

Trustees Attending: Melinda Bratsch-Horsager
Karen Fraser
Fred Goldberg
Irene Gonzales
David Nicandri
Miguel Pérez-Gibson
Ed Zuckerman

Trustees Absent: Monica Alexander

Staff Present: George Bridges, President
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees
Amanda Walker, Vice President for Advancement and Executive Director of The Evergreen State College Foundation

Others Present: Dennis Karras, Karras Consulting
Marissa Karras, Karras Consulting
Dawn Leopardo, Staff Representative to the Board of Trustees
Aileen Miller, Assistant Attorney General
Paul Przybylowicz, Faculty Representative to the Board of Trustees

In accordance with Governor Inslee's Proclamation 20-28, and to curtail the spread of COVID-19, this meeting took place via Zoom. All participated remotely.

Chair Karen Fraser called the meeting to order at 9:00 a.m. Secretary Pérez-Gibson confirmed a quorum.

Chair's opening remarks

Chair Karen Fraser thanked everyone for their participation in the presidential search and gave a brief overview of the meeting.

President's report and agenda overview

President George Bridges expressed gratitude for the resilience and dedication to students, faculty and staff in adapting to COVID-19 and the continued work. We have found solutions and it has been a successful year despite the challenges.

President Bridges Congratulated Abby Kelso and Jeremy Mohn for enabling the Foundation Board in creating a new advocacy group of alumni.

President Bridges congratulated Vice President for Advancement Amanda Walker for recently, successfully, defending her dissertation. Vice President Walker responded that she is very grateful for all the support she has received.

Public comment

Executive Associate and Secretary to the Board of Trustees Susan Harris announced that no one had signed up for public comment for today's meeting.

Presidential searchPresidential Search Prospectus

Chair Fraser shared that today is a major milestone for the progress of the presidential search. She acknowledged the Advisory committee members and Presidential Search Committee members attending the meeting. Advisory Committee members in attendance included Oscar Soule, Dawn Barron, Ed Zuckerman, Melinda Bratsch-Horsager, Paul Rudnick, Tony Perez, and Jeannette Smith. Presidential Search Committee members in attendance included Karen Fraser, Dave Nicandri, Fred Goldberg, and Correan Barker.

Chair Karen Fraser thanked all those involved in the development of the Presidential Search Prospectus with special thanks to Search Advisory Committee Co-chairs Trustee Ed Zuckerman and and Director of Native Pathways Program and Faculty member Dawn Barron and the Search Committee Co-Vice-Chairs Faculty Member Doreen Swetkis and Trustee David Nicandri. Chair Fraser also thanked the staff supporting the search, Executive Associate to the President and Secretary to the Board of Trustees Susan Harris, Special Assistant to the Presidential Search Andrew Beattie, and consultants Dennis and Marissa Karras. In addition, gratitude was given to the Senior Leadership Team, College Relations Marketing team, and Vice President for College Relations Sandra Kaiser. Chair Fraser shared that this was a true community process.

Chair Fraser opened up the meeting for discussion.

Secretary Miguel Pérez-Gibson acknowledged that this was an extensive piece of work and affirmed the broad support in developing the document. Many people were involved and this is a community effort. The prospectus includes qualifications, addressed management competencies, interpersonal competencies, personal characteristics, and leadership competencies. The document does a good job addressing who we are and what we stand for.

Trustee Ed Zuckerman noted that he received a letter of thanks for his work co-leading the advisory committee, noting that he appreciated the acknowledgement. He shared that the document is beautiful, impressive, and affirming of the advisory committee's work. He shared a suggestion to move the placement of the job description to earlier in the document. Consultant Dennis Karras responded that a separate position description is in development that will be shared with interested candidates. It was noted that the document includes a table of contents for those that would like to look at job duties prior to reading through the entire document.

Vice-Chair Fred Goldberg shared that the Advisory Committee was a new process and believes this was important, broadly consultative work. It did however slow the process and encouraged the Board to move swiftly ahead with the process.

Trustee Melinda Bratsch-Horsager acknowledged the significant work and hours invested to create the prospectus. She shared concerns with the lack of the term 'student-centered' throughout document. She also questioned the use of the phrase "terminal degree is preferred, but not required". Dennis Karras responded that originally the phrase included the term Ph.D., however there was a preference to

use the word terminal degree as not all fields have the option of a Ph.D. Terminal degree would be the top degree in a particular field.

Secretary Miguel Pérez-Gibson suggested we reset what are we approving today, an in-depth recruitment announcement, encouraging the Board to move forward as it is within the Board's responsibilities to recruit the institution's president

Trustee David Nicandri noted that the prospectus has indeed done justice to the foundational work of the Advisory Committee. He noted that if there was ever to deeply think about the institution, this was the time for the College and leadership to do so. The document mentions the possible name change to 'Evergreen State University', which Trustee Nicandri noted had not been decided. By adopting this language, he expressed a concern that the Board may be interpreted as committing to the change, when in fact the Board is open but not yet committed to it. He added that the Board should take care to ensure the language does not suggest a tacit agreement. Trustee Nicandri specifically requested that this be reflected in the minutes. In addition, he supports the addition of phrase student-centered and provided a suggestion as to where to include the term. Secretary Miguel Pérez-Gibson also shared suggestions on location of adding "student-centered" terminology.

Trustee Ed Zuckerman asked for clarification on words used within the document, specifically "forward thinking" and "sometimes passed over by other institutions". Vice President Sandra Kaiser shared that the language in question comes from the strategic plan. He encouraged in the future that we use more positive terminology. President Bridges from his perspective believes the current wording would be compelling to candidates.

The Board discussed proposed amendments to the prospectus.

1. Page 1- Include Ph.D. after Amanda Walkers's name
2. Page 3 - add wording about student centric
3. Page 8 - add the word "to"
4. Page 11 - label Seminar II building photo
5. Page 23 - change "encourage" to "encourages"
6. No page noted - remove asterisks left on the bulleted list
7. Page 5 - add bullet about student centric curriculum
8. Opening page - change term "passed by" to "unrecognized by"
9. Page 15 - change the word "coaching" to "holistic advising"
10. Page 1 - add photo description for city of olympia photo
11. Page 1 - add list of trustees

Motion 2020-47 Trustee David Nicandri moved to approve the presidential search prospectus with proposed amendments. The motion was seconded by Trustee Fred Goldberg and passed on a voice vote.

Items 10 and 11 on the list above were added by consensus.

Advertising proposal

Consultant Marissa Karras reviewed the advertising proposal with the Board of Trustees. The proposal will be wider reaching and includes a sampling of organizations, individuals, and publications. Diversity outreach will be much more extensive and 100's of individuals will be personally contacted. The vast majority of work to recruit candidates will involve personalized, targeted targeted outreach by email and phone. Chair Fraser recommended that the prospectus be shared widely.

Additional suggestions included:

- Affiliated Tribes of Northwest Indians (ATNI)
- National Congress of American Indians (NCAI)
- Tribal Leaders Congress in Education
- Historically Black Colleges & Universities (HBCU) leadership outreach
- Washington association of school administrator
- National Association of School Administrators
- HACU Latino Higher Education Leadership Institute

Trustee Ed Zuckerman requested Karras Consulting prepare a memo for the Board including specific and broad categories for outreach.

Motion 2020-48 Trustee Ed Zuckerman moved to approve the presidential search advertising strategy with proposed amendments. The motion was seconded by Trustee Miguel Pérez-Gibson and passed on a voice vote.

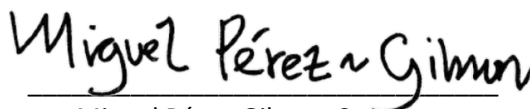
Secretary Pérez-Gibson announced that Emeritus Dean Dr. Charlie Teske donated an extensive jazz collection to The Evergreen State College which has been incorporated into the library collection. He thanked Associate Dean of Library Operations Ahniwa Ferrari for all his support. Chair Fraser thanked Secretary Pérez-Gibson for facilitating the process.

The meeting concluded with a brief review of the next steps in the presidential search process: a) preferred deadline for application is mid-February; b) first round interviews late March; and c) finalists will be invited to interview with the Evergreen community after that. All are encouraged to share the prospectus widely.

The meeting adjourned at 10:15 a.m.



Karen Fraser, Chair



Miguel Pérez-Gibson, Secretary