



## Regular Meeting of the Board of Trustees

January 26, 2021

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### Trustees Attending:

Monica Alexander  
Melinda Bratsch-Horsager  
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  
Connie Gardner, Title IX Coordinator  
Rachel Hastings, Member of the Faculty  
Sandra Kaiser, Vice President for College Relations  
Cynthia Kennedy, Member of the Faculty  
Tina Kuckkahn-Miller, Vice President for Indigenous Arts, Education, and Tribal Relations  
David McAvity, Interim Provost and Vice President for Student and Academic Life  
Jeremy Mohn, Director of Government Relations  
Elizabeth McHugh, Director of Student Wellness, Recreation, and Athletics  
Jeremy Mohn, Director of Government Relations  
Eric Pedersen, Chief Enrollment Officer  
Therese Saliba, Interim Vice President for Inclusive Excellence and Student Success  
Trevor Speller, Interim Vice-Provost  
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  
Trygve Vandal, Geoduck Student Union (GSU) 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 9:30 a.m. and Secretary Pérez-Gibson confirmed a quorum.

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

Chair Karen Fraser congratulated Trustee Fred Goldberg on his reappointment to the Board through September 30, 2026. Chair Fraser also announced Trustee Zuckerman's appointment to the Board of Governors as the Trustee Representative. She shared that the Annual Higher Education Legislative Day is scheduled for later in the week, and some of our Trustees will be attending, including Chair Fraser who will be speaking at the event. Chair Fraser is continuing weekly calls with President George Bridges and Executive Associate to the President and Secretary to the Board of Trustees Susan Harris to stay apprised of current happenings.

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

President George Bridges reported that the College continues to have very few COVID cases. President Bridges has charged a small team, led by Vice President for College Relations Sandra Kaiser and Interim Vice-Provost Trevor Speller, to develop a plan for fall instruction. The legislature is releasing another stimulus package which will provide some relief to mitigate financial losses accrued during COVID, although it will not cover all losses. President Bridges is meeting weekly with marketing and enrollment teams to discuss retention and recruitment efforts. The College will begin offering restricted in-person campus visits for prospective students. Renewal initiatives are underway to institutionalize paths of study, linking paths to the course catalogue and data management systems, as well as differentiating paths from fields of study. A cross-divisional team determined that we would benefit from someone dedicated to internal communications and Andrew Beattie will serve in this role in addition to his duties with the Presidential Search. In September, the first draft of the dashboard was presented to the Board and then a revised version was presented to the Executive Committee. The Executive Committee discussed potential revisions.

### Equity update

Interim Vice President for Inclusive Excellence and Student Success Therese Saliba shared some initiatives underway in Inclusive Excellence and Student Success (IESS). The holistic advising initiative is central to new academic directions and is meant to be the intersection between policy and advising that is student-centered, proactive, and adaptive. Holistic advising is created in hopes of providing underserved students with the support they need and is meant to address the whole student. The model will include holistic advising policy and practice review, meeting student basic needs, and coordinated student services and success council. Students will be assigned to an advising team that will include advisors, faculty, staff, and student peer advisors. This will be launched more intentionally in the fall, in partnership with the Tacoma campus who acts as a model for this type of student support.

IESS has also just set up the Speedy Study Space which offers a warm place for students to work with an online help service implemented. The IESS team participated in a coaching workshop with a consultant to help develop cross-campus relationships for advising teams and [Senate Bill 5527](#), put forward by Senator Randal, requires mandatory professional development regarding Inclusive Excellence and Student Success for all students, staff, and faculty across higher education. Hannah Simonetti, Director of First Peoples, Multicultural, Trans & Queer Services & Director of Climate and Belonging Education is leading the implementation of the Racial and Social Justice Center, to open in the fall of 2021.

### Indigenous Arts, Education & Tribal Relations update

Vice President for Indigenous Arts, Education, and Tribal Relations Tina Kuckkahn-Miller reported that two Master of Public Administration (MPA) students are now recipients of the Senator McCoy endowed scholarship. Vice President Kuckkahn-Miller expressed thanks to the committee and those who made contributions. The public service work through the Longhouse was recently rewarded with grants from the Charlotte Martin Foundation and the Ford Foundation, to continue the work and the new heating system for the Longhouse will be completed by the end of February. The 25<sup>th</sup> Anniversary of the Longhouse celebration will take place fall of 2021 and will include a gallery showing, a film, and a book. The Thunderbird will be reinstalled on February 2<sup>nd</sup>. She also shared that our American Indian and Alaska Native student populations have increased 5.1% from Spring 2020.

### **Update on Strategic Plan: Strengthen our financial position (Goal 3)**

#### Campaign report

Vice President for Advancement Amanda Walker shared that we have raised a total 19 million dollars in the first year of our campaign. Of this, 5.5 million was raised in the first 6 months of this fiscal year. She shared two upcoming events: the virtual Art of Giving Gala kick off on March 13<sup>th</sup>, and a virtual celebration of Andrew Ayala's life will take place on March 20, 2021.

Vice President Walker announced that Alumni Christy Holtz and Tim Ball have donated one million dollars for climate justice and sustainability which will help the College launch the center for climate action and sustainability and provide hands on learning opportunities for students. Christy Holtz is also serving on the Board of Governors and chairs the financial committee. Member of the Faculty Rachel Hastings reported the breadth of support at the College for this work. There is a long history of environmental studies and social justice at the College and several dozen faculty and staff have been working on making climate education more visible and accessible for students. This center will provide a home-base for faculty, staff and students who share this interest. Living lands initiatives, equity, and student support for those who are disproportionately affected by climate change will also be supported by this donation.

This initiative will have intentional media coverage and specific donor follow-up. The center will allow students to put theory into practice and will make climate work more visible as it is already integrated into many other fields of study.

#### Legislative update

Director of Government Relations Jeremy Mohn reported that good news was included in the pre-recorded video that was sent out with the meeting materials. Executive orders under the Biden administration include a pause on loan payments and an additional COVID-related stimulus package. Evergreen will receive 5.9 million dollars, of which 2 million will be given directly to students in the form of student financial aid. An additional 35 billion will be provided to under-sourced colleges to purchase COVID tests. Washington's congresswomen Patty Murray and Maria Cantwell are both taking leadership roles in congressional committees. Patty Murray is chairing the health education committee and Maria Cantwell is the first woman to chair the senate committee on commerce and transportation.

#### Enrollment update

Chief Enrollment Officer Eric Pedersen reported that we are continuing to see impacts from the pandemic in enrollment. As we track regional and national trends, it is clear we have similar conditions and experiences to other Colleges and universities. It is natural to experience a decline between fall and

winter quarter and we have 2,112 students this quarter as opposed to 2,218 in the fall. We are accepting applications for admissions for next fall and for the first time in a couple of years we are seeing an uptick in in-state transfer students as well as a slight increase in non-resident students. Scholarship applications are currently being accepted and the deadline is March 1<sup>st</sup>.

Trustee Monica Alexander suggested highlighting special and unique programs that Evergreen offers when recruiting new students, including seminars, paths of study, and faculty-student relationships.

#### Finance and Budget Committee update

The College recommends that we adjust the summer school rate to remain consistent with the rest of the school year, which would provide some financial relief to students. It may also increase the student market. The College is also proposing to expand eligibility for the Washington University Exchange (WUE) program by reducing the qualifying high school GPA to 3.0 and include two-year transfer students with associate degrees. This would support community College graduates and may increase diversity while maintaining the perception of academic rigor. We can make up for the revenue loss in the growth of students. Promotion cards are ready to launch tomorrow and could build relationships with Colleges in California, Oregon, and Nevada.

The administrative recommendation: For summer 2021 and summer 2022, approve a flat tuition fee assessment rate for credit loads from 10-18 credits as per the regular academic year.

**Motion 2021-01** Trustee Ed Zuckerman moved to approve a revision to existing WUE waiver eligibility to lower the high school GPA required for first-time, first-year students to 3.0, and to expand the program to community College transfers who have completed two-year degrees and have a prior College GPA of 3.0 or higher. The motion was seconded by Trustee David Nicandri and passed on a voice vote.

**Motion 2021-02** Trustee Ed Zuckerman moved to approve for summer 2021 and summer 2022, approve a flat tuition fee assessment rate for credit loads from 10-18 credits as per the regular academic year. The motion was seconded by Trustee David Nicandri and passed on a voice vote.

<u>Per credit rate by tuition fee category</u>	Regular Academic Year 20-21	Summer 2021	
		<b>Current policy:</b> all tuition fees charged at per credit rate from 1-20 credits, tied to academic year 20-21, but S&A fee portion is lower in summer	<b>Proposed policy:</b> apply the regular academic year flat rate for operating and building fees from 10-18 credits; S&A fee continues to be lower in summer
<b>Resident</b>			
Undergraduate	\$239.50	\$226.00	\$226.00
Graduate	\$379.40	\$365.90	\$365.90
<b>Non-resident</b>			
Undergraduate	\$912.50	\$889.00	\$889.00
Graduate	\$853.70	\$840.20	\$840.20

	<b>Summer 2021</b>	
<b>Comparison of tuition charges for example full-time credit loads</b>	<b>Current policy:</b> all tuition fees charged at per credit rate from 1-20 credits, tied to academic year (preceding fall-spring) but S&A fee portion is lower in summer	<b>Proposed policy:</b> apply the regular academic year flat rate for operating and building fees from 10-18 credits; S&A fee continues to be lower in summer
<b>Resident</b>		
Undergrad – 12 credits	\$2,712.00	\$2,260.00
Undergrad – 16 credits	\$3,616.00	\$2,260.00
Graduate – 12 credits	\$4,222.80	\$3,659.00
<b>Non-resident</b>		
Undergrad – 12 credits	\$10,788.00	\$8,990.00
Undergrad – 16 credits	\$14,384.00	\$8,990.00
Graduate – 12 credits	\$9,836.40	\$8,402.00

### Approval of meeting minutes

After discussion, the Trustees suggested edits to the September 9, October 26, and December 17 meeting minutes. Executive Associate to the President and Secretary to the Board of Trustees will assure the updates as suggested are made to the final documents.

**Motion 2021-03** Trustee Ed Zuckerman moved to approve the meeting minutes for September 9, 2020 as amended. The motion was seconded by Trustee Monica Alexander and passed on a voice vote.

**Motion 2021-04** Trustee Ed Zuckerman moved to approve the meeting minutes for October 26, 2020, as amended. The motion was seconded by Trustee Melinda Bratsch-Horsager and passed on a voice vote.

**Motion 2021-05** Trustee Ed Zuckerman moved to approve the meeting minutes for November 17, 2020 as written. The motion was seconded by Trustee Miguel Pérez-Gibson and passed on a voice vote.

**Motion 2021-06** Trustee Fred Goldberg moved to approve the meeting minutes for December 9, 2020 as written. The motion was seconded by Trustee Monica Alexander and passed on a voice vote.

**Motion 2021-07** Trustee David Nicandri moved to approve the meeting minutes December 17, 2020, as amended. The motion was seconded by Trustee Melinda Bratsch-Horsager and passed on a voice vote.

### Public comment

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

**Student Trustee report**

Trustee Melinda Bratsch-Horsager mentioned the importance of leading with gratitude. She emphasized that she wants to give back by helping the communities who have supported her, including Evergreen. Many students experience similar barriers without similar opportunities. Evergreen has a cultural history of offering unique programs that serve privileged people, but we must focus on those who are here and working hard to succeed.

**Representative reports**

Staff Representative Dawn Leopardo shared her excitement for the new Speedy Study Center and Basic Needs Center. From the feedback submitted by staff, recurring themes include the need for more communication from leadership about future directions, and an interest in receiving more measurable results regarding renewal efforts. She noted some uneasiness regarding job security, retention challenges and the number of staff leaving the College. A suggestion was made to form a student retention committee. One staff member mentioned the name change to Evergreen University, under the impression that the change is imminent. Staff would benefit from clearer, more direct, communication regarding these issues. Representative Leopardo also mentioned conversations around disbanding the Evergreen Police Department and she expressed her concerns. She shared that Security departments do not have the same level of authority and contracts with local law enforcement are costly and do not include patrolling services.

Chair Karen Fraser reiterated that the name change is not imminent. She stated that internal communications and President Bridges will take these points into consideration.

Geoduck Student Union (GSU) Representative Trygve Vandal reported that students are discussing the memorandum of understanding (MOU) for faculty to teach 12 credit programs instead of 16 credit programs and they are concerned there are not enough 4 credit programs available to students. A recent enrollment report shows that most 4 credit classes have very high waitlist numbers, and it is important that we address the ramifications of reducing credits. Full-time, 16 credit offerings that are holistic and interdisciplinary are at the core of Evergreen's model and many students expect to enroll in these programs. A second concern raised by some students is the lack of understanding of the new academic directions and what kind of change it will bring. Representative Vandal suggested letting students know, in advance, what will happen, and the steps being taken to mitigate negative changes. The GSU has formed an academic advising committee to request information for students and it is clear students are invested in the Evergreen community.

Interim Provost and Vice President for Student and Academic Life David McAvity responded the College will be looking at more 4 credit program offerings in the spring. The College is working on finding a balance to meet the needs of part-time students as well as offering full-time programs. There are multiple work groups working on implementing Academic Directions, that include students, and we will partner to find ways to reach all students more directly. Holistic advising will also address some of these concerns.

It was suggested the Board come back to this topic at a future meeting. The Trustees raised questions regarding imbalance of faculty expertise for student interests and formalizing the connection between advising and the GSU.

Faculty Representative Paul Przybylowicz reported that one of Evergreen's strengths is cultivating strong connections between faculty and students. Many students stay connected with faculty and develop

friendships. The remote environment has simplified sharing guest speakers and events, some of which have included the Art Lecture Series by Shaw Osha and the Climate Justice and Resilience speaker series coordinated by Member of the Faculty Rachel Hastings. The remote environment has also permitted more collaborations with students around the world to create cross-cultural projects. Students are also continuing to engage in their local communities in meaningful ways. The Dispute Resolution Center has generously waived tuition for two students to participate in their mediation training so they will be able to mediate conversations between tenants and renters. He shared that faculty are concerned about enrollment challenges, declining budgets, and furloughs. The Agenda Committee has arranged a discussion with the Marketing team at the next Faculty meeting to identify how faculty might be involved in enrollment efforts.

### **Update on Strategic Plan: Student academic success and support (Goal 1)**

#### Academics update

Interim Provost and Vice President for Student and Academic Life David McAvity, reported on nine working groups, all moving at different rates to implement various aspects of the new Academic Directions. A more detailed update can be found in the video included in the Board materials.

#### Student Recruitment and Success Committee update

Secretary Miguel Pérez-Gibson and Interim Provost David McAvity reported on their discussion regarding enrollment at the Tacoma campus. Dr. Maxine Mimms founded the Tacoma campus in 1992 and it was originally designed to serve upper-division students. The campus experienced significant loss of enrollment from the UW-Tacoma campus and after increased gentrification of the area. Evergreen reinvested in the Tacoma campus about three years ago by looking at a bridge program, acquiring new leadership, accrediting the campus to serve lower-division students, and new recruitment efforts. Questions are being raised about including graduate programs, Greener Foundations, and connections to pathways.

First-Year Faculty Fellow Cynthia Kennedy shared she is most excited about understanding first-year students and bridging the gap between them and the rest of the institution. Next year there will be co-requisite requirements for first-year students to be involved in Greener Foundations for some programs. This will establish an opt-out approach instead of opt-in approach.

#### **COVID update**

Interim Provost and Vice President for Student and Academic Life David McAvity, shared information on some expanded services being offered including the Speedy Study Space and the Basic Needs Center.

Director of Student Wellness, Recreation, and Athletics Elizabeth McHugh reported on the health screening process and outreach to control the spread of COVID-19. She shared that the College has had a total of nine confirmed cases which included five staff members and four students. Governor Inslee recently rolled out a new phased approach and the metrics will be assessed every Friday. Currently, Thurston County is only meeting two of the four metrics to move to the next phase. The College is continuing to monitor the new strain, as new cases have been found close by in Pierce County and Squamish. The College tested all residents when they moved onto campus and continue to host on-site testing every Friday. Students also have access to testing at the wellness center. The College has applied for vaccines and have received approval for the wellness center to be a vaccine distribution site.

Vice President for College Relations Sandra Kaiser reported that after deep conversations throughout campus and learning about the upcoming initiatives and vaccine roll-out, the College is planning for some expanded in-person instruction in fall quarter. She noted that the College understands that remote learning is not the preferred learning platform for many students and some students are searching for on-campus instruction in the fall.

### **Presidential search**

Consultant Dennis Karras reported that 150 individuals have reached out for information or updates on the presidential search. Karras Consulting is currently spending a couple of hours every day discussing the opportunity with potential candidates. He shared that the Search Committee recently attended an anti-bias training to reduce bias throughout the process.

### **Title IX permanent rulemaking**

Title IX Coordinator Connie Gardner reported that there are two processes to ensure compliance with the new Title IX guidelines and the Board is being requested to approve edits to student rights and responsibilities to start the permanent rule-making process. The rules presented are the same as have been approved for the emergency rulemaking in the past, with one change allowing for flexibility as to who can chair the Title IX hearing committee. The new White House administration may choose to rescind new regulations, but this will take time.

### **Action items**

**Motion** Trustee Miguel Pérez-Gibson moved approve the proposed rule as written. The motion  
**2021-08** was seconded by Trustee Ed Zuckerman and passed on a voice vote.

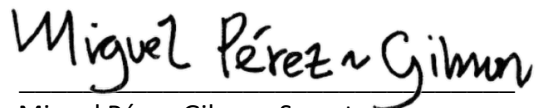
### **Executive session**

Chair Karen Fraser announced the Board would enter into executive session, pursuant to the Open Public Meetings Act, RCW 42.30 to discuss with legal counsel representing the College litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party. She stated that the Board would return to open session at 3:00 p.m. unless the time is extended. No final action was taken in executive session. The meeting returned to open session as announced by the Chair.

The meeting adjourned at 3:01 p.m.



Karen Fraser, Chair



Miguel Pérez-Gibson, Secretary