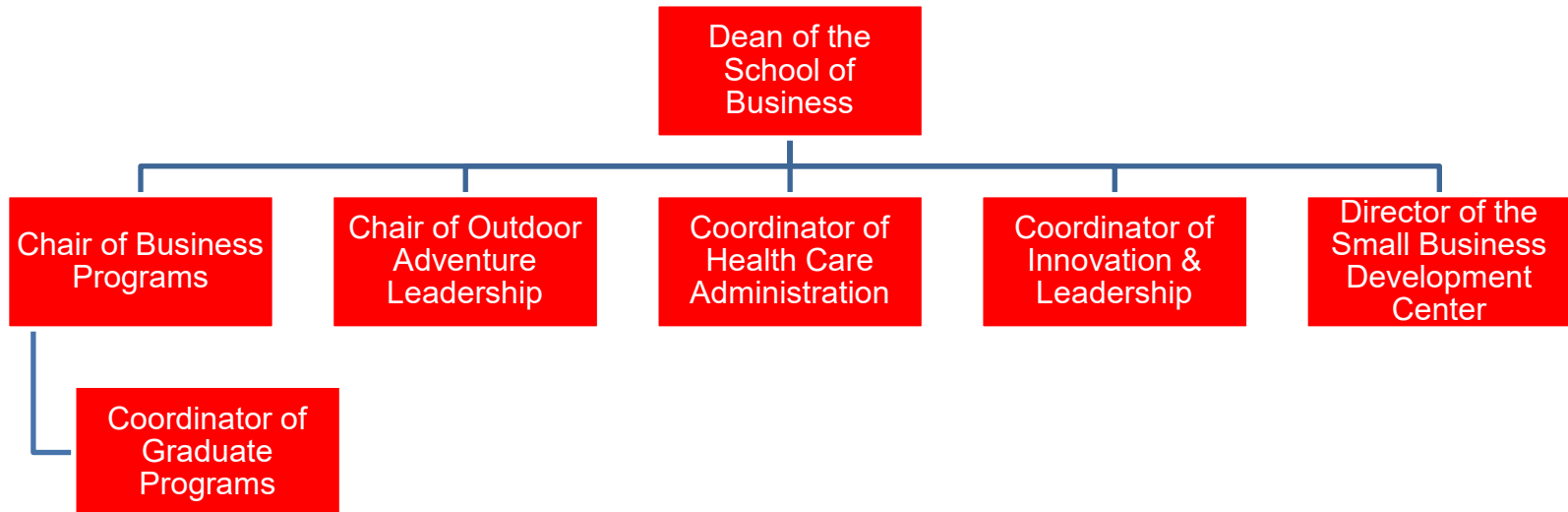


# School of Education



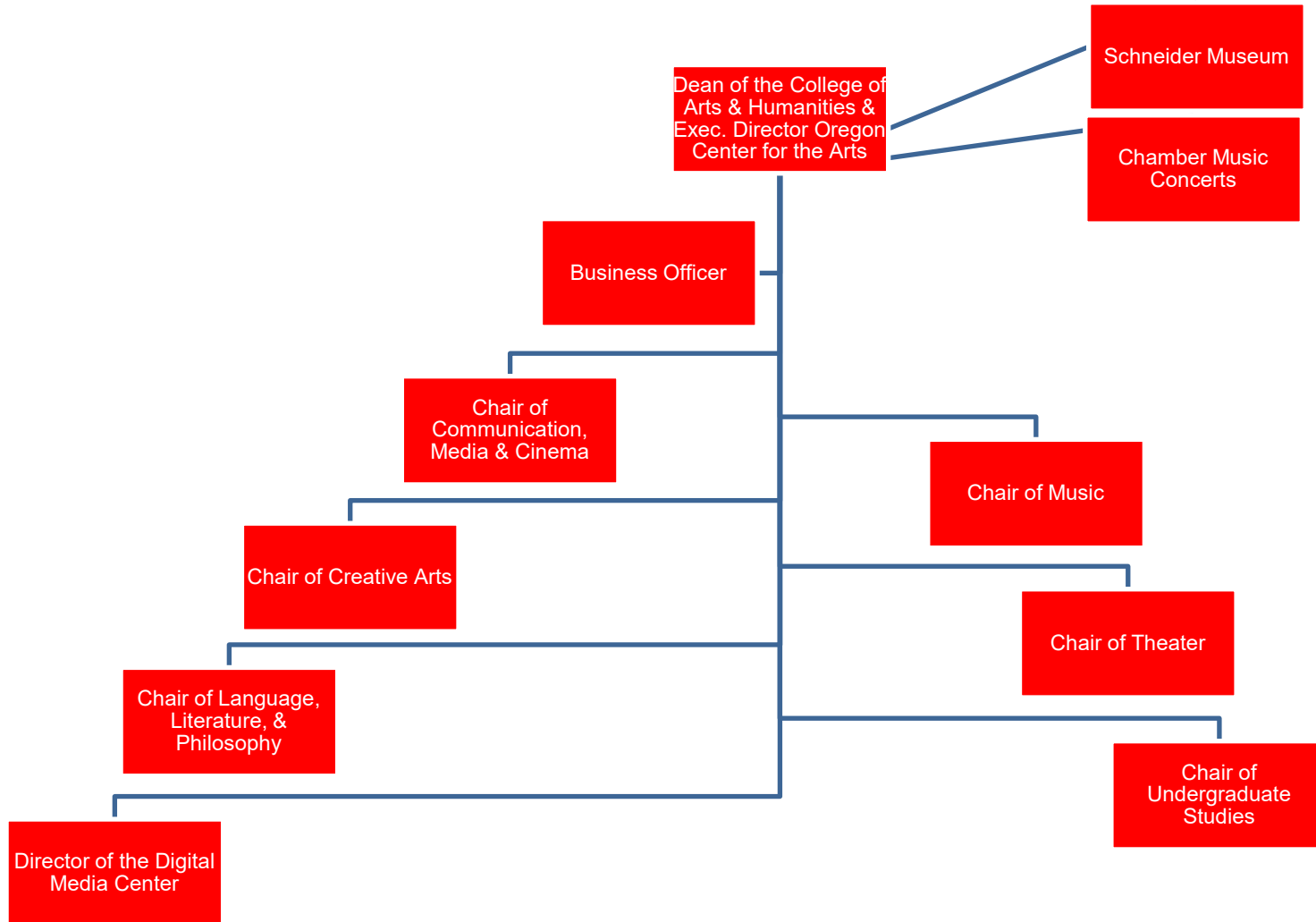


# School of Business



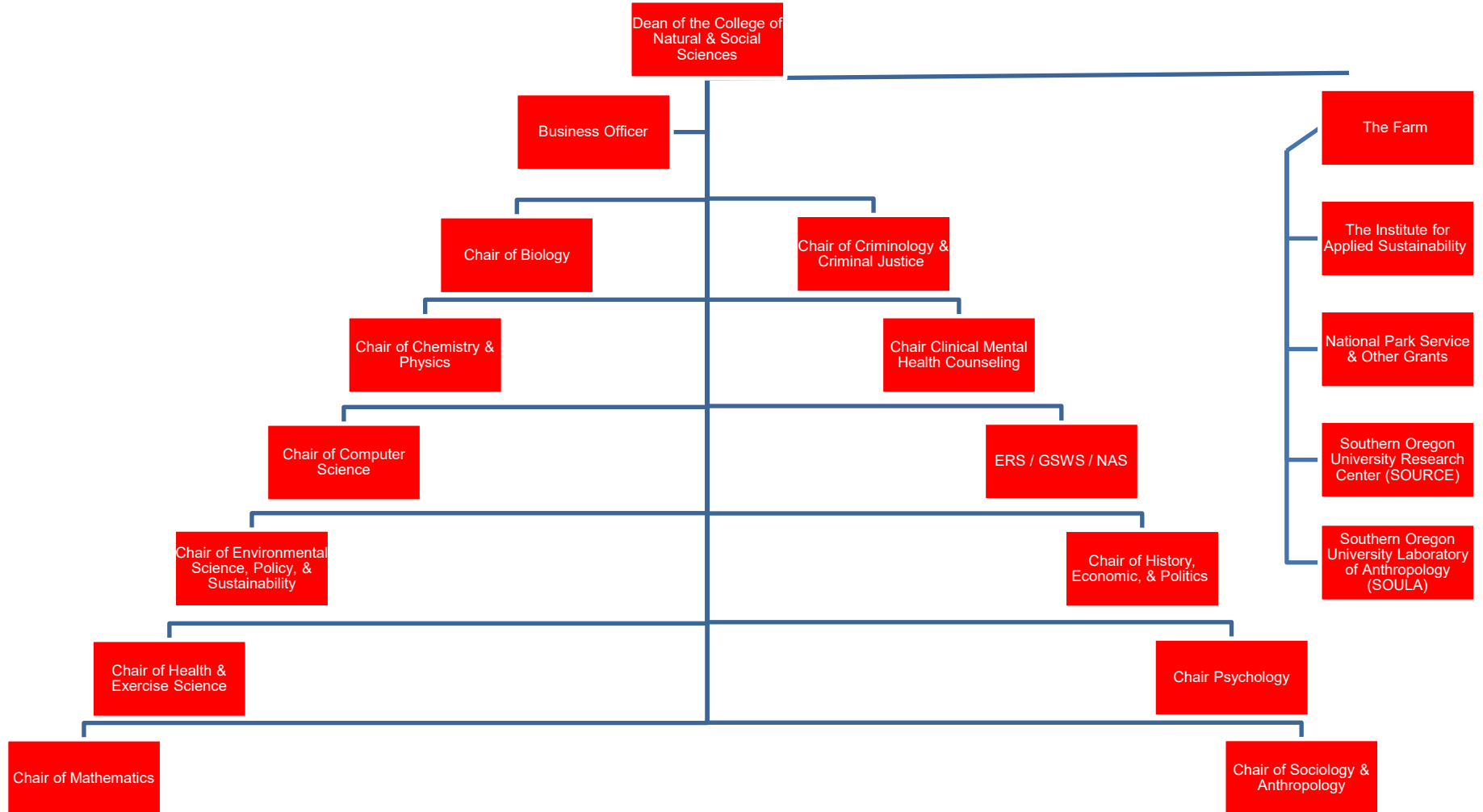


# College of Arts & Humanities



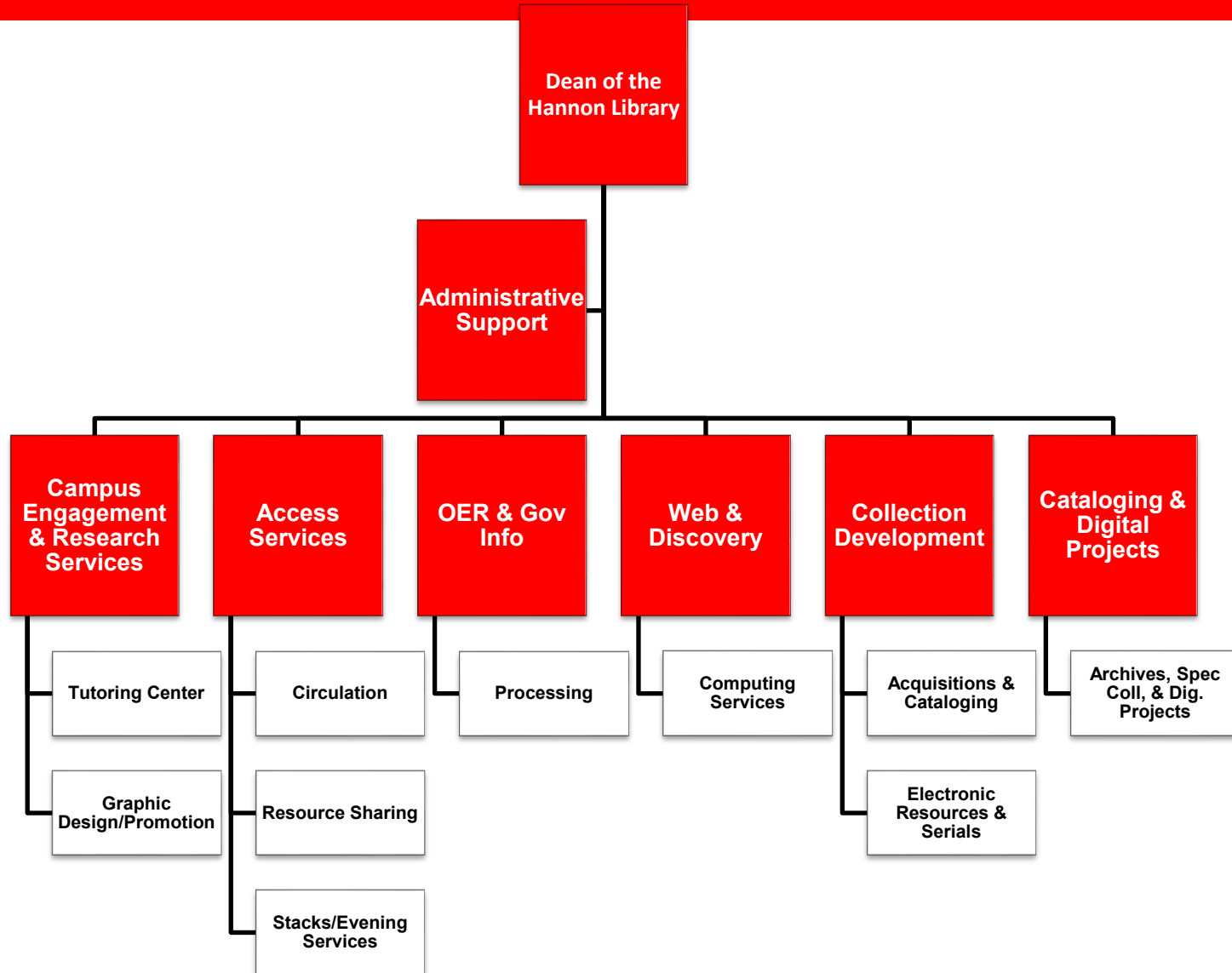


# College of Natural & Social Sciences





# Hannon Library

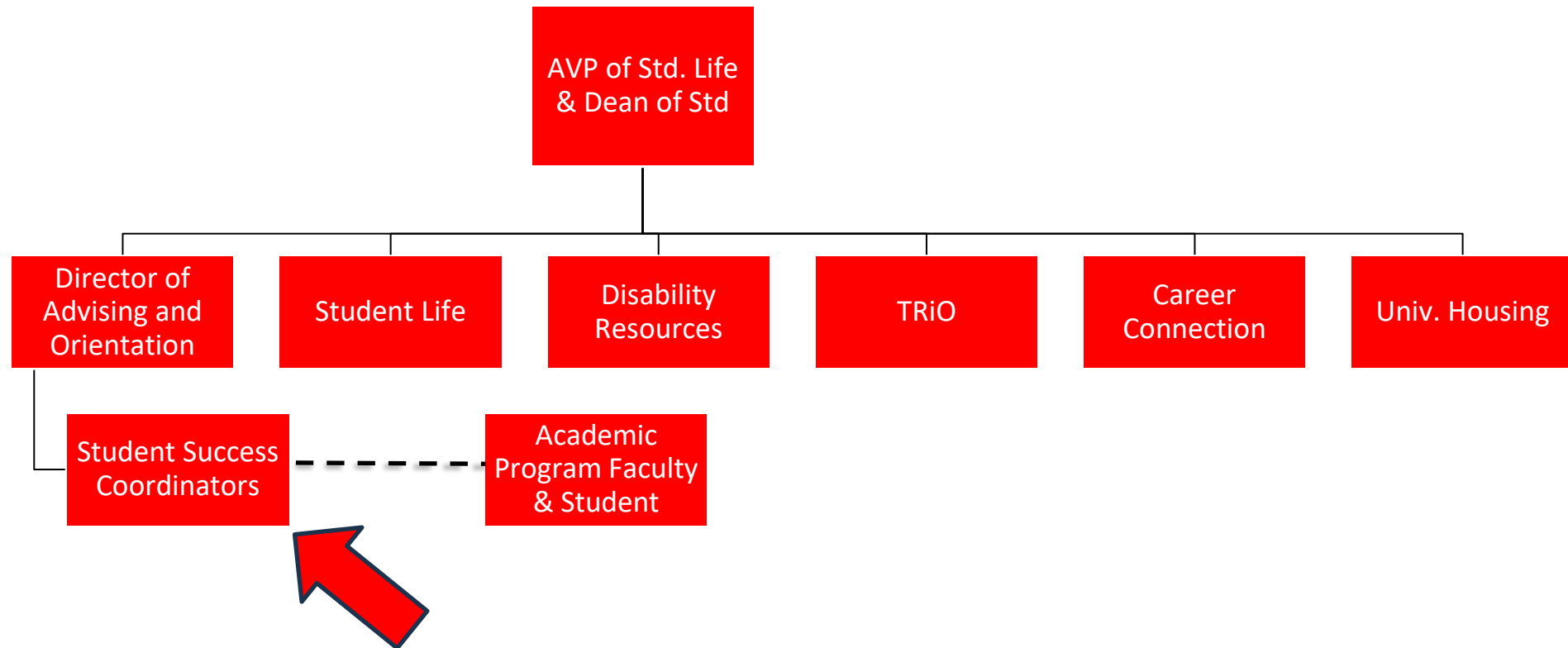






# Student Affairs

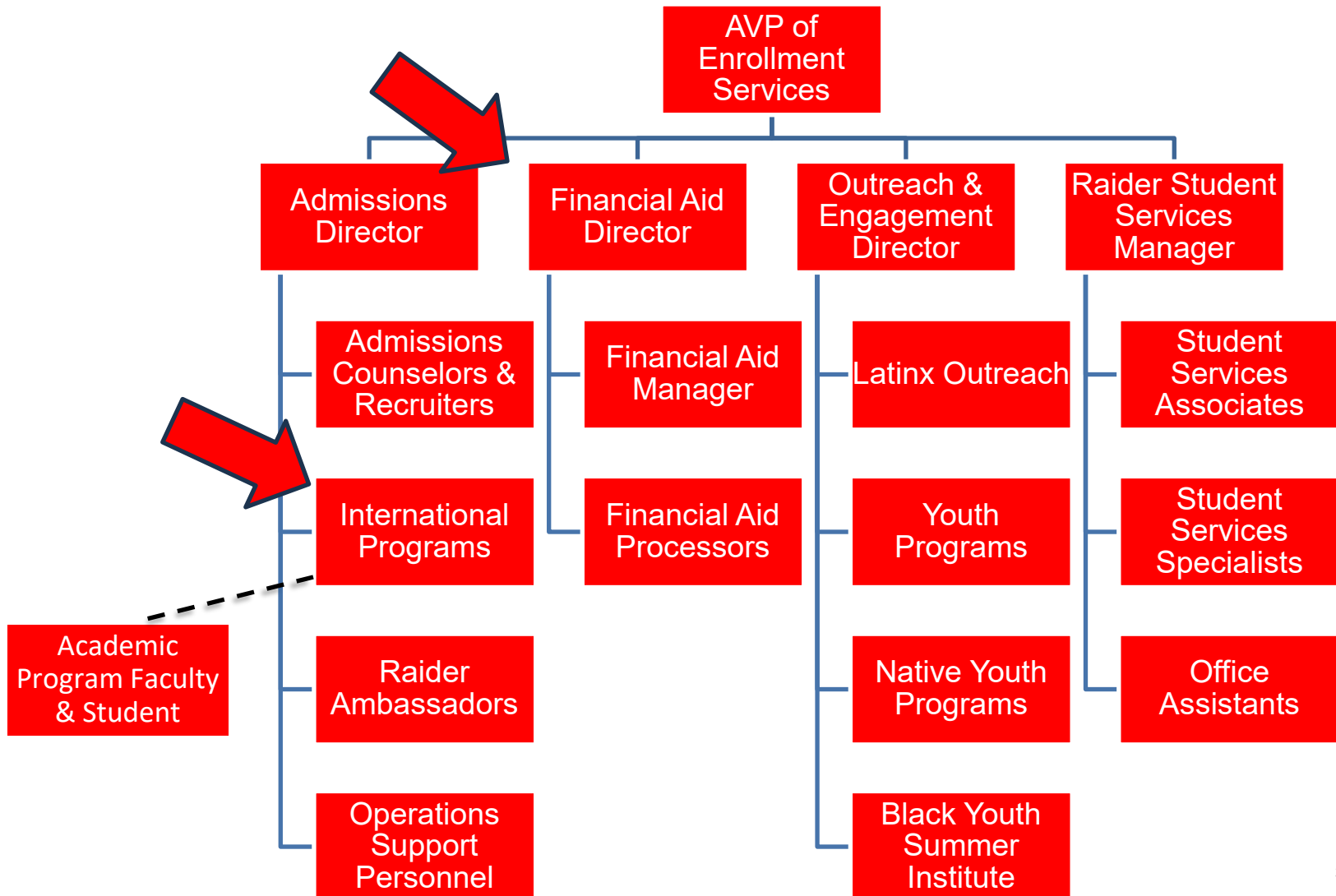
## AVP of Student Life & Dean of Students





# Enrollment Services

## AVP of Enrollment Services





# Next Steps

- Continue to refine the structure
- Review of staff positions to create and possibly adjust existing positions
- Back to all key constituents for review by week of April 21
- Target Implementation Timeline: Fall 2025



# Statewide Provost's Council

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Continued collaboration with Community Colleges

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University Partnerships

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Support for SPC from OCOP consultants



# Federal Impacts on SOU

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## Dear Colleague Letter

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Current realities of federal grants

# Student Affairs Report

# Student Affairs Program Highlights

## **Cause Awareness: April**

Sexual Assault Awareness & Prevention

Stress Awareness

Autism Acceptance

National Minority Health



## **Cause Awareness:**

Trans Day of Visibility (3/31)

World Autism Awareness Day 4/2

World Health Day (4/7)

Earth Day (4/22)

Dr. Carrie Vath

April 17, 2025

# Pride Points: Belonging and Engagement

- **Stevenson Union:**

- Fall & Winter term = 1,157 bookings (96,078 people entered the building & 15,257 resources set up by the crew (furniture, AV equipment, etc)

- **SJEC:**

- **Fantasy Ball** – Hosted during Quiet Week, this event provided students with a much-needed study break, inviting them to decompress by dancing the stress away in a vibrant, fantasy-themed atmosphere. With 107 attendees, it was our most highly attended event of the school year!
- **Identity Exploration Committee Growth** –Committee expanded from 27 to 37 members
- **Identity Exploration Committee Impact** –designed and delivered 30 programs Winter Term; averaged 37 students per program
- **7th Annual Black Youth Leadership Summit:** 347 participants, 300 were Black- African American 6th-12th grade students.
- 24 students volunteered to support the **2025 Martin Luther King Jr. City of Ashland Celebration.**

- **EPIC:**

- EPIC had over 150 students attend the **Gilded Casino Night** event!

- **Therapy Dogs:**

- High of 87 attendees the first session of the year (early October), and our average over the course of the year (including slower days during finals weeks) has been about 25 students per session.



# Pride Points: Career Connections

- National Society for Leadership and Success (NSLS)
  - 387 Total Members (132 new this year, 130 alumni joined this year)
- Employer Tours: KOBI, Mercy Flights, NIC Industries, Lithia & Driveway, Jackson County Jail, and Providence (33 students participated)
- 244 individual appointments to date (3/27/25): 32% Job Search, 26% resume/CL, 18% Major/Career Exploration
- 579 students attended a presentation or workshop



# Pride Points: Dean of Student Office

- Cares Notes (1/1/2025- 3/27/2025):
  - 312 Cares Cases supporting 342 unique students
    - The highest number of reports received in 1 day was 20 cases on February 14th
  - 32 conduct cases
    - 19+ cases dealing with Academic Dishonesty
    - 7 with aggressive/alarming behavior
- Food Pantry (Winter Term)
  - 757+ repeat visits (Student has used food pantry at least 1 other time)
  - 82 new visitors
  - 298 unique students utilized the food pantry this term
- Sensory Room(Fall & Winter Term)
  - 120+ unique student users
  - 99% rate it as Excellent or Great
  - *"The couch, weighted blanket, and galaxy light were my favorite things.", "I liked everything, the setting, the message chair, the lighting, the sound system. Keep it as it is for it was very enjoyable!", "This really grounded me, I liked the posters and artwork. Thank you for this resource."*
- Events/Programming (Winter Term)
  - Citrus Tasting: ~ 40 students and staff stopped by (Sweet Heirloom was the winner)
  - Chocolate Tasting: ~65 students and staff stopped by (Lindt was the winner)
  - 2<sup>nd</sup> Annual World's Largest Puzzle Build: 60,000 pieces (8 X 29), completed 1,050 pieces this year
  - Dr. V's Book Club: 8-week speculative fiction short stories (n= 5 students)





# Pride Points: Disability Resources & UCAM

## Disability Resources

- 427 students eligible for services; 265 of those students requested accommodations in 403 classes. 62% request rate which is an improvement from Fall term (57% request rate).
- Average term GPA for DR students was 3.03
- Added “Sensory Friendly Spaces” to the campus map



## UCAM

- 23% of UCAM students made honor roll in the winter term.
- Average term GPA of a UCAM student was 2.93
- Fall-Winter 2025 retention was 93.60%

# Pride Points: Success at Southern-TRIO

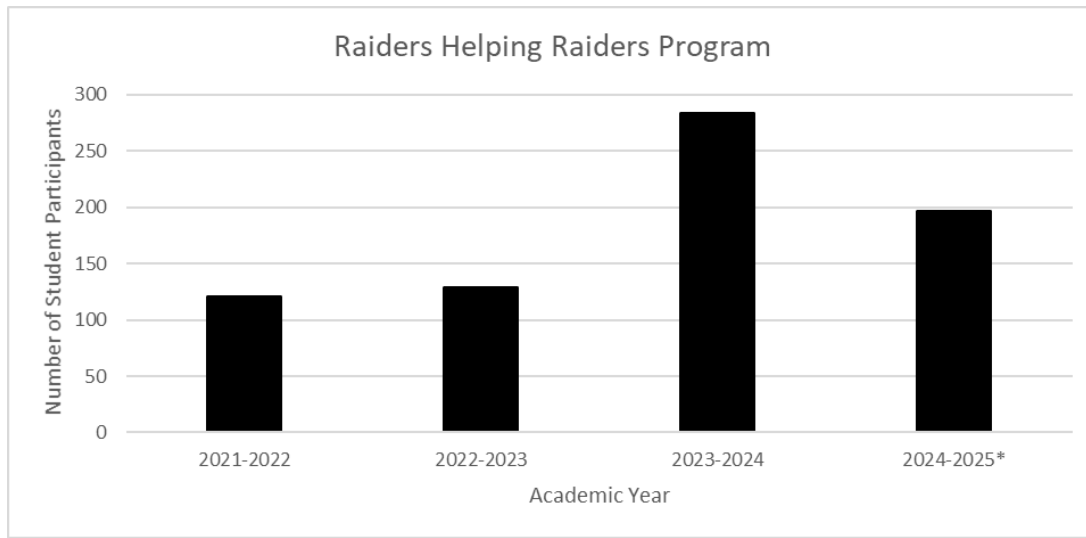
- Over 100 students have taken the TRIO Scholarship Writing (1 credit, free course) in the last 2 years.
  - Students have earned thousands of dollars
- TRIO National Day of Service: 11 students traveled to Crescent City for a beach clean up
  - Hiked Jedediah Smith Park
  - Toured The Trees of Mystery



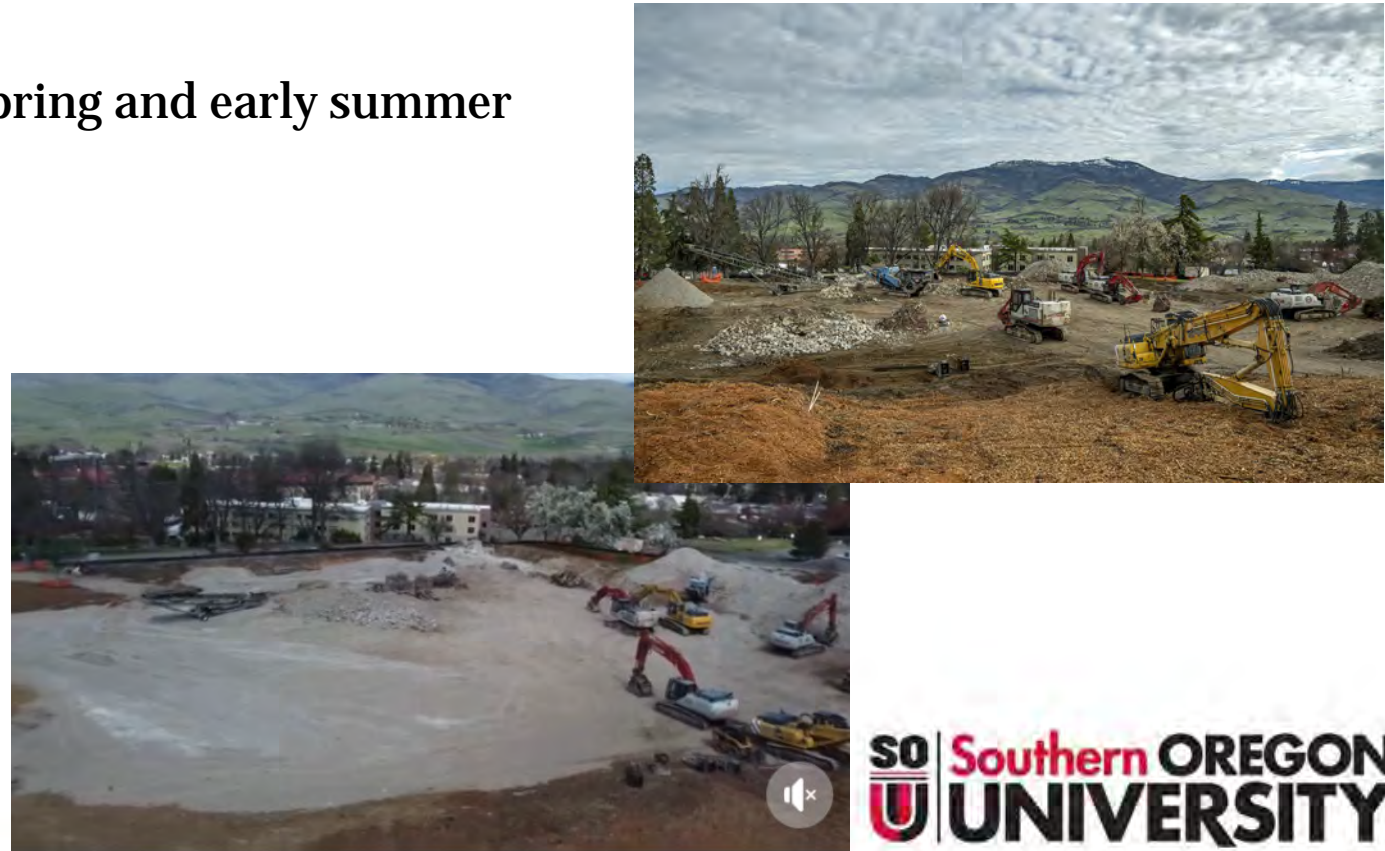


# University Housing

- Collaborated with FMP to save 100 AC window units from Cascade Complex to be repurposed and installed in the Greensprings Applegate building.
  - Ensures Early Arrival Athletics has affordable, comfortable, and climate-controlled living experience from July to September.
  - Allows for Conferencing during the spring and early summer
  - Project came in under budget



*\* Numbers to date, expected over 300*

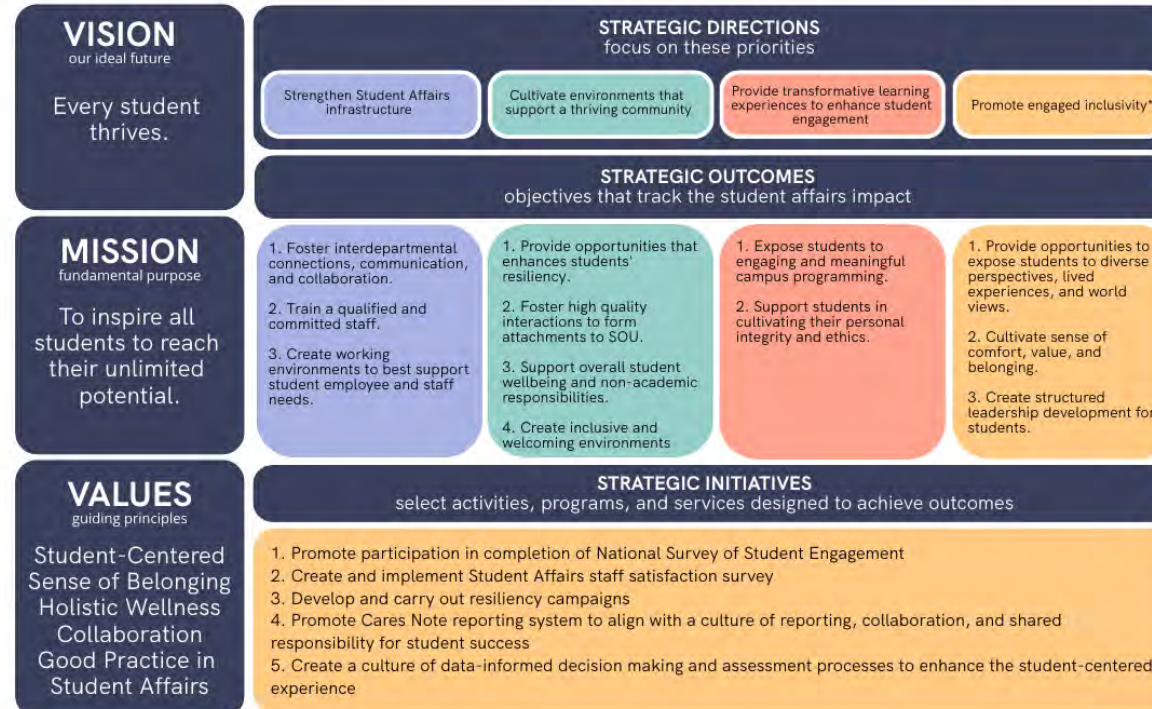


# **SOU Student Affairs Department Student and Staff Employee Satisfaction Survey Results**

# Student Affairs Satisfaction Survey

## Southern Oregon University Student Affairs Strategic Plan

as of March 1, 2024



\*Engaged inclusivity = "transforms the dialogue on inclusion from general acceptance and tolerance of differences to active institutional transformation based on the belief that the richness of our culture is because of our diversity and a recognition of our common humanity." (From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education, by Tia Brown McNair, 2020)

Dr. Carrie Vath  
April 17, 2025



# EMPLOYEE SATISFACTION

SURVEY RESULTS | MARCH 2025



## SURVEY AREAS

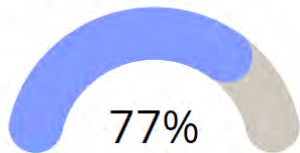
- ★ Job Satisfaction
- ★ Work Environment
- ★ Mission/Motivation
- ★ Workload/Resources
- ★ Training/Mentoring
- ★ Teamwork/Colleagues
- ★ Department Leadership
- ★ Supervision/Involvement

## SURVEY PURPOSE

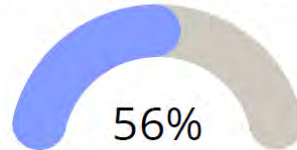
- MEASURE EMPLOYEE PERCEPTIONS OF THE WORK ENVIRONMENT
- IDENTIFY JOB SATISFACTION LEVELS
- IDENTIFY AREAS OF STRENGTH AND OPPORTUNITIES FOR IMPROVEMENT

## PARTICIPATION

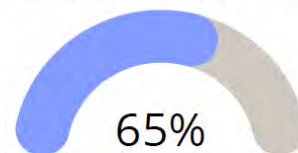
Pro Staff Response Rate



Student Staff Response Rate



Overall Response Rate



2024

### Participation

Pro. Staff Response Rate

100%

Overall Response Rate

53%

Student Staff Response Rate

34%



# JOB SATISFACTION

OVERALL, HOW SATISFIED ARE YOU IN YOUR DEPARTMENT?



RECOMMEND AS A GOOD PLACE TO WORK?

95.2% Agree

WHAT FACTORS MOST STRONGLY AFFECT YOUR SATISFACTION WITH WORK?

Top 3 Themes:



Getting along with Colleagues



Workload is reasonable

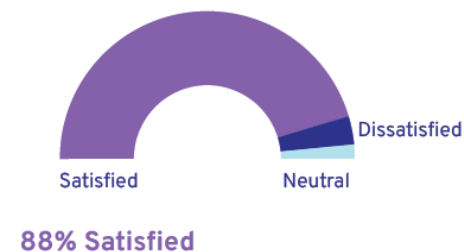


Department Communication

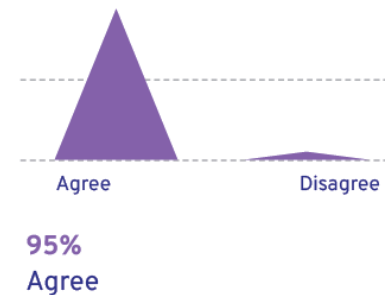
2024

## Job Satisfaction

Overall, how satisfied are you in your department?

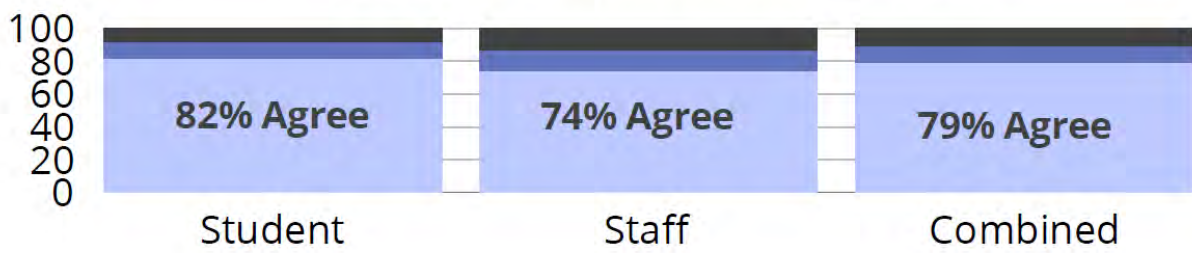


Recommend as a good place to work?



MORALE IS HIGH

● Agree    ● Neutral    ● Disagree

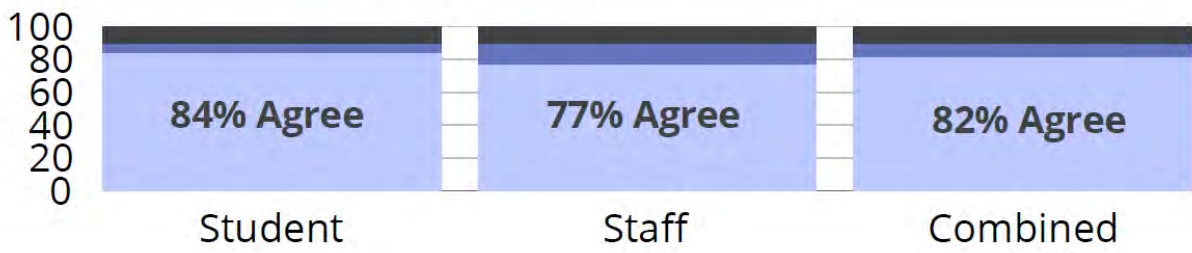


Morale

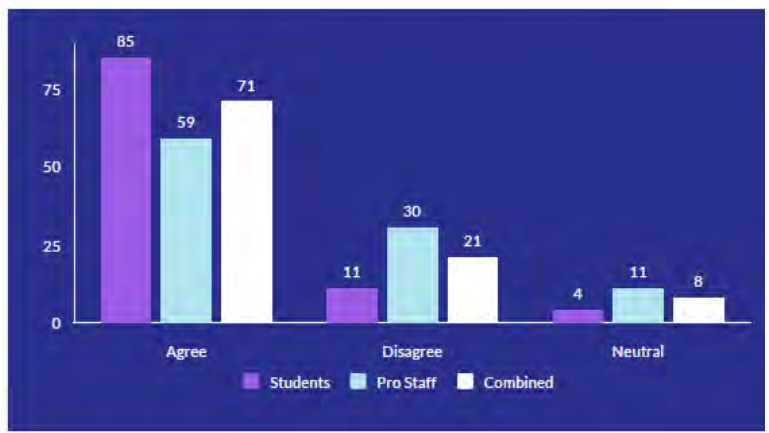
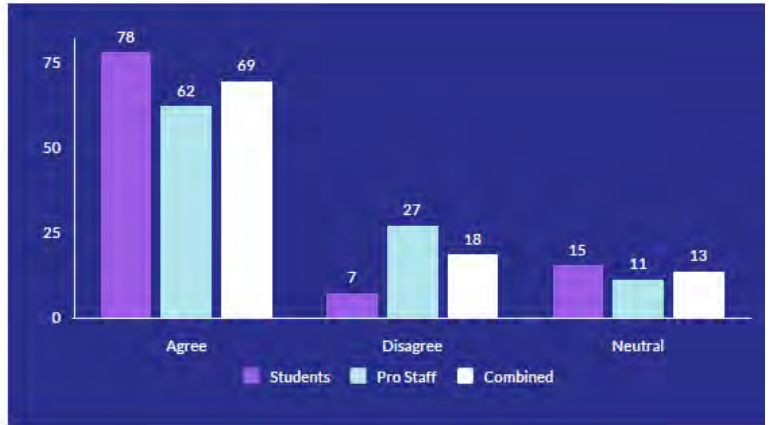


WORKLOAD IS REASONABLE

● Agree    ● Neutral    ● Disagree



Workload



THE BEST THING ABOUT WORKING IN MY DEPARTMENT

Top 4 Themes:



Supportive Team, Colleagues, and/or community



Flexibility in my role and/or schedule



Supervisor and/or leadership



Working with students

WHAT COULD MAKE IT BETTER?

Top 4 Themes:



Compensation & Hours



Communication & Clarity



Leadership & Accountability



Culture & Collaboration

2024 Results

The **best thing** about working in my department



Work-life balance is supported



Interactions/connections with students



Supportive team members



Autonomy & Trust

What could **make it better**?



Professional Development



Salaries/Wages



Clearer Work Schedules



Onboarding Protocols

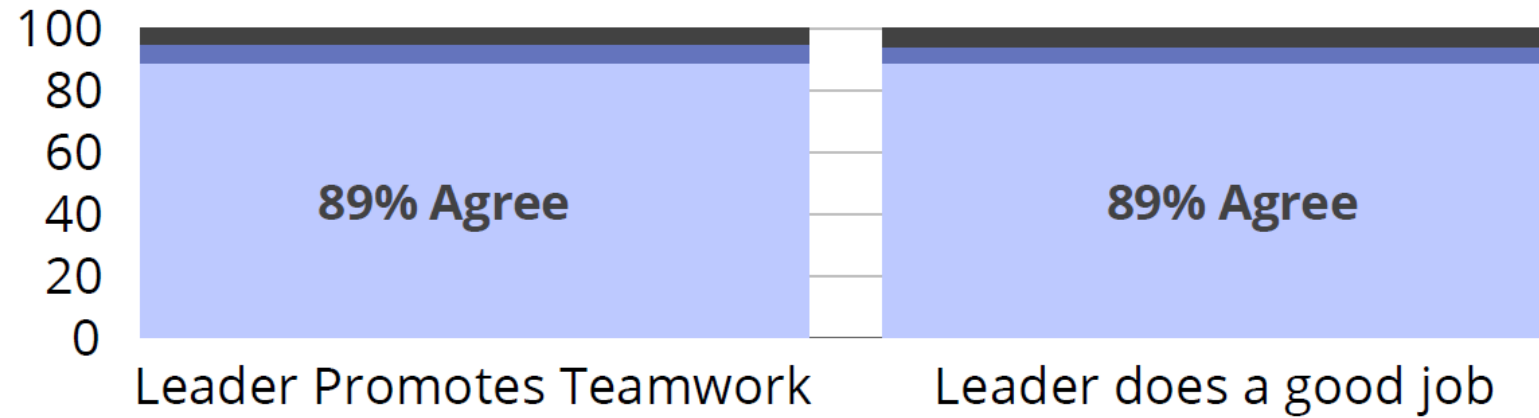


## LEADERSHIP & TEAMWORK

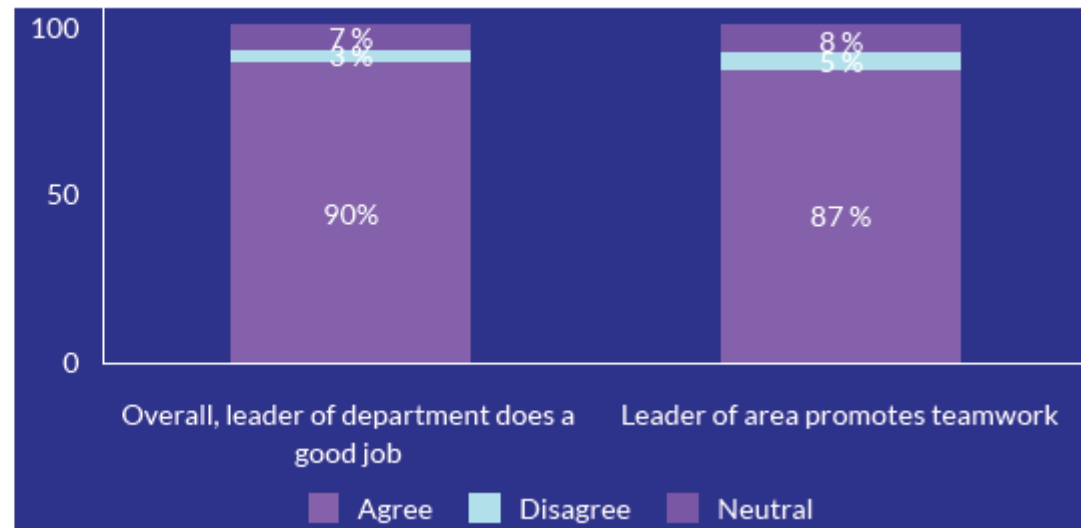
● Agree

● Neutral

● Disagree



## Leadership and Teamwork



# Admissions and Financial Aid Report

# April Updates

Admissions, Outreach and Engagement, Financial Aid, Raider Student Services



Zac Olson, Executive Director of Admissions & Recruitment  
April 17, 2025

# Office of Admissions

- Funnel Overview
- Top of Funnel
- Upcoming Yield (May 1<sup>st</sup>)
  - Deposit Push: Letters; Postcards; Phone Calls; Emails; Text Message; Social Media Channels; Parent Portal
  - Admitted Student Receptions
  - Navigate appointments w/Financial Aid
  - Advising/Registration Appointments April 7th
  - Raider Social Events (Summer)
  - New Student Orientation (Fall)
- Melt Prevention



**SO** | **Southern OREGON**  
**UNIVERSITY**

**Funnel Report: New Applicant Headcount by Student Type**  
**Fall 2024 Week Ending 6/7/24 vs. Fall 2025 Week Ending 4/6/25**  
**24 Weeks Before Start of Term**

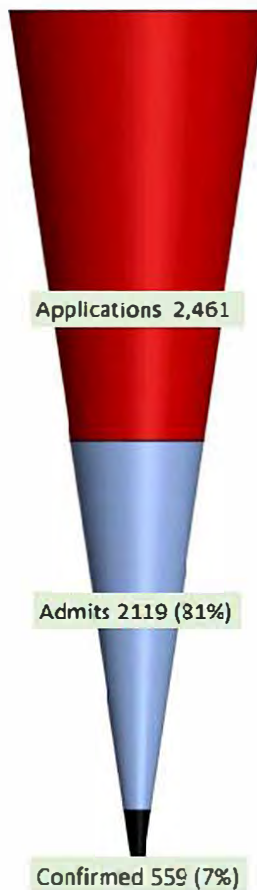
Applications				
Student Type	Fall 2024	Fall 2025	Change	% Change
Freshmen - Resident	1,044	981	-63	-6.0%
Freshmen - Nonresident	968	786	-182	-18.8%
Transfer - Resident	127	155	28	22.0%
Transfer - Nonresident	132	138	6	4.5%
Postbacs/Grads	190	175	-15	-7.9%
<b>Total Apps</b>	<b>2,461</b>	<b>2,235</b>	<b>-226</b>	<b>-9.2%</b>

Admits				
Student Type	Fall 2024	Fall 2025	Change	% Change
Freshmen - Resident	979	915	-64	-6.5%
Freshmen - Nonresident	870	709	-161	-18.5%
Transfer - Resident	85	119	34	40.0%
Transfer - Nonresident	93	89	-4	-4.3%
Postbacs/Grads	92	66	-26	-28.3%
<b>Total</b>	<b>2,119</b>	<b>1,898</b>	<b>-221</b>	<b>-10.4%</b>

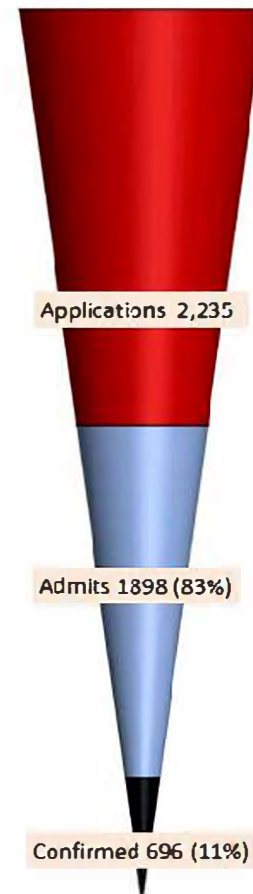
Confirmed				
Student Type	Fall 2024	Fall 2025	Change	% Change
Freshmen - Resident	205	301	96	46.8%
Freshmen - Nonresident	165	202	37	22.4%
Transfer - Resident	52	71	19	36.5%
Transfer - Nonresident	45	56	11	24.4%
Postbacs/Grads	92	66	-26	-28.3%
<b>Total</b>	<b>559</b>	<b>696</b>	<b>137</b>	<b>24.5%</b>

Enrolled				
Student Type	Fall 2024	Fall 2025	Change	% Change
Freshmen - Resident	-	-	-	-
Freshmen - Nonresident	-	-	-	-
Transfer - Resident	-	-	-	-
Transfer - Nonresident	-	-	-	-
Postbacs/Grads	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Fall 2024 Total Apps



Fall 2025 Total Apps





# Historic Yield

		Application to Enrolled					
		Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	5-year Avg
FY - Resident	Applications	1094	924	1118	1150	1168	1090.8
	Enrolled	331	317	338	386	342	342.8
	Yield	30.26%	34.31%	30.23%	33.57%	29.28%	31.43%
FY - Nonresident	Applications	1223	946	970	1139	1032	1062
	Enrolled	239	187	208	259	194	217.4
	Yield	19.54%	19.77%	21.44%	22.74%	18.80%	20.47%
TR - Resident	Applications	406	348	286	340	304	336.8
	Enrolled	232	217	181	194	188	202.4
	Yield	57.14%	62.36%	63.29%	57.06%	61.84%	60.10%
TR - Nonresident	Applications	356	277	218	266	212	265.8
	Enrolled	148	150	102	116	96	122.4
	Yield	41.57%	54.15%	46.79%	43.61%	45.28%	46.05%
Total	Applications	3079	2495	2592	2895	2716	2755.4
	Enrolled	950	871	829	955	820	885
	Yield	30.85%	34.91%	31.98%	32.99%	30.19%	32.12%

# Outreach and Engagement

- Brain Bowl MS (Jan-Feb, 15 schools, 200 students)
- Brain Bowl HS (11 HS, ~100 students, March 15 tournament at SOU); April 20<sup>th</sup> championship broadcasted on SOPBS at 4:30
- Cesar E. Chavez Leadership Conference (March 14<sup>th</sup>, 176 students from 9 schools)
- Best of the Best Art Show (132 students from 16 schools) May 2
- Advanced Southern Credits
  - 2755 students in 10,464 credits; largest ASC enrollment in SOU's 44 year program.
  - 945+ graduating seniors receive Red and Black cords (8+ ASC credits)
  - ASC Accreditation (6-year; due May 1)



# Financial Aid

- Processed over **\$34 million** to date for the 24/25 awarding cycle and is **on track to disburse funds in excess of \$40 million** after the final term (Summer '25) is completed.
- Migrated the labor & time intensive **FAFSA dataload, packaging & award letter generation process** back under the direction of a programmer (Ryan Fischer)
- Successfully completed all **End-of Year Audit** driven Financial Aid unit requests tied to the **Audit Period July 1, 2022 through June 30, 2023**.
- **Restructured** the end of term **Satisfactory Academic Progress (SAP) review process**
- **Staying on schedule** with the weekly originating and disbursing of all student financial aid.
- **Implemented weekly "agenda driven" staff meetings**





# Financial Aid **Cont'd**

- Continual **overhaul and updating of the Financial Aid "Policies & Procedures"** manual to reflect both Institutional and Financial Aid related "best practices."
- **Website revisions** were made to the Financial Aid pages that include displaying the total **Cost of Attendance** (direct & indirect) prominently on the main splash page, **updating the Summer '25 Aid page** to reflect new changes, along with process and procedural changes made to the **SAP Waiver Appeal process**.
- **Accessed and analyzed the most recent FISAP** that was submitted in September '24 to review campus based funding (College Work Study & the Supplemental Educational Opportunity Grant - SEOG). **Identified additional federal SEOG grant funding** that will be awarded to students during the Spring '25 term to offset their direct educational costs.



# Financial Aid **Cont'd**

- **Successfully completed** the Department of Education's mandated **Gainful Employment (GE)** reporting requirement **prior to the February '25 deadline**.
- The Financial Aid unit's **Student Information System migration to Workday** - being led by **Sean Monaghan** - is **on schedule** for the Fall '25 "go live" launch of 26/27 packaging and subsequent award letter notification.
- Finalizing **Scholarship Universe** training on Friday, April 4th in preparation for formulating the various scholarship committees that will make up the scholarship review process.
- To **enhance overall student recruitment and retention efforts**, the Financial Aid team has conducted well over one-hundred "zoom" sessions while also being available daily to meet in-person with current and prospective students.



# Raider Student Services

- Policy and Procedure Manual
- Cross-Training assessment
- New Zoom phone system (cost savings)
- Website Updates
- Weekly Team Meetings
- Continued expansion of in-person hours
- Summer Planning and Retreat
- Created monthly meetings w/
  - Reg and Records
  - Financial Aid
  - Business Services





Questions?

# Enrollment Management Report





# Enrollment Management Report

Casey R. Shillam, PhD, RN, FAAN  
Executive Vice President & Provost





# Enrollment Reports



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Headcount / SCH

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Retention & Persistence

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Graduation Rates

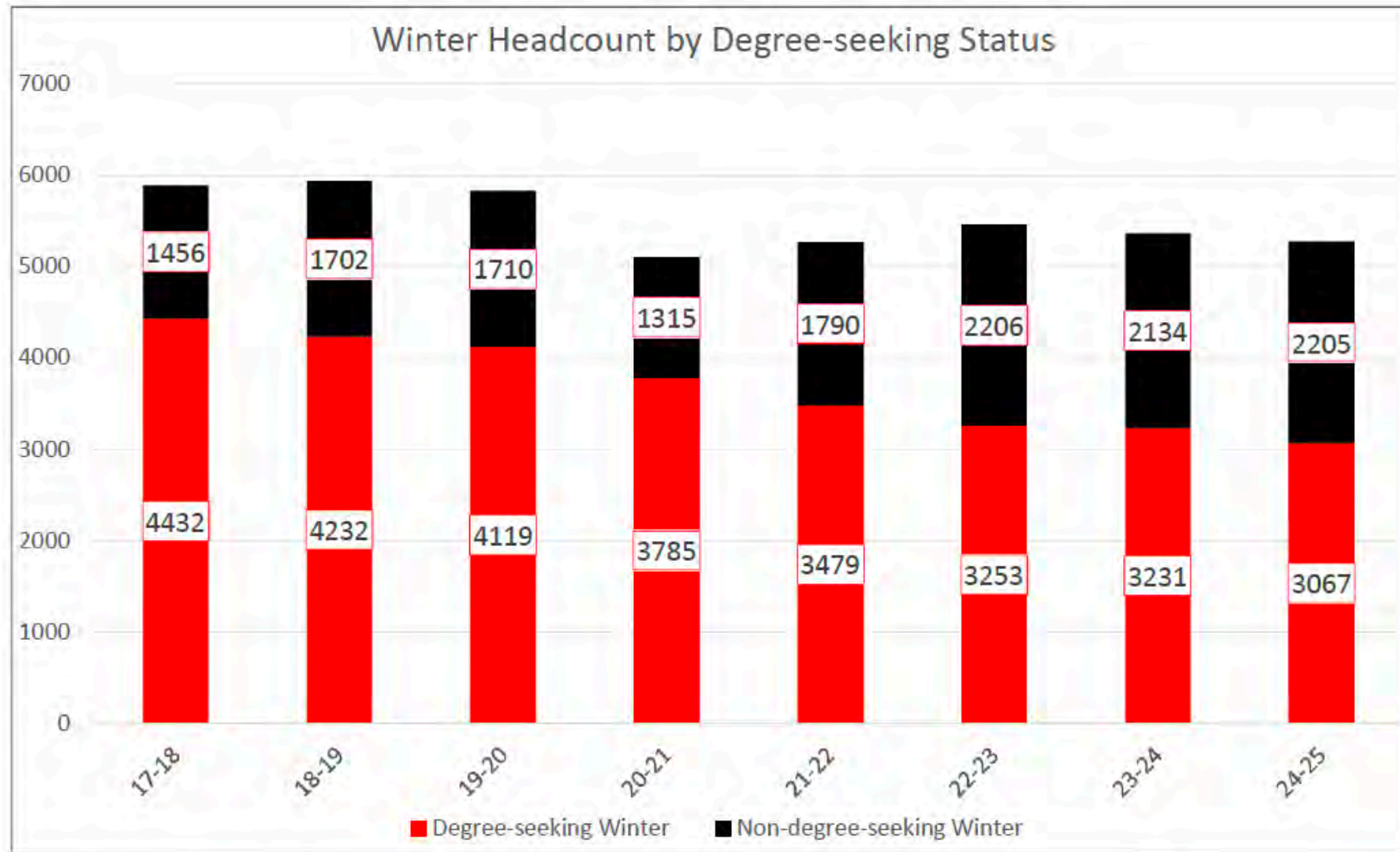
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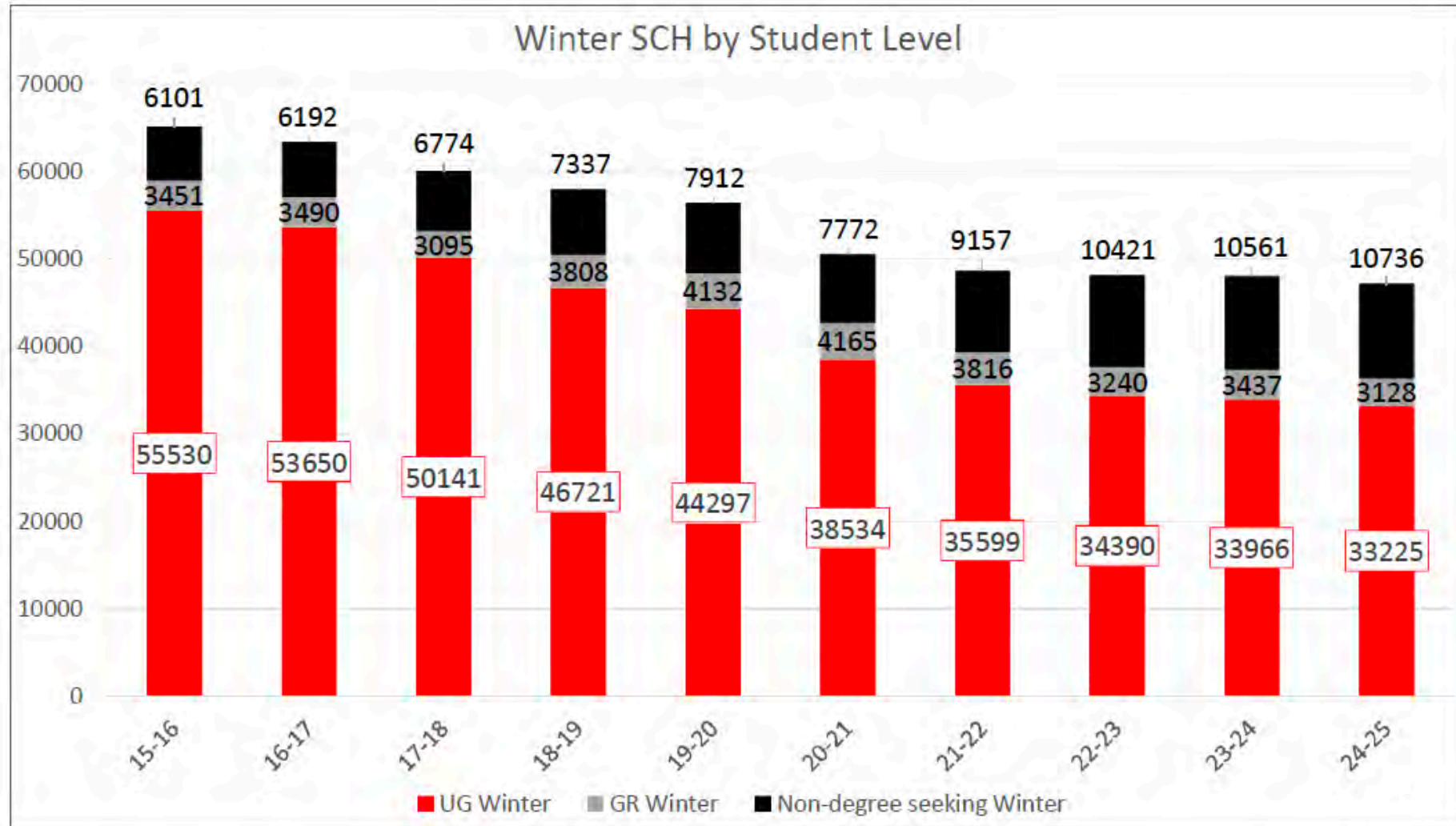
Demographics

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Admissions Funnel

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Ethnic Groups	Count	%
Asian	59	1.88%
Black	54	1.79%
Hispanic	411	13.51%
Middle Eastern	29	0.89%
Multiple	314	10.22%
Native American	50	1.56%
Pacific Islander	24	0.70%
Unknown or Other	522	17.02%
White	1,604	52.41%

Subpopulation	Count	%
Pell Recipient Students	1,065	34.72%
Rural Students	380	12.39%
First Generation Students	660	21.52%
Veteran Students	157	5.12%
Underrepresented Minority Students	530	17.28%
Disabled Students	170	5.54%



Race/Ethnicity	Winter 2021	Winter 2022	Winter 2023	Winter 2024	Winter 2025
White	59.5%	57.7%	57.0%	54.5%	52.3%
Unknown or Other	10.9%	11.1%	13.1%	14.3%	17.1%
Hispanic	12.8%	13.7%	13.0%	13.5%	13.4%
Multiple	9.4%	9.3%	8.6%	9.9%	10.2%
Asian	2.3%	2.8%	2.7%	2.3%	1.9%
Black	1.9%	2.2%	2.2%	2.1%	1.8%
Native American	1.6%	1.3%	1.4%	1.6%	1.6%
Middle Eastern	0.6%	0.6%	0.8%	0.7%	0.9%
Pacific Islander	1.1%	1.4%	1.2%	1.1%	0.8%



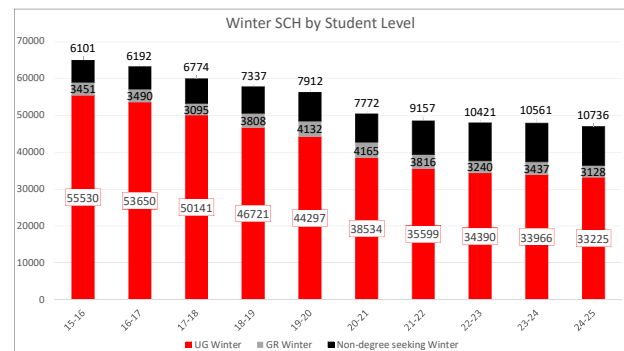
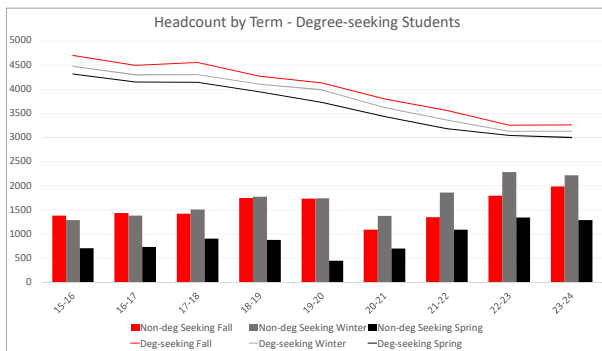
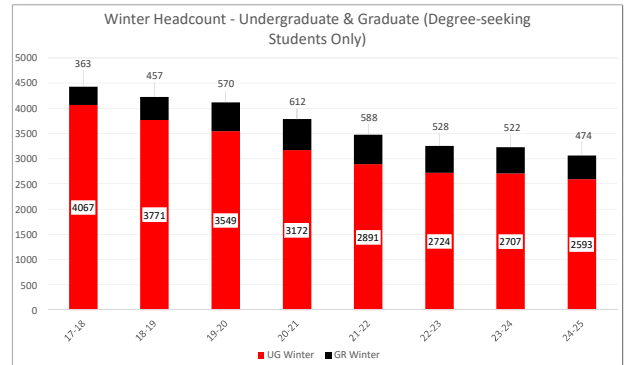
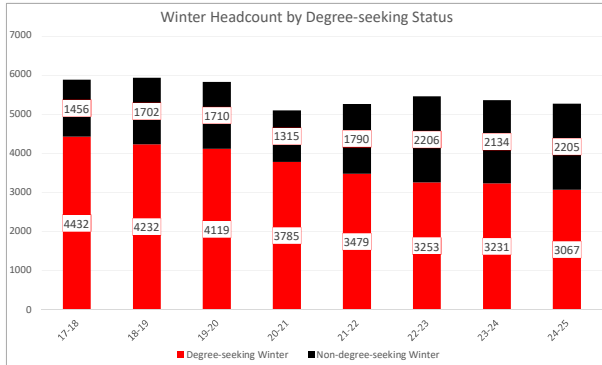
## 6-Year Grad Rates

Race/Ethnicity	2020	2021	2022	2023	2024
White	46.2%	41.3%	45.9%	45.9%	44.6%
Unknown or Other	22.2%	25.8%	47.4%	38.1%	36.0%
Hispanic	52.6%	40.2%	45.5%	46.1%	40.2%
Multiple	50.0%	44.1%	47.9%	31.9%	42.9%
Asian	45.0%	58.3%	75.0%	76.9%	63.6%
Black	31.8%	33.3%	53.8%	18.8%	28.6%
Native American	0.0%	33.3%	60.0%	40.0%	22.2%
Pacific Islander	57.1%	33.3%	16.7%	42.9%	25.0%

# **Enrollment Metrics: Prototype for Future Reporting on Admissions and Enrollment**

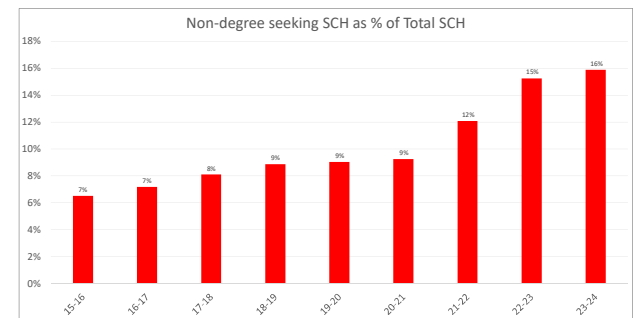


# SOU Board/Cabinet Dashboard - April 2025



Top Majors - Winter 2025		
UG Major	Count	
Business Administration	398	
Psychology	304	
Education	198	
Theatre	162	
Health & Exercise Science	150	
Communication, Media & Cinema	143	
Biology	129	
Criminology & Criminal Justice	127	
Emerging Media & Digital Arts	122	
English Studies	95	
Env Sci, Policy & Sustainability	94	
Art & Art History	76	

GR Major	Count	
Business Administration	195	
Education	194	
Clinical Mental Health Counseling	47	
Spanish & American Sign Language	22	
Outdoor Adventure Leadership	9	
Theatre	7	



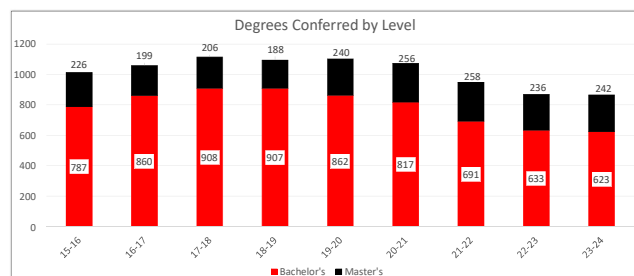
Retention & Persistence		
Fall to Fall Retention Rate	All UG	Fall Freshman Cohort*
Fall 2023	79.0%	68.2%
Fall 2022	78.4%	66.3%
Fall 2021	76.2%	65.6%
Fall 2020	78.2%	65.4%
Fall 2019	79.8%	68.0%

Fall to Winter Persistence Rate	All UG	Fall Freshman Cohort*
Fall 2024	91.3%	89.6%
Fall 2023	91.3%	90.7%
Fall 2022	91.7%	91.9%
Fall 2021	89.8%	91.0%
Fall 2020	89.5%	87.3%
Fall 2019	92.1%	93.3%

\*Fall Freshman Cohorts include incoming First-time Undergraduate Students

Graduation & Completions		
Cohort	4-year Grad Rate	6-Year Grad Rate
Fall 2020	25.8%	N/A
Fall 2019	26.9%	N/A
Fall 2018	28.1%	41.2%
Fall 2017	30.9%	44.2%
Fall 2016	33.7%	46.6%
Fall 2015	28.4%	41.0%
Fall 2014	27.8%	46.4%

\*Fall Freshman Cohorts include incoming First-time Undergraduate Students



### Winter 2025 Demographics

Student Class	Count	%
Freshman (<45 credits)	507	16.53%
Sophomore (45-90 credits)	479	15.62%
Junior (90-134 credits)	584	19.04%
Senior (135+ credits)	976	31.82%
Graduate (Masters)	474	15.45%
Post-Baccalaureate Non-Grad	47	1.53%

Ethnic Groups	Count	%
Asian	59	1.88%
Black	54	1.79%
Hispanic	411	13.51%
Middle Eastern	29	0.89%
Multiple	314	10.22%
Native American	50	1.56%
Pacific Islander	24	0.70%
Unknown or Other	522	17.02%
White	1,604	52.41%

Subpopulation	Count	%
Pell Recipient Students	1,065	34.72%
Rural Students	380	12.39%
First Generation Students	660	21.52%
Veteran Students	157	5.12%
Underrepresented Minority Students	530	17.28%
Disabled Students	170	5.54%

FT/PT Status	Count	%
Full-time	2,308	75.25%
Part-time	759	24.75%

Gender	Count	%
F	1,615	52.66%
M	1,071	34.92%
N*	381	12.42%

\*Students who choose not to identify as Male or Female, either as Non-Binary or choosing not to identify.

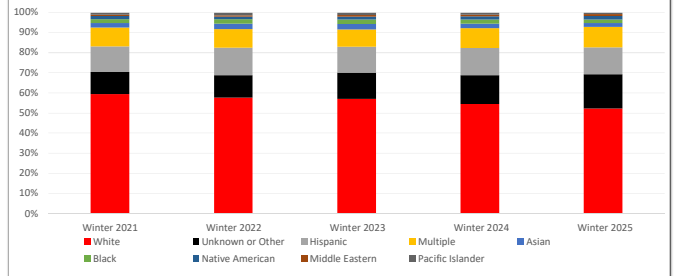
Residency	Count	%
Out of State	1,016	33.13%
In State	2,051	66.87%

Age Group	Count	%
0-18	3	0.09%
18-20	1,056	33.04%
21-24	663	32.98%
25-29	328	10.88%
30-39	392	12.34%
40-49	232	7.23%
50+	100	3.43%

### Demographics over Time

Race/Ethnicity	Winter 2021	Winter 2022	Winter 2023	Winter 2024	Winter 2025
White	59.5%	57.7%	57.0%	54.5%	52.3%
Unknown or Other	10.9%	11.1%	13.1%	14.3%	17.1%
Hispanic	12.8%	13.7%	13.0%	13.5%	13.4%
Multiple	9.4%	9.3%	8.6%	9.9%	10.2%
Asian	2.3%	2.8%	2.7%	2.3%	1.9%
Black	1.9%	2.2%	2.2%	2.1%	1.8%
Native American	1.6%	1.3%	1.4%	1.6%	1.6%
Middle Eastern	0.6%	0.6%	0.6%	0.7%	0.9%
Pacific Islander	1.1%	1.4%	1.2%	1.1%	0.8%

### Degree-seeking Student Demographics - Last 5 Winters



### Winter DFWI Rates

Race/Ethnicity	2020	2021	2022	2023	2024
White	14.2%	13.6%	13.6%	12.1%	11.6%
Unknown or Other	17.2%	13.8%	16.6%	13.0%	13.9%
Hispanic	17.9%	18.8%	15.9%	14.4%	13.8%
Multiple	16.8%	17.6%	17.2%	16.0%	14.5%
Asian	18.4%	18.0%	19.3%	20.1%	15.3%
Black	27.7%	24.3%	20.8%	18.4%	21.8%
Native American	19.8%	19.4%	15.4%	24.1%	19.1%
Middle Eastern	26.7%	14.0%	14.0%	7.3%	10.7%
Pacific Islander	34.8%	26.2%	30.3%	24.9%	16.2%
Pell Recipient	17.8%	17.1%	16.8%	14.8%	13.9%
First Generation	16.7%	17.7%	18.1%	18.1%	14.0%
Underrepresented Minority	19.3%	19.1%	17.6%	16.2%	14.8%
Disabled Students	22.8%	22.8%	20.2%	18.8%	15.1%
All	16.1%	15.5%	15.3%	13.5%	12.9%

### % of Students in Good Academic Standing - Winter

Race/Ethnicity	2020	2021	2022	2023	2024
White	91.8%	90.3%	90.8%	90.4%	90.4%
Unknown or Other	84.3%	78.8%	82.5%	87.8%	87.8%
Hispanic	86.9%	88.2%	86.1%	87.2%	86.6%
Multiple	87.5%	88.7%	84.5%	89.0%	90.0%
Asian	87.6%	94.7%	87.3%	89.7%	81.5%
Black	73.8%	71.3%	76.7%	80.3%	76.8%
Native American	81.8%	80.4%	84.1%	91.9%	90.5%
Middle Eastern	95.5%	72.7%	92.3%	87.5%	81.8%
Pacific Islander	79.1%	88.9%	74.4%	80.5%	60.0%
Pell Recipient	88.4%	90.0%	90.0%	88.4%	87.4%
First Generation	88.9%	88.0%	87.4%	89.9%	78.7%
Underrepresented Minority	85.8%	86.9%	84.7%	87.3%	85.6%
Disabled Students	91.5%	94.3%	88.6%	82.1%	77.0%
All	89.6%	89.1%	88.3%	88.8%	88.7%

### 4-Year Grad Rates

Race/Ethnicity	2014	2015	2016	2017	2018	2019	2020
White	28.5%	30.0%	34.6%	32.6%	32.2%	30.9%	30.4%
Unknown or Other	11.1%	12.9%	31.6%	19.0%	20.0%	20.0%	7.5%
Hispanic	24.4%	28.4%	32.3%	30.4%	21.8%	20.6%	30.5%
Multiple	32.9%	30.1%	30.1%	26.4%	34.9%	25.7%	30.2%
Asian	35.0%	25.0%	41.7%	61.5%	18.2%	20.0%	22.2%
Black	19.2%	16.7%	38.5%	0.0%	14.3%	14.3%	4.3%
Native American	0.0%	0.0%	40.0%	40.0%	22.2%	33.3%	50.0%
Pacific Islander	14.3%	33.3%	16.7%	14.3%	8.3%	9.1%	0.0%
All	27.7%	28.2%	33.9%	30.8%	29.1%	27.3%	27.4%

### Fall-to-Fall Retention Rate

Race/Ethnicity	2020	2021	2022	2023	2024
White	58.9%	59.7%	57.0%	60.7%	60.9%
Unknown or Other	46.4%	49.7%	51.8%	53.2%	60.7%
Hispanic	61.0%	60.8%	58.9%	60.2%	59.7%
Multiple	64.1%	58.7%	52.4%	55.3%	61.5%
Asian	60.7%	65.3%	67.1%	50.0%	50.0%
Black	53.6%	56.3%	63.0%	59.2%	48.2%
Native American	56.4%	58.9%	52.3%	56.8%	50.0%
Middle Eastern	50.0%	59.1%	50.0%	54.2%	50.0%
Pacific Islander	65.1%	64.4%	48.7%	53.7%	37.8%
Pell Recipient	60.0%	62.7%	58.5%	60.7%	61.0%
First Generation	58.0%	58.9%	56.5%	58.7%	59.7%
Underrepresented Minority	61.1%	60.1%	56.9%	57.3%	57.2%
Disabled Students	58.4%	58.9%	56.5%	58.7%	59.7%
All	58.4%	58.9%	56.5%	58.7%	59.7%

### Fall-to-Winter Persistence Rate

Race/Ethnicity	2020	2021	2022	2023	2024
White	87.7%	87.1%	90.6%	89.8%	90.7%
Unknown or Other	84.3%	78.8%	82.5%	85.8%	87.8%
Hispanic	85.9%	87.3%	88.5%	88.4%	87.6%
Multiple	84.7%	83.9%	88.6%	88.3%	92.1%
Asian	89.3%	88.6%	89.7%	85.2%	90.9%
Black	80.0%	91.8%	87.3%	85.7%	82.6%
Native American	85.7%	72.7%	89.2%	85.7%	83.7%
Middle Eastern	86.4%	80.8%	83.3%	72.7%	95.0%
Pacific Islander	82.2%	97.4%	78.0%	64.4%	78.3%
Pell Recipient	96.6%	93.4%	89.7%	86.2%	97.1%
First Generation	95.7%	85.6%	86.2%	81.9%	89.5%
Underrepresented Minority	85.3%	85.8%	88.4%	87.5%	89.0%
Disabled Students	85.0%	89.3%	91.5%	88.6%	94.9%
All	96.6%	93.4%	89.7%	86.2%	97.1%

### 6-Year Grad Rates

Race/Ethnicity	2020	2021	2022	2023	2024
White	46.2%	41.3%	45.9%	45.9%	44.6%
Unknown or Other	22.2%	25.8%	47.4%	38.1%	36.0%
Hispanic	52.6%	40.2%	45.5%	46.1%	40.2%
Multiple	50.0%	44.1%	47.9%	31.9%	42.9%
Asian	45.0%	58.3%	75.0%	76.9%	63.6%
Black	31.8%	33.3%	53.8%	18.8%	28.6%
Native American	0.0%	33.3%	60.0%	40.0%	22.2%
Pacific Islander	57.1%	33.3%	16.7%	42.9%	25.0%
All	46.3%	40.9%	46.5%	44.2%	42.5%

**Funnel Report: New Applicant Headcount by Student Type**  
**Fall 2024 Week Ending 3/31/24 vs. Fall 2025 Week Ending 3/30/25**  
**25 Weeks Before Start of Term**

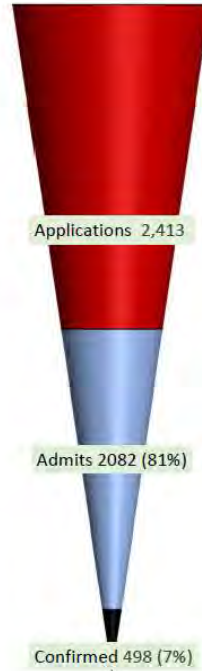
Applications				
Student Type	Fall 2024	Fall 2025	Change	% Change
Freshmen - Resident	1,036	976	-60	-5.8%
Freshmen - Nonresident	960	779	-181	-18.9%
Transfer - Resident	115	145	30	26.1%
Transfer - Nonresident	124	135	11	8.9%
Postbacs/Grads	178	170	-8	-4.5%
<b>Total Apps</b>	<b>2,413</b>	<b>2,205</b>	<b>-208</b>	<b>-8.6%</b>

Admits				
Student Type	Fall 2024	Fall 2025	Change	% Change
Freshmen - Resident	967	906	-61	-6.3%
Freshmen - Nonresident	864	699	-165	-19.1%
Transfer - Resident	78	110	32	41.0%
Transfer - Nonresident	91	84	-7	-7.7%
Postbacs/Grads	82	64	-18	-22.0%
<b>Total</b>	<b>2,082</b>	<b>1,863</b>	<b>-219</b>	<b>-10.5%</b>

Confirmed				
Student Type	Fall 2024	Fall 2025	Change	% Change
Freshmen - Resident	184	280	96	52.2%
Freshmen - Nonresident	149	187	38	25.5%
Transfer - Resident	43	64	21	48.8%
Transfer - Nonresident	40	54	14	35.0%
Postbacs/Grads	82	64	-18	-22.0%
<b>Total</b>	<b>498</b>	<b>649</b>	<b>151</b>	<b>30.3%</b>

Enrolled				
Student Type	Fall 2024	Fall 2025	Change	% Change
Freshmen - Resident	-	-	-	-
Freshmen - Nonresident	-	-	-	-
Transfer - Resident	-	-	-	-
Transfer - Nonresident	-	-	-	-
Postbacs/Grads	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Fall 2024 Total Apps



Fall 2025 Total Apps



# Significant Balance Holds



# Significant Balance Holds

Committed to proactively working with students to resolve account issues early, connect with resources, and help stay on track to graduation—without the stress of significant unpaid balances.







# Why the Change

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**To Support Student Success:** The Bursar's Office and other campus departments shared concerns that large unpaid balances were preventing students from graduating or staying enrolled. This new approach is designed to avoid those challenges.

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**Rising Student Debt:** As of April 1, 2025, SOU currently has almost \$20 million in unpaid student balances. This is not sustainable for students or the university.

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**A Unique Situation in Oregon:** SOU is the only public university in Oregon allowing students to continue taking classes while carrying unpaid balances from prior terms in excess of \$3,000.





# SOU Support of Students

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**Timing of the Hold:** SB Holds are placed on accounts two (2) weeks prior to the start of priority registration, giving time to finalize financial plan before any registration impact.

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**Early Communication:** Students receive email before registration opens to connect with Bursar's Office to discuss options and create a financial plan and/or establish a payment plan if one is not currently in place.

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**Collaboration for On-Campus Students:** If living in University Housing, Housing staff and the Dean of Students Office work together to identify students with SB Holds and connect with Financial Aid, the Bursar's Office, and/or a Benefits Navigator for personalized support.

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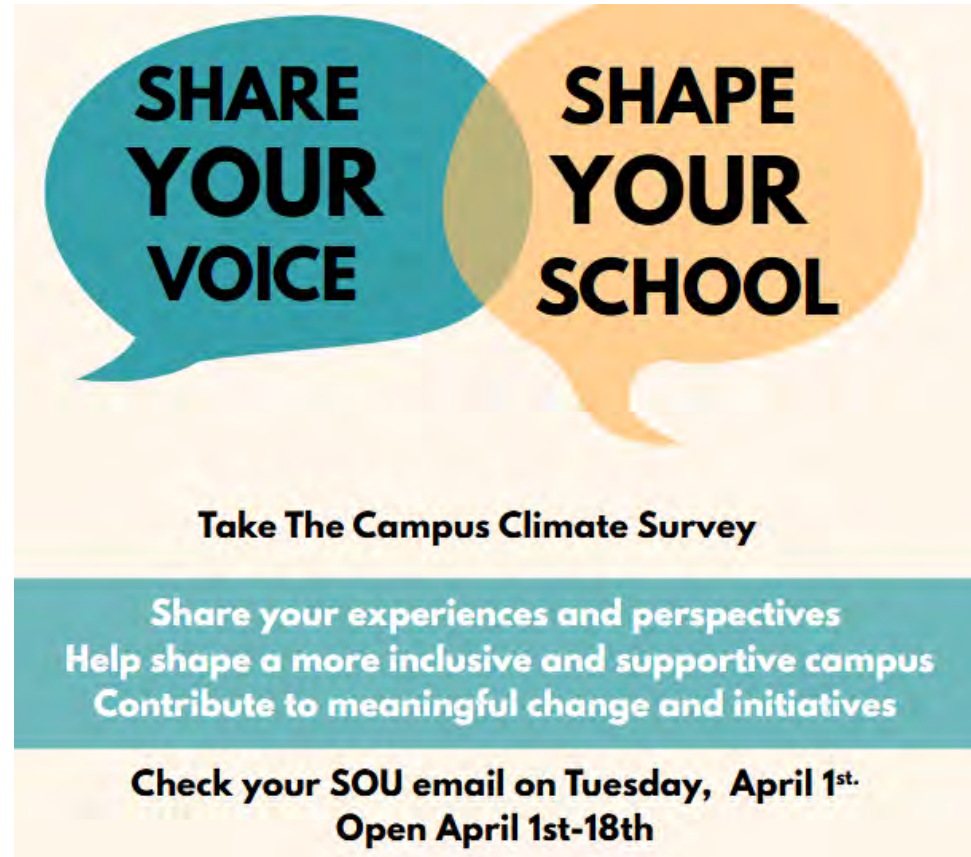
**Support for Student-Athletes:** The Bursar's Office maintains a special list to ensure athletes are supported in coordination with their coaches to resolve any SB Holds.

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**Starting Fall 2025:** Financial Aid will hold workshops for Financial Literacy and Financing Higher Education

# Preliminary Campus Climate Survey Highlights

# Campus Climate Survey



Dr. Daniel DeNeui and Dr. Carrie Vath  
April 17, 2025

# Campus Climate Measures:

## **Benchworks Student Campus Climate, Safety and Sexual Assault Assessment**

Perceptions of the Institution  
Visibility  
Personal Attitudes and Behaviors  
Co-Curricular Environment  
Perceptions of Peers  
Perceptions of Faculty/Staff  
Perceptions of Administration  
Policies  
Campus Accessibility  
Campus Safety  
Sexual Assault  
Campus Training  
Overall Learning  
Overall Satisfaction

## **Benchworks Faculty/Staff Campus Climate, Safety and Sexual Assault Assessment**

Perceptions of Institution  
Campus Environment  
Visibility  
Work Environment  
Perceptions of Faculty  
Perceptions of Staff  
Perceptions of Students  
Perceptions of Administration  
Administrative Policies  
Campus Accessibility  
Campus Safety  
Individual Response to Sexual Assault  
Institutional Response to Sexual  
Assault  
Personal Attitudes and Behaviors  
Overall Perceptions

# Methodology & Participation

## Timeline

Survey open April 1-April 18

## Promotion

- 3/31: Campus wide email from President
- 4/1: Email from Cybersecurity reminding community that the email is “safe”
- 3/31-4/18: Social Media campaigns,
- 4/1-4/18: TV screen campaigns (SU, Hawk and Housing),
- 4/1-4:18: Four requests for participation emails from the survey (Initial, Reminder 1, Reminder 2, and Last Chance)

## Participation (To Date 4/7/2025)

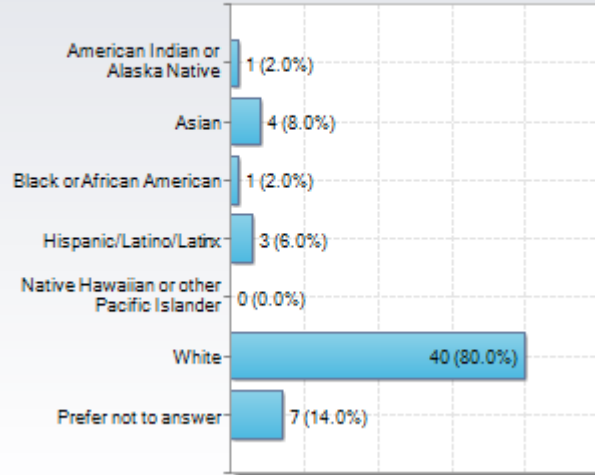
- Student Response Rate = 2%
- Employee Response Rate = 28%

## Spring 2022 Climate Survey(4/4/22-4/17/22)

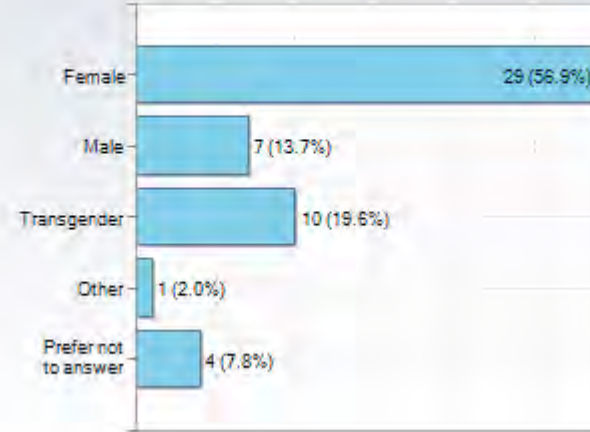
Student Response Rate = 21%  
Faculty Response Rate = 50%  
Staff Response Rate = 53%

# Demographics of Respondents: Students

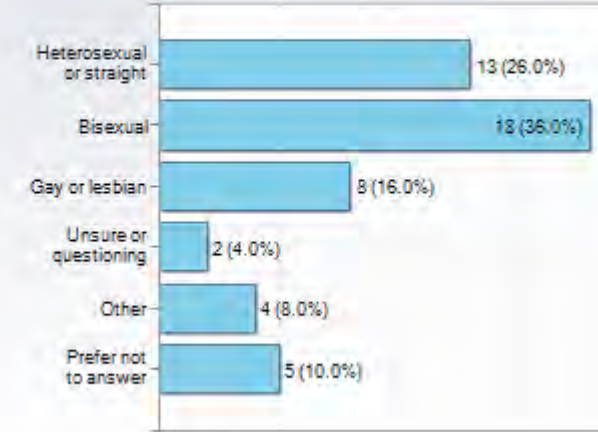
**Q08. What is your Race or Ethnicity (select all that apply)**



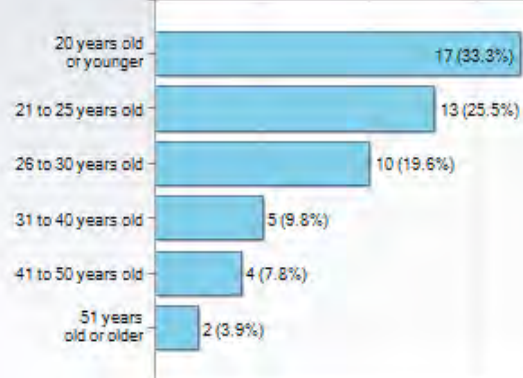
**D094. Personal Characteristics What is your gender?**



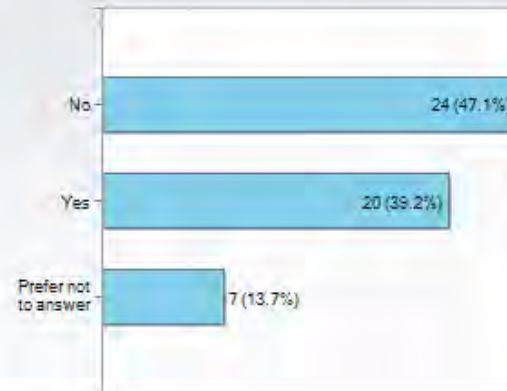
**D095. Personal Characteristics What is your sexual orientation?**



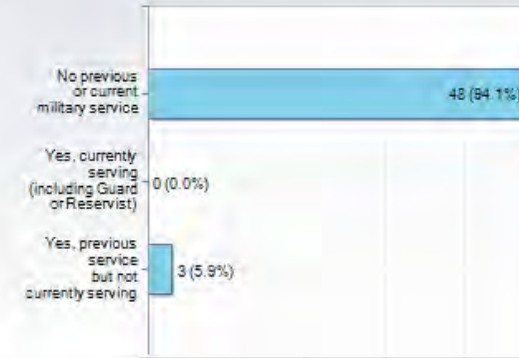
**D100. Personal Characteristics How old are you?**



**D050. Campus Accessibility Do you have a documented or diagnosed disability?**



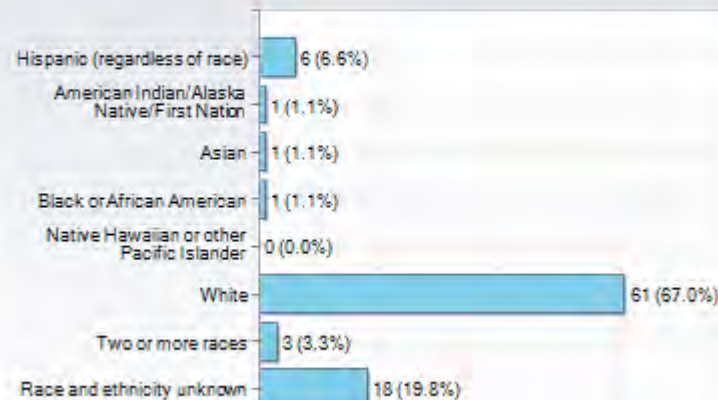
**D103. Personal Characteristics Have you ever served in the Armed Forces of the United States?**



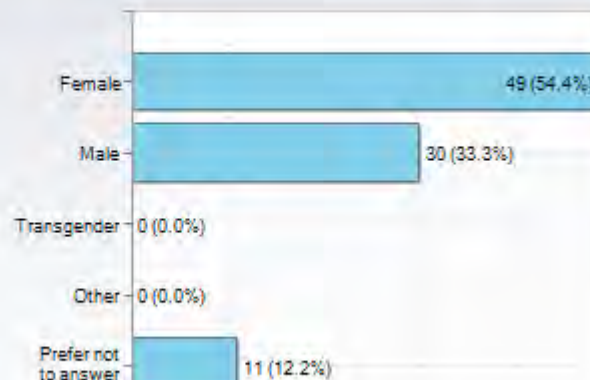


# Demographics of Respondents: Employees

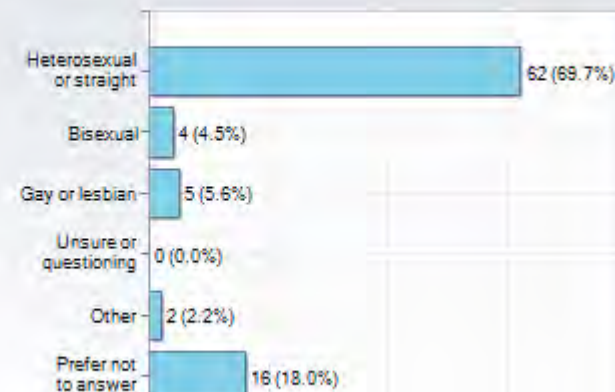
**D096. Personal Characteristics Race/Ethnicity (reporting only)**



**D092. Personal Characteristics What is your gender?**



**D093. Personal Characteristics What is your sexual orientation?**

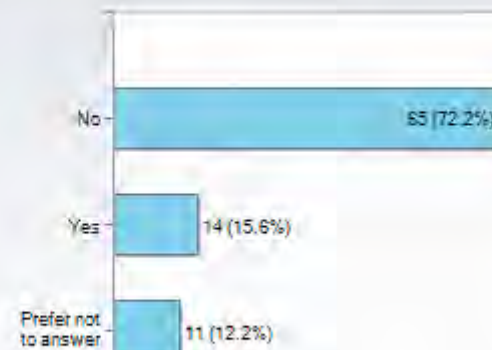


**D101. Personal Characteristics How long have you been employed at Southern Oregon University?**



Answer	N	% of Total
Less than 1 year	10	11.8%
1 to 2 years	13	15.3%
3 to 5 years	18	21.2%
6 to 10 years	20	23.5%
11 to 20 years	18	21.2%
21 to 30 years	4	4.7%
More than 30 years	2	2.4%

**D049. Campus Accessibility Do you have a documented or diagnosed disability?**

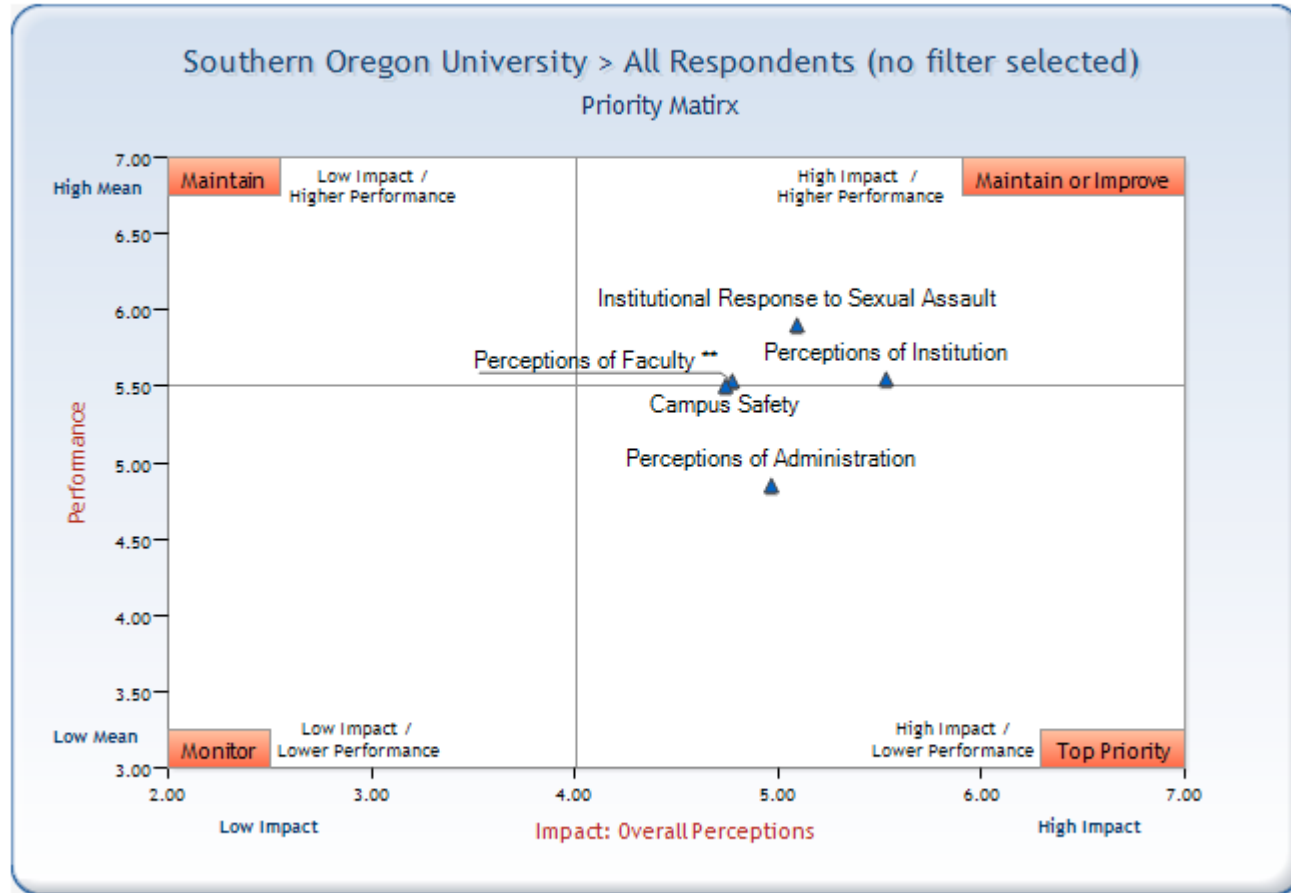


Answer
No
Yes
Prefer not to answer

# Initial Snapshot

**Order:** 54606 > 2024-25 Benchworks Faculty/Staff Campus Climate, Safety, and Sexual Assault Assessment

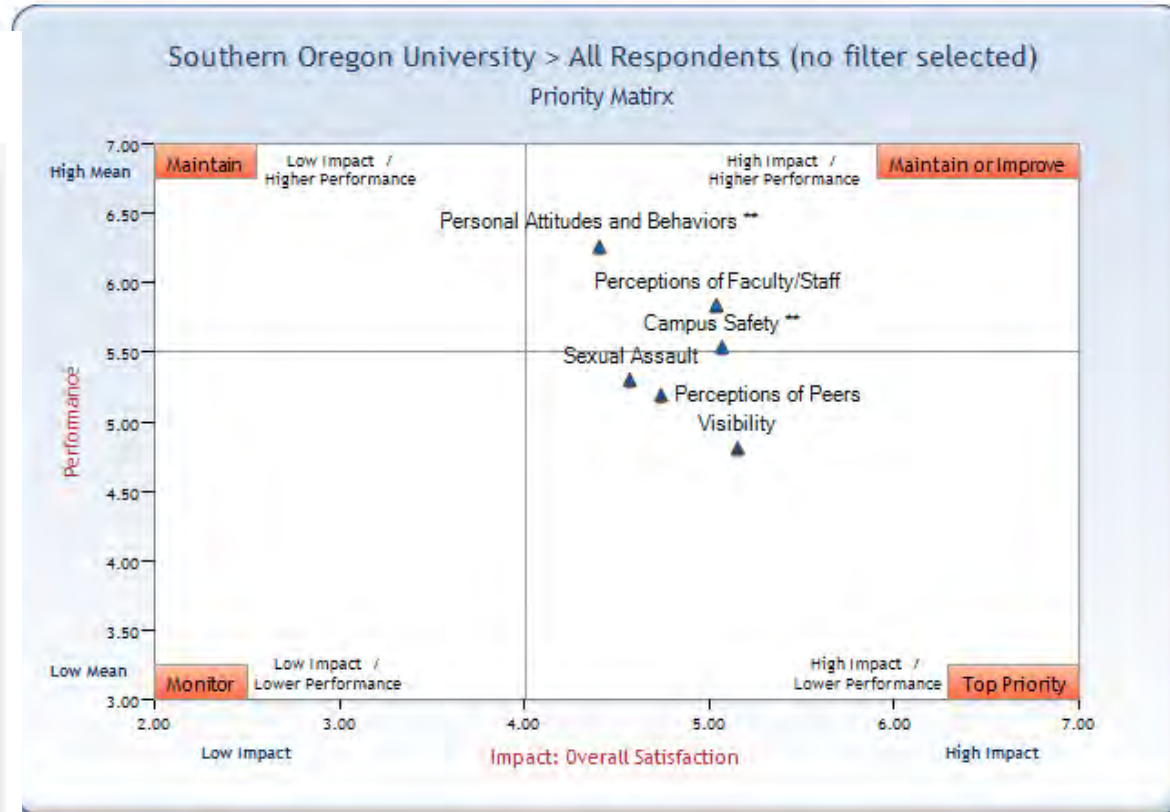
**Population:** Southern Oregon University > All Respondents (no filter selected) **(91 responses)**



\*\* Indicates a negative correlation.

**Order:** 54605 > 2024-25 Student Campus Climate, Safety and Sexual Assault Assessment

**Population:** Southern Oregon University > All Respondents (no filter selected) **(51 responses)**



# Initial Snapshot: Faculty/Staff

	Mean	Std Dev	N	% Responding																
<b>Factor 15 . Overall Perceptions</b>	5.38	1.39	91	100.0 %																
<b>Q082. Overall Perceptions - To what extent do you agree with the following statements? Overall, I am satisfied with my work environment.</b>																				
<p>4.4% 34.1% 61.5%</p> <p>% Responding 1 or 2 % Responding 3, 4 or 5 % Responding 6 or 7</p>																				
<table><tr><td>Key Text</td><td>N (%N)</td></tr><tr><td>(1) Strongly disagree</td><td>2 (2.2%)</td></tr><tr><td>(2)</td><td>2 (2.2%)</td></tr><tr><td>(3)</td><td>6 (6.6%)</td></tr><tr><td>(4) Neutral</td><td>10 (11%)</td></tr><tr><td>(5)</td><td>15 (16.5%)</td></tr><tr><td>(6)</td><td>27 (29.7%)</td></tr><tr><td>(7) Strongly agree</td><td>29 (31.9%)</td></tr></table>					Key Text	N (%N)	(1) Strongly disagree	2 (2.2%)	(2)	2 (2.2%)	(3)	6 (6.6%)	(4) Neutral	10 (11%)	(5)	15 (16.5%)	(6)	27 (29.7%)	(7) Strongly agree	29 (31.9%)
Key Text	N (%N)																			
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(7) Strongly agree	29 (31.9%)																			
<table><tr><td>% Resp = 100.0%</td></tr><tr><td>N = 91</td></tr><tr><td>Mean = 5.54</td></tr><tr><td>Std Dev = 1.48</td></tr></table>					% Resp = 100.0%	N = 91	Mean = 5.54	Std Dev = 1.48												
% Resp = 100.0%																				
N = 91																				
Mean = 5.54																				
Std Dev = 1.48																				
<b>Q083. Overall Perceptions - To what extent do you agree with the following statements? I would recommend working at Southern Oregon University to a close friend.</b>																				
<p>12.2% 34.4% 53.3%</p> <p>% Responding 1 or 2 % Responding 3, 4 or 5 % Responding 6 or 7</p>																				
<table><tr><td>Key Text</td><td>N (%N)</td></tr><tr><td>(1) Strongly disagree</td><td>5 (5.6%)</td></tr><tr><td>(2)</td><td>6 (6.7%)</td></tr><tr><td>(3)</td><td>9 (10%)</td></tr><tr><td>(4) Neutral</td><td>11 (12.2%)</td></tr><tr><td>(5)</td><td>11 (12.2%)</td></tr><tr><td>(6)</td><td>21 (23.3%)</td></tr><tr><td>(7) Strongly agree</td><td>27 (30%)</td></tr></table>					Key Text	N (%N)	(1) Strongly disagree	5 (5.6%)	(2)	6 (6.7%)	(3)	9 (10%)	(4) Neutral	11 (12.2%)	(5)	11 (12.2%)	(6)	21 (23.3%)	(7) Strongly agree	27 (30%)
Key Text	N (%N)																			
(1) Strongly disagree	5 (5.6%)																			
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(7) Strongly agree	27 (30%)																			
<table><tr><td>% Resp = 98.9%</td></tr><tr><td>N = 90</td></tr><tr><td>Mean = 5.09</td></tr><tr><td>Std Dev = 1.85</td></tr></table>					% Resp = 98.9%	N = 90	Mean = 5.09	Std Dev = 1.85												
% Resp = 98.9%																				
N = 90																				
Mean = 5.09																				
Std Dev = 1.85																				
<b>Q088. Overall Perceptions - To what extent do you agree with the following statements? I belong at Southern Oregon University.</b>																				
<p>3.4% 38.2% 58.4%</p> <p>% Responding 1 or 2 % Responding 3, 4 or 5 % Responding 6 or 7</p>																				
<table><tr><td>Key Text</td><td>N (%N)</td></tr><tr><td>(1) Strongly disagree</td><td>1 (1.1%)</td></tr><tr><td>(2)</td><td>2 (2.2%)</td></tr><tr><td>(3)</td><td>7 (7.9%)</td></tr><tr><td>(4) Neutral</td><td>13 (14.6%)</td></tr><tr><td>(5)</td><td>14 (15.7%)</td></tr><tr><td>(6)</td><td>22 (24.7%)</td></tr><tr><td>(7) Strongly agree</td><td>30 (33.7%)</td></tr></table>					Key Text	N (%N)	(1) Strongly disagree	1 (1.1%)	(2)	2 (2.2%)	(3)	7 (7.9%)	(4) Neutral	13 (14.6%)	(5)	14 (15.7%)	(6)	22 (24.7%)	(7) Strongly agree	30 (33.7%)
Key Text	N (%N)																			
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(7) Strongly agree	30 (33.7%)																			
<table><tr><td>% Resp = 97.8%</td></tr><tr><td>N = 89</td></tr><tr><td>Mean = 5.51</td></tr><tr><td>Std Dev = 1.48</td></tr></table>					% Resp = 97.8%	N = 89	Mean = 5.51	Std Dev = 1.48												
% Resp = 97.8%																				
N = 89																				
Mean = 5.51																				
Std Dev = 1.48																				



# Initial Snapshot Students

	Mean	Std Dev	N	% Responding																				
<b>Factor 14 . Overall Satisfaction</b>	5.10	1.33	51	100.0 %																				
Q084. Overall Satisfaction - To what extent do you agree with the following statements? Overall, I am satisfied with my experience at Southern Oregon University.																								
<p>7.8% 43.1% 49%</p> <p>% Responding 1 or 2 % Responding 3, 4 or 5 % Responding 6 or 7</p>		<table><tr><th>Key Text</th><th>N (%N)</th></tr><tr><td>(1) Strongly disagree</td><td>1 (2%)</td></tr><tr><td>(2)</td><td>3 (5.9%)</td></tr><tr><td>(3)</td><td>5 (9.8%)</td></tr><tr><td>(4) Neutral</td><td>8 (15.7%)</td></tr><tr><td>(5)</td><td>9 (17.6%)</td></tr><tr><td>(6)</td><td>16 (31.4%)</td></tr><tr><td>(7) Strongly agree</td><td>9 (17.6%)</td></tr></table>	Key Text	N (%N)	(1) Strongly disagree	1 (2%)	(2)	3 (5.9%)	(3)	5 (9.8%)	(4) Neutral	8 (15.7%)	(5)	9 (17.6%)	(6)	16 (31.4%)	(7) Strongly agree	9 (17.6%)	<table><tr><td>% Resp = 100.0%</td></tr><tr><td>N = 51</td></tr><tr><td>Mean = 5.06</td></tr><tr><td>Std Dev = 1.55</td></tr></table>		% Resp = 100.0%	N = 51	Mean = 5.06	Std Dev = 1.55
Key Text	N (%N)																							
(1) Strongly disagree	1 (2%)																							
(2)	3 (5.9%)																							
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Q085. Overall Satisfaction - To what extent do you agree with the following statements? I belong at Southern Oregon University.																								
<p>7.8% 43.1% 49%</p> <p>% Responding 1 or 2 % Responding 3, 4 or 5 % Responding 6 or 7</p>		<table><tr><th>Key Text</th><th>N (%N)</th></tr><tr><td>(1) Strongly disagree</td><td>0 (0%)</td></tr><tr><td>(2)</td><td>4 (7.8%)</td></tr><tr><td>(3)</td><td>6 (11.8%)</td></tr><tr><td>(4) Neutral</td><td>8 (15.7%)</td></tr><tr><td>(5)</td><td>8 (15.7%)</td></tr><tr><td>(6)</td><td>14 (27.5%)</td></tr><tr><td>(7) Strongly agree</td><td>11 (21.6%)</td></tr></table>	Key Text	N (%N)	(1) Strongly disagree	0 (0%)	(2)	4 (7.8%)	(3)	6 (11.8%)	(4) Neutral	8 (15.7%)	(5)	8 (15.7%)	(6)	14 (27.5%)	(7) Strongly agree	11 (21.6%)	<table><tr><td>% Resp = 100.0%</td></tr><tr><td>N = 51</td></tr><tr><td>Mean = 5.08</td></tr><tr><td>Std Dev = 1.57</td></tr></table>		% Resp = 100.0%	N = 51	Mean = 5.08	Std Dev = 1.57
Key Text	N (%N)																							
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% Resp = 100.0%																								
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Q086. Overall Satisfaction - To what extent do you agree with the following statements? I would recommend Southern Oregon University to a friend.																								
<p>12% 42% 46%</p> <p>% Responding 1 or 2 % Responding 3, 4 or 5 % Responding 6 or 7</p>		<table><tr><th>Key Text</th><th>N (%N)</th></tr><tr><td>(1) Strongly disagree</td><td>4 (8%)</td></tr><tr><td>(2)</td><td>2 (4%)</td></tr><tr><td>(3)</td><td>8 (16%)</td></tr><tr><td>(4) Neutral</td><td>4 (8%)</td></tr><tr><td>(5)</td><td>9 (18%)</td></tr><tr><td>(6)</td><td>10 (20%)</td></tr><tr><td>(7) Strongly agree</td><td>13 (26%)</td></tr></table>	Key Text	N (%N)	(1) Strongly disagree	4 (8%)	(2)	2 (4%)	(3)	8 (16%)	(4) Neutral	4 (8%)	(5)	9 (18%)	(6)	10 (20%)	(7) Strongly agree	13 (26%)	<table><tr><td>% Resp = 98.0%</td></tr><tr><td>N = 50</td></tr><tr><td>Mean = 4.88</td></tr><tr><td>Std Dev = 1.89</td></tr></table>		% Resp = 98.0%	N = 50	Mean = 4.88	Std Dev = 1.89
Key Text	N (%N)																							
(1) Strongly disagree	4 (8%)																							
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% Resp = 98.0%																								
N = 50																								
Mean = 4.88																								
Std Dev = 1.89																								
Q087. Overall Satisfaction - To what extent do you agree with the following statements? I feel accepted by students at Southern Oregon University.																								
<p>6% 38% 56%</p> <p>% Responding 1 or 2 % Responding 3, 4 or 5 % Responding 6 or 7</p>		<table><tr><th>Key Text</th><th>N (%N)</th></tr><tr><td>(1) Strongly disagree</td><td>0 (0%)</td></tr><tr><td>(2)</td><td>3 (6%)</td></tr><tr><td>(3)</td><td>4 (8%)</td></tr><tr><td>(4) Neutral</td><td>7 (14%)</td></tr><tr><td>(5)</td><td>8 (16%)</td></tr><tr><td>(6)</td><td>14 (28%)</td></tr><tr><td>(7) Strongly agree</td><td>14 (28%)</td></tr></table>	Key Text	N (%N)	(1) Strongly disagree	0 (0%)	(2)	3 (6%)	(3)	4 (8%)	(4) Neutral	7 (14%)	(5)	8 (16%)	(6)	14 (28%)	(7) Strongly agree	14 (28%)	<table><tr><td>% Resp = 98.0%</td></tr><tr><td>N = 50</td></tr><tr><td>Mean = 5.36</td></tr><tr><td>Std Dev = 1.51</td></tr></table>		% Resp = 98.0%	N = 50	Mean = 5.36	Std Dev = 1.51
Key Text	N (%N)																							
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Q088. Overall Satisfaction - To what extent do you agree with the following statements? I feel valued by students at Southern Oregon University.																								
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# Questions?

# Highlighting Student Achievements: The Agency



# THE AGENCY

# THE AGENCY

At The Agency, we believe in the power of hands-on experience to shape the next generation of designers. As a student-led design studio at Southern Oregon University, our mission is to bridge the gap between academic knowledge and real-world application. By working on actual projects with local clients and within the university system, we provide students with invaluable opportunities to hone their skills, create impressive portfolios, and prepare for successful careers in the competitive creative industries. Join us as we craft innovative solutions that make a lasting impact.



# **Overview of Proposed Tuition and Fees for AY 2025-26**



# Tuition Advisory Council Report

## April 2025

# Thank You, Council Members!

## **Students:**

Kayla Gaches

Fiala Noyes

Michael Stilson

Dylan Straley

## **Faculty:**

Derek Keller

Erika Knotts

## **Administrators:**

Stephanie Hanigan



# TAC Charge

Advising on all matters that pertain to the cost of attendance at the University:

- Undergraduate and graduate tuition
- Mandatory fees
- Non-mandatory fees (such as housing costs and non-instruction related course fees)
- Structure of tuition (including, for example, differential tuition levels or comprehensive graduate program rates)
- Promote communication and engagement about tuition with SOU Community

# Final Model Assumptions

- SSCM set to Governor's Recommended Budget (GRB)
  - Updated SSCM Model runs added nominal revenues from March
- Enrollment locked to -3% overall SCH
  - Carefully monitoring Fall confirms and funnel
- Expenses remain unchanged from prior modeling
- Max 5% composite increase

# AY 2025-26 Tuition Recommendation

	CURRENT AY	PROPOSED	Academic Year 2025-26 (FY26)				
Undergraduate Tuition Rate per SCH	2024-25	Res: 5.39% Non-Res: 4.99%	% Change from Prior AY	Difference Per SCH	Difference Per Term @ 15 SCH	Difference Per AY @ 45 SCH	Annual Tuition Cost
01-WUE SCH	\$339	\$357.00	5.31%	\$18.00	\$270.00	\$810.00	\$16,065.00
02-UG Resident SCH (incl. EXRES)	\$226	\$238.19	5.39%	\$12.19	\$182.85	\$548.55	\$10,719.00
02.2-UG JackJo Pledge	\$168	\$177.00	5.36%	\$9.00	\$135.00	\$405.00	\$7,965.00
03-UG Non Resident SCH	\$651	\$683	4.92%	\$32.00	\$480.00	\$1,440.00	\$30,735.00
04.2-UG Online SCH NON-RES	\$339	\$356	5.01%	\$17.00	\$255.00	\$765.00	\$16,020.00
04.3-UG Online SCH WUE	\$339	\$357	5.31%	\$18.00	\$270.00	\$810.00	\$16,065.00
Graduate Tuition Rate per SCH		Res: 4.99% Non-Res: 4.99%	% Change from Prior AY	Difference Per SCH	Difference Per Term @ 12 SCH	Difference Per AY @ 36 SCH	Annual Tuition Cost
05-GR Resident SCH (incl. EXRES)	\$566	\$594	4.95%	\$28.00	\$336.00	\$1,008.00	\$21,384.00
06-GR Non Resident SCH	\$667	\$700	4.99%	\$33.28	\$399.39	\$1,198.17	\$25,210.00
07.0-GR AP MBA Online SCH	\$430	\$430	0.00%	\$0.00	\$0.00	\$0.00	\$15,480.00
07.2-GR Online SCH NON-RES	\$566	\$594	4.99%	\$28.24	\$338.92	\$1,016.76	\$21,393.00
07.3-GR AP MS.Ed Online SCH	\$369	\$369	0.00%	\$0.00	\$0.00	\$0.00	\$13,284.00
08-GR - MEDU SCH	\$462	\$462	0.00%	\$0.00	\$0.00	\$0.00	\$16,632.00
Other Categories Tuition Rate per SCH		4.99%	% Change from Prior AY	Difference Per SCH	Difference Per Term @ 15 SCH	Difference Per AY @ 45 SCH	Annual Tuition Cost
09-Staff	\$67	\$71	5.97%	\$4.00	\$60.00	\$180.00	\$3,195.00
10-Waived Tuition SCH	\$0	\$0	0.00%	\$0.00	\$0.00	\$0.00	\$0.00
11-Course Based Tuition SCH	\$127	\$133	4.72%	\$6.00	\$90.00	\$270.00	\$5,985.00
12-Adv Southern Credit SCH	\$56	\$59	5.36%	\$3.00	\$45.00	\$135.00	\$2,655.00
13-Early Entry Credit SCH	\$113.00	\$119	5.31%	\$6.00	\$90.00	\$270.00	\$5,355.00

# Proposed Resident Undergraduate Cost of Attendance for AY 2025-26

Tuition	Current per Term	Current Per AY	Proposed per Term @15 SCH	Proposed Per AY	\$ ▲ Per Term / Per Credit	\$ ▲ per AY	% ▲
Resident Undergrad	\$3,390	\$10,170	\$3,572.85	\$10,718.55	\$12.19	\$548.55	5.39%
Mandatory Enrollment & Incidental Fees							
Student Incidental & Green Tag	\$444	\$1,332	\$470.00	\$1,410.00	\$26.00	\$78.00	5.86%
Student Rec Center	\$118	\$354	\$118.00	\$354.00	\$0.00	\$0.00	0.00%
Student Health Services	\$187	\$561	\$187.00	\$561.00	\$0.00	\$0.00	0.00%
Building Debt-Service Fee	\$52	\$156	\$52.00	\$156.00	\$0.00	\$0.00	0.00%
Technology Services Fee	\$32.75	\$98	\$32.75	\$98.25	\$0.00	\$0.00	0.00%
Composite Fees:	\$833.75	\$2,501	\$859.75	\$2,579.25	\$26.00	\$78.00	3.12%
Composite Tuition and All Fees:	\$4,224	\$12,671	\$4,432.60	\$13,297.80	\$38.19	\$626.55	4.94%
HECC - Tuition & Mandatory Enrollment Fees:	\$3,662	\$10,985	\$3,845	\$11,534	Academic Year % Change:		4.99%
Housing/Meals							
Shasta Double	\$3,449	\$10,346	\$3,587	\$9,657	\$230	\$0	4.00%
Red Plan	\$2,184	\$6,552	\$2,271	\$6,300	\$50	\$150	4.00%
Composite Housing/Meals Change:	\$5,633	\$16,898	\$5,858	\$17,574	\$280	\$839	4.00%
Cost of Attendance*							
Resident Undergrad	\$9,857	\$29,570	\$10,291	\$30,872	\$318	\$1,466	4.40%

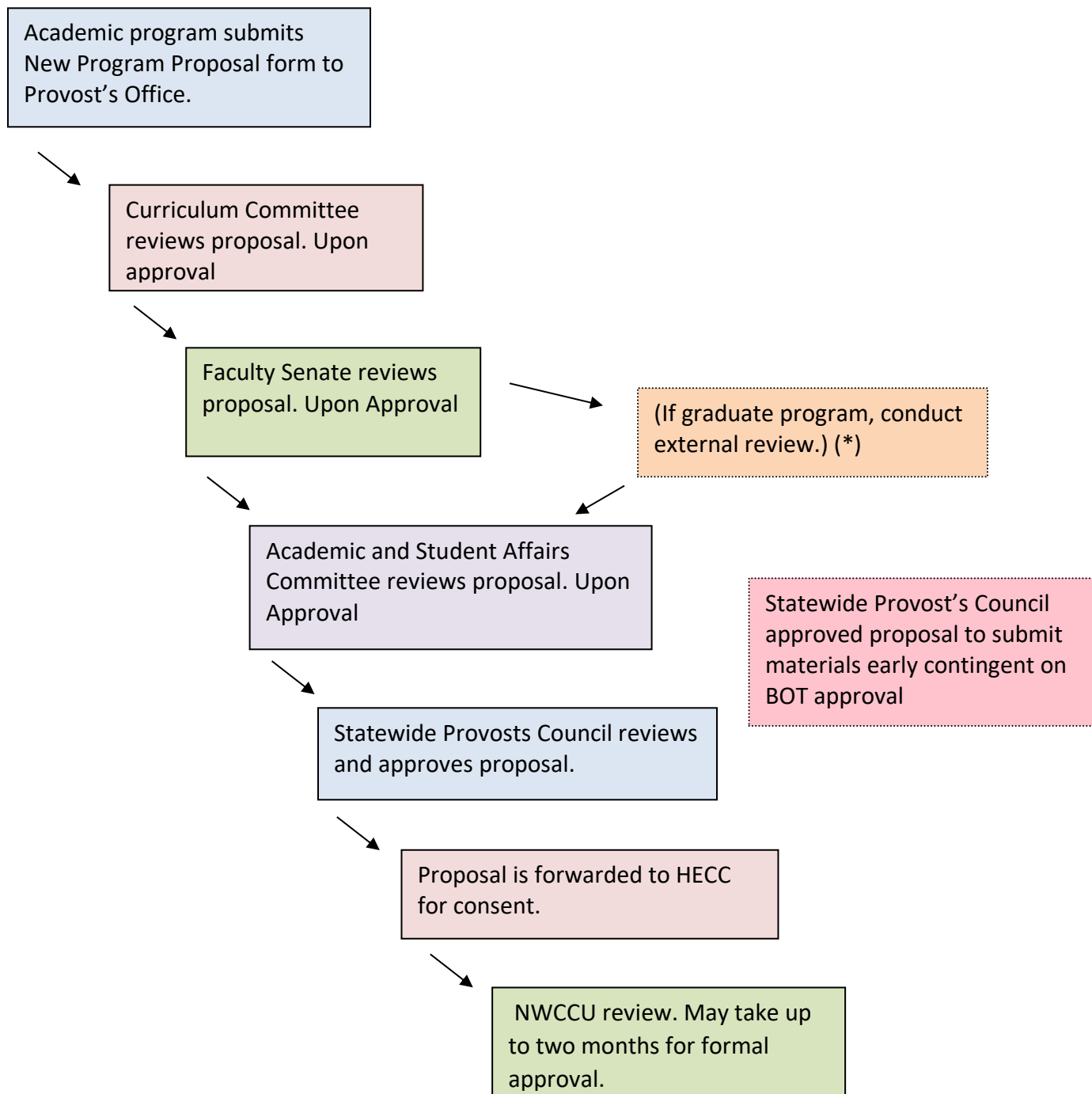
Note: All figures rounded to nearest whole dollar

\*Excludes course fees, books, and other special fees or charges required for specific enrollment situations.

# **New Academic Programs Approval Process (Action)**

## New Academic Program Approval

Deadline: Preferred July, 28<sup>th</sup>. These steps are provided to give a general sense of the full timeline for program approval.



\*Because of the external review requirement, graduate program proposals should allow significantly more time for approval.



**Southern Oregon University**  
**Proposed Amendment to New Academic Programs Process**

**Rationale and current. process:**

All new SOU programs (majors and certificates) must receive approval from the SOU Board of Trustees, Statewide Provost's Council (SPC), and the Higher Education Coordinating Commission. Each of these entities has deadlines for materials to be submitted in advance of their periodic meetings. Because of these submission deadlines, and/or the date of the meetings in which action is taken on these new program proposals, programs are often approved just after the deadline for submission of materials at the next step. The proposed change described below will provide additional flexibility in the overall approval process.

**Proposed change:**

To meet the various meeting deadlines in a more timely manner including the SOU Board of Trustees (BOT), Statewide Provost's Council (SPC), and the Higher Education Coordinating Commission, the Provost's Office discussed the following procedural change at the January 2025 Academic and Student Affairs meeting. All new Majors and Certificates will be submitted concurrently to the SOU's Academic and Student Affairs Committee of the Board of Trustees, to which, authority has been delegated for program approvals, as well as to the SPC at the same time so that both groups may work on a parallel path instead of consecutively, as the meeting dates of these groups may sometimes be separated by many months. The SPC has agreed to receive these proposals early and that they will all be labeled "pending, subject SOU BOT approval." Any programs not approved by the BOT will be pulled from the SPC agenda.

# Update on the Prospective Funding of SOU Certificates

# Student Core Information System Replacement Project (CISR) Report

# Workday Student



# Anticipated Transition Timeline

## Fall 2025

### Phase 1 Shift Admissions

**Begin accommodating applicants for Fall 2026 in Workday**

#### Includes:

- *Programs of study*
- Catalog
- Academic calendars
- Financial Aid for students starting Fall 2026

## Spring 2026

### Phase 2 Shift Academics

**Move all academic processes to Workday in preparation for Fall 2026**

#### Includes:

- Academic records
- *Advising and registration*
- *Overrides*
- New student onboarding

## Summer 2026

### Phase 3 Shift Billing & Payment

**Manage accounting for Fall 2026 in Workday (spring and summer will still occur in Banner)**

#### Includes:

- Billing
- Payments
- All accounting for Fall 2026

## Fall 2026

### Phase 4 Complete Transition

**Solidify Workday as single source of truth for all student data, ensuring accuracy, consistency, and efficiency**

#### Includes:

- *Grades*
- Refunds
- Transcripts
- Graduation



# Change Management Plan

## **Campus Communication & Engagement**

- Leadership involvement, visit key campus groups, newsletters, website, all campus communication

## **Campus Outreach**

- Faculty Advisory Group, CISR Connect (staff), student focus groups, testing recruitment

## **Training and Support**

- Live sessions, recordings, training guides, support, and updates





# Sneak Peek: The Student Experience

## Self Service Features

- Students can update personal info, track academic milestones, and request transcripts

## User-Friendly Interface

- Modern, intuitive design makes it easy to navigate and complete tasks efficiently
- Everyone has real-time access to student information and reports
- Students can register for courses, check grades, and manage their progress from any device

## Transformed Financial Aid

- Students can manage tuition payments, financial aid, and scholarships in one place
- Workday vastly reduces manual processes, eliminating need for paper forms
- Benefits packaging is faster (especially for summer term!) and more accurate



Personal notices, tasks, & profile

Good Afternoon, Alexandre Manette

Dashboard for student apps

It's Wednesday, February 26, 2025

### Awaiting Your Action

You're all caught up on your tasks.

### Timely Suggestions



#### Registration Appointment Starting Soon

Prepare to register for Summer Term 2025 courses on 03/09/2025 at 9:45 AM PDT

[Find Course Sections](#)

Quick access to pending tasks and helpful suggestions

### Your Top Apps



Academics



Finances

 [View All Apps](#)

Faculty/staff view  
(security controlled)



Alexandre Manette  
(A1111112)

Student | Southern Oregon University

Actions

Make  
changes

### Account Activity

0.00

Total Account Balance

0.00

Due Now

View Statement

[View Details](#)

### Housing Assignment

Current Housing Status

Off Campus

### Student Information

Universal Id

▼ Southern Oregon

Student Status

Active

Academic Level

[Undergraduate](#)

Class Standing

Freshman

Academic Unit

[Biology Department](#)

Primary Program of Study

[Biology BS Major](#)

Access  
student profile  
& details



Summary



Personal



Contact



Academics



Student Financials



Financial Aid



History



Action Items and Holds



**Alexandre Manette**  
(A11111112)

Student | Southern Oregon University

Actions

Actions

- Academic Record >
- Action Items >
- Admissions >
- Advising >
- Athletics >
- Engagement >
- Financial Aid >
- Financials >
- History >
- Personal Data >
- Residency >

**Student Information**

Universal Id

A11111112

**Account Activity**

0.00

Total Account Balance

0.00

Due Now

**Student**

Alexandre Manette

Action menu

Universal Id A11111112

**Southern Oregon**

Academic Records 1 item

Academic Record	Academic Unit	Active Programs of Study
	Biology Department	Biology BS Major



# Alexandre Manette (A1111112)

Student | Southern Oregon University

Actions



Summary



Personal



Contact



Academics



Student Financials



Financial Aid



History



Action Items and Holds



Student History

Event History

Additional Data

Actions taken

9 items



Date	Category	Action	Details
11/13/2024 06:38 PM	Hold	Hold Applied	Apply: Registration Add - Final Documents Needed
11/13/2024 06:09 PM	Hold	Hold Applied	Apply: Full Registration - Undeclared Major
09/19/2024 12:58 PM	Admissions	Stage Progression	Student
09/19/2024 12:57 PM	Admissions	Admission Decision - Admit	Alexandre Manette (A1111112) (applying for: Biology BS Major)
09/19/2024 12:57 PM	Admissions	Review Status - Complete	Alexandre Manette (A1111112) (applying for: Biology BS Major)
09/19/2024 12:54 PM	Student Recruiting	Created Recruitment	Alexandre Manette



# Alexandre Manette (A11111112)

Student | Southern Oregon University

Actions



Summary



Personal



Contact



Academics



Student Financials



Financial Aid



History



Action Items and Holds

Student History

Event History

Additional Data

Processes applied

View All

No Filters Applied

Saved Filters

select one



11 items



Business Process	Functional Area(s)	Effective Date	Initiated On	Initiated By	Status
Apply: Registration Add - Final Documents Needed	Action Items and Holds		11/13/2024 06:38:17.381 PM	Shawn McCann	Successful
Apply: Full Registration - Undeclared Major	Action Items and Holds		11/13/2024 06:09:46.356 PM	Shawn McCann	Successful
Student Onboarding: Alexandre Manette (A11111112) - Biology Department/Undergraduate (BS) - 09/23/2020 - Active	Student Records		09/19/2024 12:58:59.094 PM	Shawn McCann	Successful
Student Application Decision Event: Alexandre Manette (A11111112) (applying for: Biology BS Major)	Admissions		09/19/2024 12:57:00.736 PM	Shawn McCann	Successful
<a href="#">Event: Southern Oregon University group for STUDENT APPLICATION DATA LOA</a>	Student Recruiting		09/19/2024 12:54:31.721 PM	Shawn McCann	Successful





Alexandre Manette  
(A11111112)

Student | Southern Oregon University

Actions



Summary



Personal



Contact



Academics



Student Financials



Financial Aid



History



Action Items and Holds

Overview

Current Classes

Plan

Academic History

Academic Progress

More ▾

▾ Biology Department/Undergraduate (Biology BS Major)

Student Alexandre Manette (A11111112)

Institution Southern Oregon University

Educational Objective 1 item



Program of Study	Declare Date	Expected Completion	Status	Primary	
Biology BS Major	09/23/2020	06/14/2024	In Progress	Yes	<a href="#">Request</a>

# Thanks for Your Support!



[Workday Wins](https://sou.edu/cisr)  
[Workday Website](https://sou.edu/cisr)  
([sou.edu/cisr](https://sou.edu/cisr))

# Future Meetings

# Adjournment