



Special Meeting of the Board of Trustees
Thursday, July 23, 2020

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

Staff Present: Erin Brewster, Emergency Response Planning Coordinator
George Bridges, President
John Carmichael, Vice President for Finance and Operations
Connie Gardner, Title IX Coordinator
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees
Tina Kuckkahn-Miller, Vice President of Indigenous Arts, Education & Tribal Relations
Megan Lobdell, Assistant Director-Intercollegiate Athletics/ Sports Information Director
David McAvity, Acting Provost and Vice President for Student and Academic Life
Elizabeth McHugh, Director of Student Wellness, Recreation, and Athletics
Jeremy Mohn, Director of Government Relations
Eric Pedersen, Chief Enrollment Officer
Amanda Walker, Vice President for Advancement and Executive Director of The Evergreen State College Foundation

Others Present: Cathy Flora, Staff Representative to the Board of Trustees
Mary Grant, Member of the Presidential Search Consulting Team
Dennis Karras, Consultant Karras Consulting
Marissa Karras, Consultant 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 1:01 p.m. The quorum was confirmed by Secretary Miguel Pérez-Gibson.

Chair's opening remarks

Board Chair Karen Fraser reported that staff and faculty are preparing for fall quarter, work on new academic directions proceeds, and the biennium budget and strategic plan will be presented to the

Board later this summer.

Vice President of Indigenous Arts, Education & Tribal Relations Tina Kuckkahn-Miller shared that Senator John McCoy was honored by Evergreen when he received an honorary Master of Public Administration degree and the 2020 Public Official of the Year Award. The process is underway to establish an endowed scholarship in Senator John McCoy's name. Vice President Kuckkahn-Miller and Managing Director of the Longhouse Glenda Breiler, presented the opportunity to honor Senator McCoy at the Washington Indian Gaming Association's meeting, during which enthusiasm was expressed by tribal Chairs about the effort. Vice President Kuckkahn-Miller noted that community supporters and local tribes are contributing to the scholarship fund.

President's report and agenda overview

President George Bridges reported that the external pressures of COVID-19 persist and are continually changing, thereby influencing our planning and impacting our students. He shared that the college is working on revisions in the Title IV guidelines, recently posed by the federal government. There is a continued commitment to the transformational work of New Academic Directions, conversations related to policing and campus safety revision, and biennial budget work and planning. The college held a Town Hall for students today to inform them of the ways in which COVID-19 is shaping the work of the college. The college is committed to hosting future Town Hall events to keep students, staff, and faculty informed. President Bridges then presented an overview of the meeting agenda.

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 community member Edwin Pole submitted written public comment which will be distributed to the Trustees per the public comment policy. In addition, Mr. Pole has requested to address the Board orally.

Mr. Pole directed the Board's attention to his written comment, which did not include an understanding of the most recent information released regarding the composition of the Search Advisory Committee. He raised concerns regarding the lack of legislative representation on the Search Committee. Mr. Pole also raised concerns regarding a perceived lack of diversity on both Presidential Search Committees. He is interested in learning more about the Board's directives to the Committee and anticipates this information will be available to the public.

Chair Fraser clarified that the Advisory Committee seeks broad input from all regarding the Search, adding that many opportunities to provide feedback will be made available.

Hazard Mitigation Plan

Vice President for Finance and Operations John Carmichael and Emergency Response Planning Coordinator Erin Brewster invited questions and discussion regarding their recorded video on the Hazard Mitigation Plan.

Motion Trustee Fred Goldberg moved to adopt the Thurston County Hazard Mitigation Plan for
2020-23 the Thurston County region including Evergreen's annex to the plan. The motion was seconded by Trustee Ed Zuckerman and passed on a voice vote.

Title IX update

Title IX Coordinator Connie Gardner reported on the new Title IX regulations from the Department of

Education that were released in May 2020. She shared that many of the new regulations are based on due action and freedom of speech. The definition of Title IX has narrowed, and sexual misconduct is now the umbrella term for sexual harassment. Title IX Coordinator Garner noted that the threshold for what constitutes sexual misconduct is now much higher. Implementation of these new regulations will go into effect on August 14, 2020.

The college is creating a Title IX policy and procedure and is in conversation with Student Rights and Responsibilities Office, the Affirmative Action and Opportunity Office, and applicable unions. The college has joined a lawsuit advanced by 19 State Attorneys General against these new regulations.

Budget update

Vice President for Finance and Operations John Carmichael, provided a brief overview of the budget update provided in the recorded video shared in the meeting materials. He shared that the Board's Finance and Budget Committee will meet tomorrow. Vice President Carmichael noted that when the Board last met, they approved the spending plan representing a 10% reduction to the college operating budget. He stated that the college is now negotiating with its unions regarding staff and faculty furloughs to achieve compensation reductions and thereby meet the budget reduction outlined in the recently approved FY21 budget.

Fall quarter update

Chief Enrollment Officer Eric Pedersen reported summer enrollment is higher than expected although fall enrollment is still difficult to predict due to COVID-19. Our target for fall is 2,442 students and based on recent data it is projected to enroll between 2,050 and 2,350 students for the fall, which is 4-16% below our target. We have long anticipated about 400 less students due to graduation sizes and anticipated trends. However, these predictions are by no means final, partly due to delayed registration. Our student population is disproportionately affected by COVID-19 and remain vulnerable to health and economic impacts. For this reason, many students are delaying decisions about registration. Chief Enrollment Officer Pedersen shared that after conversations with other 4-year public institutions around the State, it is clear that all are experiencing similar challenges. Work is underway to encourage as many students to register and enroll as possible.

Additional enrollments at this point in the cycle will most likely come from local students and transfer students.

President Bridges mentioned that partnerships will be increasingly central to Evergreen's future. Acting Provost and Lead for the COVID-19 Response Team David McAvery reported that there are two Response Team groups charged to manage the college pandemic response: a) one team is preparing for and supporting remote instruction; b) the other is preparing safety plans for phased in-person instruction. A pilot involving limited in-person instruction will launch during the second summer session, with some in-person labs and art programs. Health and safety training will take place the first week of the session and labs or studios will be open during the second week. This pilot will assist the college in preparing for fall and assessing readiness for expanding in-person instruction.

The Governor's phased approach is no longer a constraint unless we return to phase one which will require us to cease in-person instruction. While the CDC has offered guidance, the Governor's proclamations are laws which bind the college to comply. We are also attentive to local conditions regarding the number of cases in our region, as well as potential impact on K-12 schools. The whole Evergreen community will need to commit fully to implement procedures safely and effectively. A

phased re-opening will have a budget impact due to equipment and supplies needed, and more significantly, labor required.

Director of Student Wellness, Recreation, and Athletics Elizabeth McHugh and Assistant Director-Intercollegiate Athletics/ Sports Information Director Megan Lobdell reported on the recent decision by the Cascade Collegiate Conference to move the fall athletic season to a spring start date. There are unique needs and risks associated with COVID-19 and athletics. Student Wellness Services and the Athletics Department have been working with students and feedback from student athletes about possible options during the pandemic was collected via student forums and a brief survey. Students engaged in these conversations seriously and the decision to postpone has been well-received. Our athletics conference includes representatives from institutions in four states and two countries who will all be engaging in conversations about navigating the pandemic actively in the coming months.

Presidential search

Presidential Search Consultants Dennis Karras and Melissa Karras introduced Mary Grant, a new member of the search team. She has served as President for two institutions and on several search committees in the past. Mr. Karras introduced the recommended appointments to the Search Advisory Committee. With the help of Trustees, Senior Leadership, the Faculty Agenda Committee, as well as the Board of Governors, we received approximately 150 Advisory Committee nominees in total. The Executive Committee assisted in narrowing those nominations to 40 with a focus on balancing diversity in roles, perspectives, and identities. There were many nominees who were excited to serve with about 90% of the nominees agreeing to join the committee. He shared that we are still waiting to hear from a few nominees.

Chair Karen Fraser thanked Trustee Ed Zuckerman and Faculty Member and Director of the Native Pathways Program Dawn Barron for their leadership of the Search Advisory Committee. Trustee Zuckerman noted, agreeing with earlier public comment, that we should have at least one legislator on the Advisory Committee. Recruiting will continue in the coming days and most of the Search Advisory Committee's work will take place in the next few months which would fall before legislative session.

Ms. Karras reported on next steps. Meetings with the Search Committee and Search Advisory Committee are expected to occur in August. Everyone is encouraged to participate in the Advisory Committee process as input is welcome from the whole community, which will be gathered through a thorough and transparent process.

**Motion
2020-24**

Trustee David Nicandri moved to appoint the Committee members for the 2020-2021 Presidential Search Advisory Committee as proposed. The motion was seconded by Trustee Irene Gonzales and passed on a voice vote.

Presidential Search Advisory Committee as approved:

Board of Trustees: Monica Alexander, *Trustee*; and Ed Zuckerman, *Trustee*
Staff: Ray Mobley *Admissions Counselor Evening and Weekend Studies/Veteran Outreach*; Tony Perez, *Campus Police Sergeant*; Kyle Pittman, *Admissions Counselor*
Paul Rudnick, *Associate Vice President for Development*; Jeannette Smith, *Director of Student Activities and College Activities Building*; Ellen Shortt-Sanchez, *Director Evergreen Center for Community Based Learning and Action (CCBLA)*; Tina Kuckkahn-Miller, *Vice President for Indigenous Arts & Education*; and Meredith Inocencio, *Director of Access Services*

Members of the Faculty: Dawn Barron, *Faculty Member and Director of the Native Pathways Program*; Stephen Beck, *Evening and Weekend Studies Instructor – Philosophy*; Sue Feldman, *Master in Teaching (MiT) Director*; and Miranda Mellis, *Language and Thinking Program Faculty - Literary Arts*

Board of Governors: John Hennessey, *Foundation Board Secretary*; and Chris Meyers, *Foundation Board Past Chair*

Deans: Kathleen Eamon, *Academic Dean - Evening and Weekend Studies*; Larry Geri, and Academic Dean – *Curriculum (Former Director of MPA Program)*

Students: Melinda Bratsch-Horsager, *Geoduck Student Union representative to the Board of Trustees*; Math and Natural Sciences/ *Biology*; Natasha Hungate, *American History and Activism*; Matthew Murata, *Art and American History*; and Sherwanda Beck-Atkinson, *Tacoma MPA student, Social Justice*

Community Members: Deborah Salas, *Organizational Development Practitioner*; Steve Bean, *Attorney and Partner, Bean, Gentry, Wheeler, Peternell*; Michael Cade, *Executive Director of Thurston County Economic Development Council*; Kelly Wicker, *Deputy Chief of Staff, Office of the Governor*; Brady Walkinshaw, *Former State Representative and CEO Grist*; Allyson Brooks, *Director Washington State Department of Archaeology & Historic Preservation*; Sally Brownfield, *Education Advocate, Squaxin Island Tribe*; Michelle Gonzalez, *Environmental Hearings Board (Former Executive Director, Washington State Women’s Commission)* Emily Washines, *Yakama Tribal Member*; Peggen Frank, *Salmon Defense Director and Northern Arapaho Tribal Member*; Tennille Jefferies-Simmons, *Assistant Superintendent OSPI*; Cheryl Selby, *City of Olympia Mayor* Leticia Nieto, *St. Martins Faculty Member, Human Development and Psychology - Former Evergreen faculty and staff*

Emeritus Faculty: Tom Rainey, *Russian Studies and History*; and Oscar Soule (*Board of Governors*), *Science*

Motion 2020-25 Trustee Miguel Pérez-Gibson moved to appoint Trustee Zuckerman and Member of the Faculty Dawn Barron as the Committee Co-Chairs for the 2020-2021 Presidential Search Advisory Committee. The motion was seconded by Trustee Gonzales and passed on a voice vote.

Motion 2020-26 Trustee David Nicandri moved to appoint students Nettie Gould and Lionel Scott, staff members Correan Barker and Ivana Trottman, and Foundation Board representative Korbett Mosesly to the 2020-2021 Presidential Search Committee. The motion was seconded by Trustee Irene Gonzales and passed on a voice vote.

With these appointments along with the earlier appointments made on June 29, 2020, the Presidential Search committee membership is as follows:

Trustees: Karen Fraser; Fred Goldberg; Miguel Pérez-Gibson; and David Nicandri

Faculty Members: Nancy Murray- Neurobiology; Melissa Nivala- Mathematics; and Doreen Swetkis- Public and non-profit administration, Urban studies

Board of Governors: Korbett Mosesly, *Senior Consultant for Mosesly Consulting and Deputy Director of Programs for Asset Development and Care Management with the Metropolitan Development Council*

Students: Nettie Gould- Public Administration; and Lionel Scott- Sociology/ Psychology, Political Economy

Staff: Ivanna Trottman, *Career Advising Specialist; and Correan Barker, Associate Director of Events, Alumni and Donor Relations*

Motion 2020-27 Trustee Irene Gonzales moved to appoint Trustee Karen Fraser as Chair and Member of the Faculty Doreen Swetkis as first vice-chair and Trustee Dave Nicandri as second vice-chair for the 2020-2021 Presidential Search Committee. The motion was seconded by Trustee Monica Alexander and passed on a voice vote.

Executive Session

Chair Karen Fraser announced the Board would begin an 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 we will return to open session at 3:00 p.m. unless notified that time has been extended. No final action was taken in executive session. The Chair extended executive session three times, and returned to open session at 3:40pm.

Meeting adjourned at 3:45pm.

Karen Fraser, Chair

Miguel Pérez-Gibson, Secretary