

**Trustees Attending:** Monica Alexander  
Lucera Cox  
Karen Fraser  
Fred Goldberg  
Irene Gonzales  
David Nicandri  
Miguel Pérez-Gibson  
Ed Zuckerman

**Staff Present:** George Bridges, President  
John Carmichael, Vice President for Finance and Operations  
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees  
Jeremy Mohn, Director of Government Relations  
Amanda Walker, Vice President for Advancement and Executive Director of The Evergreen State College Foundation

**Others Present:** Melinda Bratsch-Horsager, Geoduck Student Union (GSU) Representative to the Board of Trustees  
Cathy Flora, Staff Representative to the Board of Trustees  
Dennis Karras, Consultant Karras Consulting  
Marissa Karras, Consultant Karras Consulting  
Aileen Miller, Assistant Attorney General

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 3:01 p.m. A quorum was confirmed by Secretary Irene Gonzales.

#### **Chair's opening remarks**

Board Chair Karen Fraser reported that the focus of today's meeting will revolve around the presidential search.

#### **President's report and agenda overview**

President George Bridges reported that summer programs and planning initiatives are underway and that the COVID-19 team is working with faculty and staff to launch programs and welcome students in accordance with the Governor's guidelines. Others on campus are looking carefully at the revenue forecast for Washington State and what we can expect from the Legislature in a possible special session.

Director of Government Relations Jeremy Mohn reported that the breaking news from the revenue forecast, released last week, was that we entered an economic recession in February. There is a

projected shortfall in our annual budget of \$4.5 billion for the 2019-2021 biennium and \$4.3 billion for 2021-2023. The combined shortfall now totals close to \$9 billion dollars, which is more than half of the State's expenditure on higher education for the 2019-2021 budget. The Workforce Education Investment account uses business and occupation taxes from some corporations and businesses to fund the Washington College Grant and investment in each public four-year institution's programs. Director Mohn reported that there is a total of a \$4.1 billion shortfall for this biennium and \$5.6 billion shortfall estimated for the 2021-2023 biennium in this account. Some elected officials have proposed that the special session take place before July 1 to eliminate new spending and reopen labor contracts, with an aim to modifying anticipated salary increases. Some legislators oppose increasing taxes and wish to solve the budget challenges through austerity measures. Others, namely those focused on equity and racial justice, and as such do not intend to simply cut budgets like the last recession. The special session will likely occur in early to mid-August and will include work on the budget gap, as well as legislation regarding policing. Other decisions related to the budget will follow in the January special session.

Vice President for Finance and Operations John Carmichael reported that the Governor announced he is canceling pay increases for non-represented exempt staff and requiring mandatory furlough days for a larger group of staff at state agencies. The plan includes one furlough day per week in July and then one day per month thereafter, at least through November. Higher education institutions are among the few state agencies that are not affected by this order. However, the Governor does encourage higher education institutions and other agencies that are not included in his mandate to take similar steps to mitigate the impacts of budget shortfalls. President George Bridges has announced that non-represented staff will not receive increases in pay in the new fiscal year, senior leaders are assuming a 10% pay reduction in the same period, and other staff may participate in a voluntary furlough program. Mandatory furloughs may be implemented.

Vice President Carmichael noted that over half of the total state budget is allocated to K-12 education and other mandatory appropriations. As funding to K-12 education is mandated, the budget allocated to this purpose cannot be reduced when revenues decline, as they have this year. Only a portion of the state budget is discretionary: the discretionary part of the budget includes higher education.

### **Public comment**

Chair Karen Fraser called for public comment. Executive Associate to the President and Secretary to the Board of Trustees Susan Harris stated that one written public comment has been submitted by student Anthony Draper, which will be distributed per the public comment policy.

### **Presidential search and the Open Meetings Act**

Assistant Attorney General Aileen Miller reported on how the Open Public Meetings Act (OPMA) applies to the presidential search. The OPMA does not apply differently to the Search than it does to other business that the Board conducts; it applies to all discussions pertaining to the search and work that is delegated to sub-committees. All business conducted as a Board must occur in an open session although executive session may be utilized when evaluating the qualifications of candidates for public employment. Within this executive session, no voting, decision making, or gaining consensus can occur. Decisions and final action must occur in open session.

Chair Karen Fraser requested copies of the OPMA presentation to be distributed to the Trustees and Trustee Miguel Pérez-Gibson suggested that this presentation be repeated with each search committee.

**Presidential search**

Presidential Search Consultants Dennis Karras and Marissa Karras presented on key presidential search elements, committee structure and composition, and the search timeline.

*Key presidential search elements*

The firm plans to reach out to hundreds of diversity and higher education websites, associations, colleges and universities. The job announcement will be listed on the college's website as well as the consultant's website. Transparency is essential although there will need to be a balance between candidates' rights to privacy and the public's right to access Evergreen's work and decision-making in an open government context. Everyone who has access to candidate application materials will be asked to sign a confidentiality agreement. This includes the committee members and Board members. Communication about search progress will be a priority. The presidential search website will be updated regularly and include a question and answer segment. The background checks will also be crucial, and references will be considered carefully. Educational verification, criminal checks, and internet searches will also be included in the background search process.

The Trustees role includes appointing Search Committee and Search Advisory Committee members and designating the Committee Chair and Vice Chairs, if applicable. Trustees will be engaged in reviewing candidate materials and recommendations from the Search Committee, as well as interviewing candidates. The Board will also give feedback during the finalist process and contribute to open candidate forums.

*Search Committee structure and composition*

The recommended Search Committee composition would include 12 members; four trustees with Chair Fraser serving as the Chair of the committee and one Trustee serving as a Vice Chair, three faculty members with one serving as a Vice Chair, two students, two staff, and one representative from the Foundation Board of Governors. This committee would be advisory in nature and would receive the Search Advisory Committee's report. The Search Committee would develop the presidential profile for the Board's approval, provide frequent search updates, review application and supplementary materials, conduct interviews, review preliminary background information and advise the Board with a recommendation of candidates including possible strengths and challenges. While receiving guidance from the Search Advisory Committee, the Board of Trustees would have access to all the information and materials for each candidate and would ultimately make the final decision as to who will become finalists and make final selection.

*Search Advisory Committee structure*

The Search Advisory Committee will solicit input from the Evergreen community and key constituencies to identify opportunities, challenges, and priorities for the college utilizing methods such as forums, individual and small group discussions, and a survey. The Committee will discuss what qualities, skills, and experience are desired in a presidential candidate. The consultants provided a list of possible membership for the Search Advisory Committee and groups that may be involved. The information gathered at the listening sessions would then be conveyed to the Search Committee and used as the basis for the presidential profile and job announcement. In addition, a survey will be developed during the search to gather further information from stakeholders.

*Presidential search timeline*

Formation of the committees is the priority at this time. The work of the Search Advisory Committee would begin in the summer by gathering input from stakeholders. This will result in a report to the

Search Committee in the fall. In the summer, consultants would administer a survey to gather additional input.

An early fall launch date of the search would begin the Search Committee's active participation. Karras Consulting would begin recruiting candidates. In the winter, the Search Committee would conduct interviews and advise the Board as to candidate qualifications. Late winter would begin the finalist phase, during which candidates' names would become public. During this phase, opportunities for the community to interact with these candidates would be made available. At that time, the Board would be able to review background information and input received from the Search Committee and the community regarding candidates. Selection is anticipated to occur in early spring, around March 2021. A more detailed timeline will be presented for approval at a later date.

**Motion 2020-19** Trustee David Nicandri moved to form a Presidential Search Committee that will work with the college's Search Consultant to conduct the presidential search and recommend candidates to the Board of Trustees for its selection of the President. The Presidential Search Committee shall consist of 12 members, some who will be appointed at a subsequent meeting of the Board of Trustees. The Presidential Search Committee shall be strictly advisory to the Board of Trustees, is not authorized to act on behalf of or exercise any powers of the Board of Trustees, and its members are required to maintain strict confidentiality during and after the search. The motion was seconded by Trustee Irene Gonzales and passed on a voice vote.

**Motion 2020-20** Trustee Karen Fraser moved to appoint Trustees Fraser, Goldberg, Nicandri, and Pérez-Gibson to the 2020-2021 Presidential Search Committee. The motion was seconded by Trustee Ed Zuckerman and passed on a voice vote.

**Motion 2020-21** Trustee Karen Fraser moved to appoint Faculty Members Nancy Murray, Melissa Nivala, and Doreen Swetkis to the 2020-2021 Presidential Search Committee. The motion was seconded by Trustee David Nicandri and passed on a voice vote.

**Motion 2020-22** Trustee Irene Gonzales moved to form a Presidential Search Advisory Committee that will work with the college's Search Consultant to seek input from a broad range of stakeholders through a variety of mechanisms, all of which will be presented to the Presidential Search Committee and Board of Trustees for review and consideration. The Presidential Search Advisory Committee shall consist of up to 30 members who will be appointed at a subsequent meeting of the Board of Trustees. The Presidential Search Advisory Committee shall be strictly advisory to the Board of Trustees and is not authorized to act on behalf of or exercise any powers of the Board of Trustees. The motion was seconded by Trustee David Nicandri and passed on a voice vote.

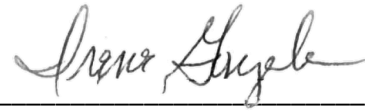
Trustee Ed Zuckerman suggested that all materials, including PowerPoints, should in the future be sent out with the meeting materials for pre-meeting review. Executive Associate to the President and Secretary to the Board of Trustees Susan Harris agreed to send the two PowerPoint presentations shared at today's meeting to the Board of Trustees.

The meeting adjourned at 4:28 p.m.

A handwritten signature in cursive script that reads "Karen Fraser". The signature is written in black ink and has a long horizontal flourish extending to the right.

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Karen Fraser, Chair

A handwritten signature in cursive script that reads "Irene Gonzales". The signature is written in black ink and has a long horizontal flourish extending to the right.

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Irene Gonzales, Secretary