



Regular Meeting of the Board of Trustees
November 18, 2019

Trustees Attending: Monica Alexander
Lucera Cox
Karen Fraser
Fred Goldberg (by phone)
Irene Gonzales
David Nicandri
Ed Zuckerman

Trustees Absent: Keith Kessler

Staff Present: Wade Arave, Director of Admissions
Jadon Berry, Director of New Student Programs
George Bridges, President
John Carmichael, Vice President for Finance and Operations
Jennifer Drake, Provost and Vice President for Student and Academic Life
Sue Feldman, MIT Director
Coral Garey, Research Associate
Larry Geri, Academic Dean
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees
Farra Hayes, Associate Vice President for Marketing and Communications
Sandra Kaiser, Vice President for College Relations
Eric Pedersen, Chief Enrollment Officer
Jeannette Smith, Director of Student Activities and College Activities Building
Trevor Speller, Academic Dean
Amanda Walker, Vice President for Advancement and Executive Director of The Evergreen State College Foundation

Others Present: Melinda Bratsch-Horsager, Geoduck Student Union Member
Cathy Flora, Staff Representative to the Board of Trustees
Elizabeth McAmis, Assistant Attorney General
Aileen Miller, Assistant Attorney General
Paul Przybylowicz, Faculty Representative to the Board of Trustees

Chair Karen Fraser called the meeting to order at 9:24 a.m. at The Evergreen State College Library L3201. The meeting start time was delayed due to a traffic accident on I-5.

Adoption of minutes

Motion Trustee Zuckerman moved for approval of the minutes of the September 11, 2019
2019-24 meeting. The motion was seconded by Trustee Gonzales and passed on a voice vote.

Introductions and recognition

Provost Jennifer Drake introduced the new MIT Director Dr. Sue Feldman. President George Bridges introduced the new Administrative Assistant to the President Marcia Zitzelman. Director of Student Activities and College Activities Building Jeannette Smith reported the Geoduck Student Union (GSU) has completed their elections and have new leadership in place. She indicated that the GSU has 15 representatives and two staff. Director Smith introduced GSU representative Melinda Bratsch-Horsager. Associate Attorney General Aileen Miller introduced Assistant Attorney General for the education division Elizabeth McAmis.

President Bridges recognized Vice President for Inclusive Excellence and Student Success, Chassity Holliman-Douglas. He noted that she leaves Evergreen to become the Associate Vice Chancellor for Special Programs and Student Success in the District Administration for the Houston Community College System. Staff, faculty and students have planned a farewell reception for her this coming Thursday, November 21 from 2:30-4:00 in CAB 301. President Bridges noted for the record, that Chassity has contributed immensely to Evergreen even in her short tenure at the College.

President's report and agenda overview

President George Bridges presented an overview of the meeting agenda. He also reported that the renewal work the College is undertaking has a focus on enrollment and retention. He announced that the Council for Advancement and Support of Education (CASE) awarded Evergreen four CASE awards for its marketing and advancement publications. Staff receiving awards include Correean Barker, Tricia Bateman, Shauna Bittle, Brian Mathis, Alyssa Parker, and Heather Qualters.

Vice President for Advancement Amanda Walker gave a fundraising report on campaign progress as of November 14, 2019. A total of \$9,342,703 has been raised. In addition, \$400,000 has been pledged from the Ford Foundation. Vice President Walker invited the Trustees to the Art of Giving March 14, 2020.

Student Recruitment and successCommittee update

Trustee Nicandri reported that he and Chair Karen Fraser attended the Faculty retreat in September. He thanked those for managing the event and noted his appreciation for member of the faculty Krishna Chowdry who served as his designated contact. Trustee Nicandri gave an overview of the last Student Recruitment and Success Committee meeting that was held on October 25, 2019. Areas discussed at the committee meeting included: Strategic curriculum development; Hanover market analysis; 10th day enrollment numbers; and discussion of future agenda items. Provost Drake noted that Trustee Nicandri expressed an interest in learning more about student debt and financial aid.

Enrollment and recruitment

Vice President Sandra Kaiser, Chief Enrollment Officer Eric Pedersen, and Director of Admissions Wade Arave presented on enrollment and recruitment. Fall 2019 tenth-day final student headcount is 2854 (2851 FTE). These numbers include graduate and undergraduate students and exceed anticipated enrollment numbers included in budget projections by six students. Director Arave reviewed the admissions process, as well as described tactics and strategies currently being deployed to recruit prospective students.

Retention

Research Associate Coral Garey reported on fall 2018 to fall 2019 rates of retention. She noted all students have been retained at a rate of 77%, Native Pathways Program (NPP) students at 100%, Tacoma students at 86%, and students enrolled in Olympia at 76%. Research Associate Garey went on to identify factors contributing to retention, such as student satisfaction and student confidence. She stated that there is a gap between rates of retention for students of color and white students, as well as a gap for retention between resident and non-resident students. Vice President Chassity Holliman-Douglas announced that Inclusive Excellence and Student Success (IESS) will be conducting a culture and climate survey this winter, which will provide additional data regarding student experience of Evergreen's climate, which can be used to extend our understanding of factors contributing to retention rates. Trustee Irene Gonzales requested that the climate survey data be shared with the Trustees.

Renewal: First-Year Experience

Dean Trevor Speller presented a First-Year Experience (FYE), or Greener Foundations, implementation update. He reported that Greener Foundations, which involves six team-taught academic programs, is now underway, involving 13 faculty teaching the programs, which also include two-credit student success courses taught by 11 staff instructors. This fall, Greener Foundations serves approximately 180 students, of whom 120 are first-year students. Students are learning about how to thrive in college, navigate Evergreen, develop mentors, understand the Social Contract, build knowledge of equity, and more. Every first-year student will be enrolled in Greener Foundations in fall of 2020.

Renewal: Paths of Study

Dean Larry Geri and Associate Vice President for Marketing and Communications Farra Hayes presented on Paths of Study, specifically sharing the webpages created to promote Food and Agriculture; Integrated Biology and Chemistry; and Latinx, Latin American Studies and ELL Education paths. Trustees affirmed the quality of the webpages. It was suggested that the webpages include more visual images and videos, as well as reducing the amount of text on the pages. Associate Vice President Hayes identified redesign of the website as an area of focus for the year.

Finance and budget

Chair Fraser gave an update on the last Finance and Budget Committee meeting held on October 21, 2019, including a review of areas discussed including enrollment, revenue, and categories of reserves. She highlighted financial support and confidence from the state legislature, which contributes to revenue, and also noted that there has been a decline in reserves.

Vice President for Finance and Operations John Carmichael responded to a question about reserves. The College's operating budget fund does not currently carry a reserve balance. Remaining discretionary reserves include the summer school fund, the Residence and Dining Services fund balance, and the Board's emergency reserve. Combined, these funds total at least 10% of the operating budget. The College is currently drawing down these reserve funds. If that continues this number will be lower in the future.

Working lunch

The Student Trustee and Representatives presented their reports over the working lunch.

Student Trustee Lucera Cox reported that she connected with the Central Washington University Student Trustee Alex Harrington and plans to meet with all the Washington State public 4-year Student Trustees over the holiday break. She stressed that the College would benefit from retaining faculty

members in the computer science program, which in turn will retain students. She noted that students question whether the skills they build at Evergreen will allow them to be competitive in the marketplace. If there is interest in building this part of the curriculum, Trustee Cox suggests that the College considers how best to attract, hire, and retain faculty, while ensuring students contribute to the decision-making process.

In addition, Trustee Cox announced that she will be one of a small group of students representing Evergreen at the We Code conference at Harvard University in March.

Trustee Cox reminded the other Trustees that she is interested in creating opportunities for students and the Board to connect. Secretary to the Board of Trustees Harris and Trustee Cox will discuss realizing this recommendation.

Trustee Cox finished by reporting on Nikkita Oliver's visit to campus during the Equity Symposium and noted that students of color have expressed concerns about their experiences at Evergreen. Trustee Cox encouraged the group to continue the conversation about concerns expressed by students of color.

Representative Cathy Flora reported that she followed up with mid-level managers and asked for feedback about staffing difficulties. She learned from those who responded that there are concerns with tight staffing, limited funds for technology, and internal communications related to staffing changes. Representative Flora also noted that the Wellness Committee has hosted three events that have been well attended with broad representation from students, staff, and administrators, noting that another event, entitled "Making Work More Human", is scheduled. Representative Flora also noted that while the Employee Assistance program is available to support staff who are struggling, some question if it is sufficient.

Representative Przybylowicz reported that the Agenda Committee has launched a website that offers a centralized site for governance documents. Faculty member Melissa Nivala has introduced live polling at faculty meetings and the Geoduck Student Union (GSU) and uploads this information to the governance document site. He noted that he is hearing concerns about Vice President for Inclusive Excellence Chassity Holliman-Douglas' departure.

Representative Przybylowicz also reported on a number of other concerns, such as the delayed release of the academic catalog, enrollment levels, and necessity of reducing the number of faculty lines. He also noted that faculty are also concerned about gaps in the curriculum, the size of the senior leadership team, and decision-making processes, as well as the placement of authority for decisions. He conveyed the concern of some faculty that adding fees for lab or studio use may influence student program selection. Representative Przybylowicz shared an email sent by Faculty Member Mike Paros as he requested.

GSU member Melinda Bratsch-Horsager reported on behalf of Representative Farley who was absent from the meeting. She noted that the GSU recently had elections and more than half of the members are new. This year the GSU is interested in the Aramark food contract, equity, and the GSU fee. Research is underway to evaluate an appropriate amount. The GSU is working on a May climate symposium that will include a symposium speaker and a dance party. In response to a Trustee question about whether or not Melinda believes that the College is on track for addressing student complaints, she expressed a need for a student advocate and believes an advocate would increase student retention.

Executive session

Chair Karen Fraser announced that the Board would move into executive session, pursuant to the Open Public Meetings Act RCW 42.30 to review the performance of a public employee, 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 said that the Board would return to an open meeting at 2:00 p.m. unless notified that the time has been extended and that no final action will be taken in executive session. The Board returned to an open session at 2:00 p.m. as announced.

Trustee Fred Goldberg participated in the Executive Session by telephone.

Action itemsAnnual evaluation of the President

The Board discussed its annual evaluation of the President for the 2018-2019 academic year, noting that it had received many comments from campus community members. President Bridges was commended for his excellent leadership on many fronts including but not limited to advancing renewal initiatives, advocating for and supporting the completion of paths of study, information and routine communications with Board members, and his intensive work in gaining support from the legislature. Each Board member expressed their appreciation of his work for the College.

The Board also noted that many challenges related to enrollment remain for Evergreen. Board members expressed their desire that the President make these challenges his primary focus this academic year.

Motion Trustee Nicandri moved for approval of the President's evaluation. The motion was
2019-25 seconded by Trustee Gonzales and passed on a voice vote.

Proposed Meeting Schedule for 2020

The Board discussed the proposed meeting schedule for 2020.

Motion Trustee Nicandri moved for approval of the 2020 Board of Trustee meeting schedule.
2019-26 The motion was seconded by Trustee Zuckerman and passed on a voice vote.

The following schedule was adopted:

1. Tuesday, February 4, 2020
2. Wednesday, February 5, 2020
3. Friday, March 13, 2020
4. Wednesday, May 20, 2020
5. Thursday, June 11, 2020
6. Friday, June 12, 2020 (Commencement)
7. Wednesday, September 16, 2020
8. Tuesday, November 17, 2020

Chair's report

Chair Karen Fraser reviewed the work that she has been undertaking as Chair. Some of this work included attending the block party, student academic orientation, Return to Evergreen, Harvest Festival, and a science program. In addition she met with the Chief of Police and also met weekly with President Bridges. President Bridges thanked Chair Fraser for her engagement.

Public Comment

Faculty member Erik Thuesen addressed the Board noting concerns about many aspects of Evergreen including: marketing on web, noting particular concern with the academic catalog, scholarships not yet posted, and web updates on snow closures. He also expressed concern with decline in enrollment and the working climate at the College.

Student Anthony Draper was not able to attend the meeting and requested that their statement be read aloud. Trustee Lucera Cox read Anthony's statement titled "Economic Violence at the hands of the Evergreen State College". This document, along with other written materials sent by Anthony were distributed to the Trustees.

Student and GSU Member Melinda Bratsch-Horsager stated that she relates to the earlier statement read by Trustee Cox and submitted by student Anthony Draper. Melinda noted that it is her final year at Evergreen and is concerned about retention and support for first-generation students. Melinda encourages the College to hire a Student Advocate to work as a mediator between students and administration.

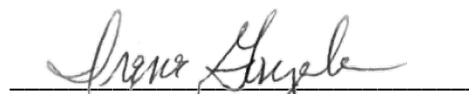
Graduate Brian Walsh addressed the Board identifying himself as a proud graduate of Evergreen. He has worked in environmental planning and photography and has worked at the Washington State Department of Health. Brian Walsh presented a book *We are Puget Sound* to the Board of Trustees. He indicated that he wanted to leave the book with the Board to celebrate Evergreen and suggested it could be a part of marketing the College.

Optional tour

An optional tour of student living was conducted.

The meeting adjourned at 4:43 p.m.


Karen Fraser, Chair


Irene Gonzales, Secretary