



Regular Meeting of the Board of Trustees
November 17, 2020

Trustees Attending: Melinda Bratsch-Horsager
Karen Fraser
Fred Goldberg
David Nicandri
Miguel Pérez-Gibson
Ed Zuckerman

Trustees Absent: Monica Alexander
Irene Gonzales

Staff Present: Andrew Beattie, Special Assistant to the Presidential Search
Dawn Barron, Director of the Native Pathways Program and Member of the Faculty
George Bridges, President
John Carmichael, Vice President for Finance and Operations
Sue Feldman, Master in Teaching Director
Tamsin Foucrier, Director of the Center for Entrepreneurial Leadership and Transformational Change
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees
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
Therese Saliba, Interim Vice President for Inclusive Excellence and Student Success
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 9:00 a.m. and Secretary Pérez-Gibson confirmed a quorum.

Chair's opening remarks

Chair Karen Fraser shared that Trustees were asked to voice their preferences on committee membership for 2020-2021. Taking those responses into consideration, Chair Fraser proposed that the committee membership largely remain the same. It was proposed that Secretary Miguel Pérez-Gibson chair the Student Recruitment and Success Committee and Trustee David Nicandri move into a member position of that same committee.

Motion 2020-42 Chair Karen Fraser moved to approve the committee membership for the 2020-2021 Finance and Budget Committee, Audit Committee, and Student Recruitment and Success Committee as proposed. The motion was seconded by Trustee David Nicandri and passed on a voice vote.

Committee Membership for 2020-2021 as approved by the Board of Trustees.

Finance and Budget Committee & Audit Committee

- Vice-Chair Fred Goldberg - Committee Chair
- Chair Karen Fraser
- Trustee Irene Gonzales
- Trustee Ed Zuckerman

Student Recruitment and Success Committee

- Secretary Miguel Pérez-Gibson - Committee Chair
- Trustee Monica Alexander
- Trustee Melinda Bratsch-Horsager
- Trustee David Nicandri

Motion 2020-43 Trustee Melinda Bratsch-Horsager moved to approve the 2021 Board of Trustees meeting scheduled as proposed. The motion was seconded by Trustee Ed Zuckerman and passed on a voice vote.

The 2021 Board of Trustees meeting schedule as approved by the Board of Trustees.

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| 1. Tuesday, January 26 | Meeting |
| 2. Wednesday, March 24 | Meeting |
| 3. Wednesday, May 12 | Meeting |
| 4. Thursday, June 10 | Meeting |
| 5. Friday, June 11 | Commencement |
| 6. Thursday, September 9 | Meeting |
| 7. Tuesday, September 14 | Retreat |
| 8. Wednesday, November 17 | Meeting |

Approval of meeting minutes

Trustee Ed Zuckerman requested that the meeting minutes of August 20, 2020 reflect the names of the Search Advisory Committee listening groups as adopted.

Motion 2020-44 Vice-Chair Fred Goldberg moved to approve the meeting minutes for June 11, June 29, July 23, August 20, 2020 with the proposed changes. The motion was seconded by Trustee Ed Zuckerman and passed on a voice vote.

President's report and agenda overview

President George Bridges reported on recent campus events including a) the George Takei lecture, b) a post-election webinar, which underscored the value of collaborating with legislators and also educating ourselves about government, and c) a panel discussion on campus safety and policing, which included Trustee Monica Alexander.

He shared that the College has some inspiring new academic programs emerging, including the newly revised Master in Teaching program (MIT) and the Center for Entrepreneurial Leadership and Transformational Change (CELTC). President Bridges also shared that the promise of an anticipated vaccine release aids our preparation for possible in-person operations beginning in Fall of 2021.

Public comment

Executive Associate and Secretary to the Board of Trustees Susan Harris reported that three individuals signed in for public comment.

WashPIRG campus organizer Kat Beck and student Nick Schmitt addressed the Board noting that WashPIRG is a student funded and student run non-profit group. They shared some of the work the organization had undertaken this quarter, such as a new voters project that included outreach to 280 students, completing 19 hours of phone banking, resulting in over 100 phone conversations, and reaching 2,000 students via email. This year the group is focusing on the Wildlife Over Waste Campaign, and the Hunger and Homelessness Campaign to raise funds and connect those in need with the appropriate resources. WashPIRG is also working toward Destination Zero Carbon and passing a Car Future Bill in the 2021 legislative session that would ensure all new cars are fully electric by 2030.

Chair Karen Fraser suggested that the students contact the Governor's new Chief of Staff, who is an Evergreen Graduate and asked that Director of Government Relations Jeremy Mohn connect them.

Student Brandon Bratsch was unable to address the Board due to technical difficulties. Secretary Susan Harris will reach out to the student separately to make other arrangements for public comment.

Student Trustee report

Trustee Melinda Bratsch-Horsager thanked the Governor for the appointment to the Board. Her goals include fighting adversity and investing in community. She is excited about the work underway regarding the development of a student basic needs center, study spaces, community events, the advisory report, and academic directions. She urged the College to continue pushing forward pursuing opportunities to support students.

Representative reports

Faculty Representative Paul Przybylowicz reported that faculty are continuing curriculum planning, and are concerned about the visibility of this work. Technical staff have been very supportive of remote classes and faculty are finding creative ways to adapt such as outdoor lectures and solo science projects. Individual meetings with students are allowing faculty to stay connected with each student. Remote learning has increased accessibility of curriculum with recorded lectures, and provided support for

students with different learning styles. Some students have difficulty adapting to the online environment. Many faculty members are concerned about low enrollment.

Staff Representative Dawn Leopardo offered comments on police services as she was unable to obtain comments from other staff colleagues for this meeting. The campus department includes 12 officers, 7 of whom are people of color and many have master's degrees. She shared there has been low attendance at events organized by police services in an effort to cultivate dialogue. She shared that police officers are often working alone on duty while prowling has increased during COVID. Representative Leopardo expressed that the lack of support for police officers from the larger Evergreen community is challenging.

Geoduck Student Union (GSU) Representative Trygve Vandal reported that the campus residence have been working with the first reported COVID cases on campus. Many students have reached out with questions and believe the College could have been clearer in their communication regarding these COVID incidents. He shared that students are afraid to speak up due to fear of isolation and quarantine and believe that empathy in this situation is the only way to success. Representative Vandal recognized that the administration is trying to do their best although shared there is mistrust from students. He suggested that transparency and humility is key to regaining the trust of students. Students are dealing with economic strain and lack of basic needs which makes it impossible to focus on classes. A warm safe space and the new basic needs center should be primary areas of focus in supporting students.

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

Academics update

Provost David McAavity reported on curricular enhancements, curricular adherence, and holistic advising. The Center for Entrepreneurial Leadership and Transformational Change (CELTC) as well as the redesigned Master in Teaching (MiT) program are new academic initiatives underway. Certificates are scheduled to launch in Fall 2021, both embedded in the curriculum and as individual credentials. The paths of study initiative and associated campaign to promote paths is also continuously evolving. A more detailed update can be found in the video included in the Board materials.

Director of the Center for Entrepreneurial Leadership and Transformational Change (CELTC), Tamsin Foucrier, reported that summer institutes helped to identify the vision for the CELTC. The center will include curriculum development in sustainability and partnerships with community colleges. The change-making lab is a successful initiative and could become a capstone opportunity. There is a proposal for non-degree sustainability and entrepreneurship credentials as well as a four-credit offering in agriculture, involving alumni in the field. She shared that more details are provided in the recorded video presentation that was included in the Board materials.

In addition to the video presentation included with the Board materials, Director of the Master in Teaching (MiT) program, Sue Feldman, shared that we are learning a lot about what it means to teach during COVID. The new MiT design is more accessible although it was initiated prior to the COVID pandemic. The opportunity to diversify the workforce is made evident by the pool of applicants to the program. It is insufficient to only have one teaching program and it is the goal to develop more programs to offset the cost as well as support more students.

Climate survey

Vice President for Inclusive Excellence and Student Success, Therese Saliba, reported on the campus climate citing numerous efforts to enhance diversity and equity on campus. She also noted that there is still work to do to make it a reality. The strategic plan includes the goal of fostering a sense of belonging using the campus climate survey results to improve institutional structures and promote transformational growth. The survey results show that most students are satisfied with the campus climate and feel equitably treated in the classroom and by their faculty. Most faculty feel valued for teaching. However, these numbers could be stronger. Trans, People of Color (POC), and people with disabilities express a less positive sense of belonging and faculty and staff perceptions of the campus climate are less positive than students. About 18.3% of students expressed dissatisfaction for the climate along with 47.9% of the faculty, and 47.6% of staff. The results show that we need more meaningful engagement with our community and opportunities for professional development. We need to embrace this work for our diverse students and see that diversity as our cultural wealth as a collective. Inclusive Excellence and Student Success (IESS) has been collaborating to reach students through an additional survey from the Hope Center and shared that other initiatives are underway to advance equity on campus.

Secretary Miguel Pérez-Gibson suggested that we may want to address this at a future meeting and look at how the climate may be contributing to retention levels. President George Bridges responded that these results are only a baseline. The plan is to conduct another survey in a couple years to see if progress has been made.

Update on Strategic Plan: Expand support for our community, region, state, and nation (Goal 2)

Tribal relations update

Vice President for Indigenous Arts, Education and Tribal Relations, Tina Kuckkahn-Miller, reported that the 25th Anniversary of the Longhouse provides the opportunity to uplift all of our native programs. The Affiliated Tribes of Northwest Indians, a consortium of 56 tribal nations, passed a resolution officially acknowledging the Longhouse's anniversary while affirming our commitment to Native education. Vice President Kuckkahn-Miller, Longhouse Director Glenda Breiler, and faculty member Yvonne Peterson were present. The Squaxin Island Tribe intends to pass a similar resolution and we have been engaging tribal leaders as outlined in the strategic plan, with a special emphasis on workforce development. In record time we established a permanent endowment and awarded scholarships in honor of Former Senator John McCoy. The College has raised more than \$82,000 toward the \$100,000 goal for students in the Tribal Concentration of the Master of Public Administration program.

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

Finance and Budget Committee update

Vice President for Finance and Operations John Carmichael referred to the video submitted with the Board materials, which examined Evergreen's student mix, net revenue, and student-faculty ratio. Vice President Carmichael shared that we know enrollment has been declining nationally for a few years now and in particular for liberal arts colleges. Chief Enrollment Officer Eric Pedersen added that the FAFSA renewal is down. As our students are more likely to face housing, food, and job insecurity during the pandemic, they are also more likely to focus on meeting their basic needs rather than enrolling in College.

Vice-Chair Fred Goldberg suggested that there be a Board conversation regarding how we can recruit out-of-state students and engage alumni in those efforts. Trustee Zuckerman suggested building a Board taskforce to look for trends post-COVID.

Legislative update

Director of Government Relations Jeremy Mohn reported the upcoming session will be all virtual, limiting engagement with legislators and committees. Director Mohn and President Bridges have been meeting with legislators frequently and presenting Evergreen's story. As a part of the last decision package submitted we have requested 1.2 million dollar for native studies programs and positions. The Foundation Board of Governors is forming a legislative engagement committee and a few Trustees would also like to be involved in this effort. He shared that 2 of our alumni were recently elected to serve in the Legislature, including Congresswoman-Elect Jessica Bateman and Lieutenant Governor-Elect Denny Heck. Director Mohn shared that a new government relations website detailing budget requests and involvement with legislators has been developed (Evergreen.edu/govrelations). A more in-depth legislative update can be found in the video provided in the meeting materials.

Campaign report

After giving a brief overview of the video shared in the Board materials, Vice President for Advancement Amanda Walker expressed the importance of remaining student-centered. The Foundation, for example, is working to match donor interests with student basic needs and direct financial aid to secure new resources for students. Since March, the Foundation's emergency fund awarded 411 micro-grants of around \$500 each to students. She shared that as of the end of October, 17.6 million dollars had been raised toward the comprehensive campaign with 4.1 million since the beginning of the fiscal year, and a new major campaign gift secured the prior day. Vice President Walker shared that the vision for the future of the College and the difference students can make with an Evergreen education inspires donors to support the College.

Chief Enrollment Officer Eric Pedersen shared that in addition to the 411 emergency grants, 674 students were awarded a technology support grant to help them purchase any type of technology or internet access needed to be successful this academic year.

Presidential search

The Search Advisory Committee Co-Chairs, Trustee Ed Zuckerman and Director for Native Pathways Program and Faculty Member Dawn Barron expressed their gratitude for support of the Search. The Advisory Committee was comprised of 37 members, was fairly diverse, and included over 100 interviews with other stakeholders. The listening groups' final reports were all created differently and the Committee developed a cohesive final report using consistent language, which the Search Committee has received. Some opportunities identified include emerging curriculum opportunities, storytelling, relationship building, and centering equity work. Challenges shared include aligning academic offerings with trends, strengthening local relationships, overall campus culture, and fiscal responsibility.

Vice-Chair Fred Goldberg commented that we were successful in involving a broader spectrum of our community and it will be important to find ways to continue to strengthen those connections.

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 and to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. She stated that the Board would return to open session at 2:45 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.

Action items

Motion Trustee Ed Zuckerman moved to adopt the President’s evaluation as drafted and
2020-45 authorize the Chair of the Board to fix typographical errors contained within. The motion was seconded by Vice-Chair Fred Goldberg and passed on a voice vote.

The meeting adjourned at 2:50 p.m.



Karen Fraser, Chair



Miguel Pérez-Gibson, Secretary