



Special Meeting of the Board of Trustees
August 20, 2020

Trustees Attending: Monica Alexander
Karen Fraser
Fred Goldberg
David Nicandri
Miguel Pérez-Gibson
Ed Zuckerman

Trustees Absent: Irene Gonzales

Staff Present: George Bridges, President
Connie Gardner, Title IX Coordinator
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees
David McAvity, Interim Provost and Vice President for Student and Academic Life
Amanda Walker, Vice President for Advancement and Executive Director of The Evergreen State College Foundation

Others Present: Andrew Beattie, Special Assistant to the Board of Trustees and Presidential Search
Melinda Bratsch-Horsager, Geoduck Student Union (GSU) Representative to the Board of Trustees
Cathy Flora, Staff Representative to the Board of Trustees
Dennis Karras, Karras Consulting
Marissa Karras, Karras Consulting
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 9:02 a.m. and Secretary Pérez-Gibson confirmed a quorum.

Chair’s opening remarks

Chair Karen Fraser reported that preparations for fall quarter, managing COVID impacts and budget cuts, and developing the strategic plan are the projects keeping everyone at Evergreen busy this summer.

Executive Associate and Secretary to the Board of Trustees Susan Harris introduced Andrew Beattie, the Special Assistant to the Board of Trustees and Presidential Search. He is filling a temporary appointment to assist the Board and the search committees with the presidential search. Special Assistant Beattie has many years of experience at Evergreen, is an MPA graduate and Evergreen alum, and previous Staff Representative to the Board of Trustees.

President's report and agenda overview

President George Bridges reported that 40 days remain until the start of fall classes. Many higher education institutions have experienced virus outbreaks after attempting to return to in-person instruction. After a pilot program in the summer involving some in-person instruction, it has been decided that fall term will be largely remote with a few programs offering in-person instruction. Evergreen continues to receive applications and registrations from students interested in fall enrollment, but the college is likely to experience lower enrollment than originally expected prior to COVID-19. President Bridges noted that the draft strategic plan was shared with all faculty and staff, at which time comments and revisions on the draft had been encouraged. President Bridges then presented an overview of the agenda.

Interim Provost and Vice President for Student and Academic Life David McAvity reported our current environment provides an opportunity to embrace change. Our focus for fall will remain supporting student access and needs. Work on Academic Directions continues and the first elements will launch in fall of 2021, with some aspects possibly implemented earlier, such as certificates. Financial stability may be achieved by increasing revenue and reducing costs. Work on Inclusive Excellence and Student Success will also remain a priority as we embrace the needs and challenges experienced by our diverse student population.

Public comment

Executive Associate and Secretary to the Board of Trustees Susan Harris reported that one individual signed up for public comment. Community member Edwin Pole has submitted written comment for the Board via email, which will be distributed to the Board per the public comment policy.

Presidential Search

Trustee Ed Zuckerman shared an update from the first Search Advisory Committee meeting held last week. The Advisory Committee is the focal point for the search process right now, with work being done to develop a report to share with the Search Committee. Out of the 40-50 community members invited to join the committee, approximately 90% agreed to serve. The Advisory Committee will be divided into five working groups focused as follows: a) Innovation in Higher Education b) Racial and Social Justice, c) Evergreen's Climate and Culture, d) Economic Pressures: Enrollment and Revenue Streams and e) Evergreen's Place in Community: Relationships, Perceptions, and Expectations. Each group will identify a convener to facilitate the sessions and group members will seek input from experts within the larger community. Member of the Faculty and Director of the Native Pathways Program Dawn Barron is co-chair with Trustee Zuckerman and could not be present at today's meeting, however Trustee Zuckerman shared that she is a full partner in this work.

Consultants, Mr. Dennis Karras and Ms. Marissa Karras, reported that the search is underway and both Committees have been formed. Approximately 32 of 36 committee members attended the first Search Advisory Meeting. This committee will be very active in the summer and fall. The Search Committee will be active in the following phase, during fall and winter, in anticipation of providing recommendations regarding finalists to the Trustees in the early spring. The Consultants attend every Board meeting to report on progress. Ms. Karras shared a timeline of the process.

Since COVID, the consultants have completed several recruitments completely online. Some clients believe that running a remote search can be more effective than in-person as more candidates, and community members, can participate via digital platforms. Connecting with candidates may be

somewhat more difficult via video conferencing although technology has made this both possible and effective.

Motion Trustee David Nicandri moved to approve the Presidential Search Advisory Committee
2020-24 charge as presented. Trustee Miguel Pérez-Gibson seconded, and the motion passed on a voice vote.

Strategic Plan

President George Bridges reported that the draft strategic plan is a high-level strategic framework. It encapsulates at least two years of work and numerous strategic processes, such as new academic directions, renewal and climate involving hundreds of meetings, discussions, and collaborations throughout the college. Given that so much of the academic directions work will continue in the fall, the framework will continue to be developed.

Vice President for Advancement Amanda Walker reported on the plan on behalf of the leadership team. The plan must be submitted by September 14th with our budget to OFM. This is an opportunity to weave together the ideas and aspirations that have emerged. Next steps will include assessing feasibility, building implementation, and scaling the work. It is important to frame our goals and objectives in response to guidance we have received as well as to communicate our vision to key stakeholders, such as the legislature.

The Board's role is invited to provide input and comments. After collecting suggestions, some revisions will be made to create a more fully developed plan, which will then be presented back to the Board for approval.

President Bridges stated that partnerships will be an essential part of this work and must include strong ties with community colleges, many of whom we have begun having conversations with. Dual-enrollment programs are an example of how these partnerships could be incorporated. The college is also pursuing partnerships outside of higher education, where there is an alignment with mission, interest and capacity. As an example, Vice President of Indigenous Arts, Education & Tribal Relations Tina Kuckkahn-Miller, in her work through tribal relations, is forging and strengthening partnerships with Tribal Nations.

Trustee Miguel Pérez-Gibson offered some suggestions related to the objectives and relative goals, to make the plan more geared toward external audiences such as the Governor's office and OFM staff. He suggested possible rewording of the mission statement. President Bridges commented that revising the mission statement requires approval of the Board of Trustees. Trustee Monica Alexander stated that it will be important not to lose the focus on climate and social justice within the mission statement as these aspects are the essence of Evergreen and the larger community may learn to appreciate that more given current global conversations. It was agreed that the mission and vision statement would not be revisited now, but rather considered after the appointment of the next President.

Trustees can send any further comments or suggestions for the strategic plan to President Bridges or Vice President Walker.

Chair Karen Fraser suggested that the Trustees' committees incorporate revision of the strategic plan into their agendas. Trustee Ed Zuckerman suggested that it may be helpful to develop a plan for follow-through, including metrics and a dashboard, to submit with the strategic plan itself.

Executive session

Chair Karen Fraser announced the Board will now be going into executive session, pursuant to the Open Public Meetings Act, RCW 42.30 to discuss bargaining and 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 10:50 a.m. unless notified that she has extended the time. No final action was taken in executive session. The session was extended twice and Trustees returned to open session at 11:05 a.m.

Action items

Chair Karen Fraser reported that the Memorandum of Understanding with the United Faculty of Evergreen is essential. The changes to the contract include: a) a previously anticipated 3% salary increase has been suspended, and b) faculty compensation will be reduced by 10% through furlough days in the fall and reduced teaching loads in the winter and spring quarters. It was noted that the 10% compensation reduction for faculty is matched by a comparable reduction in Senior Leadership compensation of 10%. Evergreen will not invoke the financial exigency or emergency provisions of contract article 23 this year.

Motion 2020-25 Trustee David Nicandri moved to approve an MOU with the United Faculty of Evergreen to address budget shortfalls in the 20-21 year. The motion was seconded by Trustee Monica Alexander and passed on a voice vote.

Connie Gardner, Title XI Coordinator, outlined that the Title IX Policy and Procedure was published to Evergreen on August 13, 2020, a day before the implementation deadline. She shared proposed, required changes to the Student Code of Conduct to be consistent with the regulations, policies, and procedures as they relate to Title IX.

Motion 2020-26 Trustee Ed Zuckerman moved to approve the adoption of the supplemental Title IX Student Conduct Procedures and Prohibited Conduct as presented. The motion was seconded by Trustee Irene Gonzales and passed on a voice vote.

The meeting adjourned at 11:13 a.m.

Karen Fraser, Chair

Miguel Perez-Gibson, Secretary