

**REGULAR MEETING OF THE BOARD OF TRUSTEES  
OF THE EVERGREEN STATE COLLEGE**

**July 8, 2009**

**Trustees Attending:**

Carver Gayton  
Denny Heck  
Kristin Hayden  
Keith Kessler  
Anne Proffitt

Absent: Brittany Newhouse  
Paul Winters

**Staff Present:**

John Carmichael, Executive Assistant to the President  
John Hurley, Vice President for Finance and Administration  
Collin Orr, Director of Business Services  
Aaron Powell, Director of Computing and Communications  
Thomas L. Purce, President  
Steve Trotter, Executive Director of Operational Planning and Budget

**Others present:**

Colleen Warren, Senior Assistant Attorney General

Trustee Keith Kessler called the meeting to order at noon in Room 3201 of the Library Building of The Evergreen State College. A quorum was present with Trustees Gayton, Heck, Hayden, Kessler and Proffitt attending.

**Executive Session**

Mr. Kessler announced that the Board would meet in executive session as allowed by RCW 42.30 to review the performance of a public employee. He said that the Board would return to an open public meeting at 2:30 p.m. The executive session was extended to 3:00 p.m. by announcement of the chair.

**Annual Evaluation of the President**

The Board returned to an open public meeting at 3:00 p.m. Mr. Kessler said that the Board met in executive session to review the performance of President Purce.

**Motion  
2009-23**

Mr. Heck made a motion to state the Board's positive evaluation of President Purce's performance and confidence in his leadership based on a review of evaluations received by the Board and on the Board's own assessment. The motion was seconded and passed on a voice vote.

Mr. Kessler invited discussion of the President's contract. Mr. Heck made a motion to extend the President's contract to June 30, 2014 with several revisions, including a voluntary reduction in salary of \$13,000. Mr. Heck thanked the President for volunteering to accept a salary reduction in recognition of the extraordinary budget reduction faced by the college.

**Motion  
2009-24**

Mr. Heck made a motion to modify the President's contract. Mr. Kessler read the proposed modifications as follows:

- In section 2, the effective date of "July 1, 2008" shall become "July 1, 2009". The ending date of "June 30, 2013" shall become "June 30, 2014."
- In section 4, "Compensation," the contract is amended to say that the President's current annual compensation "includes a salary of \$175,857." (This represents a voluntary reduction of \$13,000.)
- In Section 4, an additional retention incentive is added so that the President shall receive an additional \$20,000 should he remain in office through June 30, 2014, the ending date of this contract.
- In Section 5, "Benefits", the contract is amended to say that the President receives 24 vacation days per year, one personal holiday each calendar year, and one personal leave day each fiscal year. (This is the same leave benefit the exempt staff receive.)

Mr. Heck made a motion to clarify that the retention bonus be made available at the President's option in a tax deferred account at the earliest possible date. Both motions were seconded and passed on a voice vote.

**Motion  
2009-25**

Mr. Gayton made a motion to provide the President with up to two weeks of professional development related to either administrative or academic work. The motion was seconded and passed on a voice vote.

**Minutes  
Motion  
2009-26**

Ms. Proffitt made a motion to approve the minutes of the June 12, 2009 meeting. The motion was seconded and passed on a voice vote.

**President's Report**

President Purce described two matters that will come before the Board in the fall. He said that the college is working to finalize a Climate Action Plan. The plan will describe steps that the college can take to reach the goal approved in the Strategic Plan of achieving carbon neutrality by 2020.

He also said that the Board will be asked to authorize an information technology project to improve the college's Human Resources capabilities. He invited Vice President for Finance and Administration John Hurley, Director of Computing and Communications Aaron Powell, Director of Business Services Collin Orr and Executive Director for Operational Planning and Budget Steve Trotter to discuss the proposed project. Vice President Hurley said that the college implemented an integrated college-wide system for student and financial records several years ago. The system is capable of also integrating Human Resource data. The cost of implementing the Human Resources module is estimated at \$1.4 million over 18 months. Implementing the system would have several benefits. It would improve the college's budgeting ability, given that 85 percent of the college's budget is for personnel. It would also allow the college to move off of a shared payroll system that is in urgent need of a major upgrade. Dr. Hurley said that he and his staff would present more information at the Board's September meeting.

**Public Comment**

Mr. Kessler invited public comment. Kate Savkovich addressed the Board to reiterate the demands from the Board's June meeting. She said that she continues to await the Board's response and seeks an opportunity to discuss the demands with the Board.


**Adjournment**

Mr. Kessler adjourned the meeting at 3:30 p.m.



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Paul Winters, Chair



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Anne Proffitt, Secretary