



## Regular Meeting of the Board of Trustees

March 24, 2023

---

**Trustees Attending:**

Allyson Brooks  
Shane Everbeck  
Karen Fraser  
Miguel Pérez-Gibson  
Kris Peters  
Ed Zuckerman

**Remote:** Fred Goldberg

**Staff Presenting:**

John Carmichael, President  
Correan Barker, Director of Strategic Engagement  
Steff Beck, Academic Dean  
Lori Blewett, Academic Dean  
Kevin Francis, Academic Dean  
Dexter Gordon, Executive Vice President  
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees  
David Kohler, Chief Financial Officer  
David McAvity, Interim Provost  
John McLain, Associate Vice President for Strategic Initiatives, Grants, and Foundation Relations  
John Reed, Chief Enrollment Officer  
Sandra Kaiser, Director for Government Relations  
Trevor Speller, Interim Vice Provost  
Keith Stafford, Assistant Director for Evergreen Tacoma  
Holly Joseph, Dean of Students  
Emily Pieper, Associate Dean of Holistic Advising and TRIO Support  
Javier Womeldorff, Associate Vice President for Planned Giving

**Others Presenting:**

Clarissa Dirks, Faculty Representative to the Board of Trustees  
Sharon English, Assistant Attorney General  
Susan Keefe, Staff Representative to the Board of Trustees  
Rod Younker, Partner and CEO Summit Law Group

Chair Karen Fraser called the meeting to order at 10:00 a.m. at the Tacoma campus located at 1210 6<sup>th</sup> Avenue, Tacoma, WA 98405, and Secretary Ed Zuckerman confirmed a quorum. One Trustee participated remotely.

**Chair's opening remarks**

Chair Karen Fraser thanked Dr. Keith Stafford, Assistant Director for Evergreen Tacoma for the tour briefing and noted that a tour of the Tacoma campus would occur during the lunch period. Chair Fraser thanked everyone for their attendance. She then recognized former State Representative and retired Navy Captain, Larry Seaquist, seated in the audience.

### **Open Public Meetings Act combined exempt and executive session**

Chair Karen Fraser announced the Board would go into a combined Open Public Meetings Act exempt and executive session to discuss bargaining and to discuss with legal counsel representing the agency 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 will return to open session at 10:55 a.m., unless notified that she has extended the time. No final action will be taken in the Executive Session. Open session resumed as announced.

### **Action items from exempt/executive session**

Proposed action item: management team for United Faculty of Evergreen (UFE) bargaining group

**Motion** Trustee Allyson Brooks moved to approve the management team for United Faculty of  
**2023-04** the Evergreen (UFE) bargaining unit: Interim Provost David McAvity (lead negotiator); Academic Dean Steff Beck; Academic Dean Kevin Francis; and Interim Vice Provost Trevor Speller. The motion was seconded by Secretary Ed Zuckerman and passed on a voice vote.

Proposed action item: management team for Student Supports Services Staff Union (SSSSU) bargaining group

**Motion** Secretary Ed Zuckerman moved to appoint a management team for Student Support  
**2023-05** Services Staff Union (SSSSU) bargaining unit: AVP for Human Resource Services Laurel Uznanski (chief negotiator); Interim Associate Dean for Student and Academic Life Any Corn; and Director of First Peoples Multicultural, Trans and Queer Support Services Michael Rupp-Talamantez. The motion was seconded by Trustee Allyson Brooks and passed on a voice vote.

### **Executive Leadership Report**

Executive Vice President, Dexter Gordon explained that this year there has been a primary focus on enrollment growth and student success. He affirmed that the growth in enrollment was a collaborative effort. Executive Vice President Gordon noted that they are meeting today on the historic Tacoma campus, where some of Evergreen's finest has left their mark on hundreds of students lives. He reflected for a moment on the recent Tacoma program Founders Day event and shared that the event included a celebration of Maxine Mimms' birthday, marking this her sixth decade as a dedicated educator.

President John Carmichael shared that Evergreen received the Thurston County Green Business Award, for large employers. It was an appreciated opportunity to show off Evergreen's Student Energy Committee and one of the many examples of the work of student leadership to make our campuses more sustainable. He credited Chief Administrative Officer, William Ward, and his staff, for their remarkable efforts and work to make Evergreen energy efficient.

President Carmichael went on to remark that the recent Campaign Launch event was an incredible success and a welcomed opportunity to share how much Advancement has raised. At the event, Evergreen was able to announce a one-million-dollar contribution and introduced John Hennessy who has donated money aimed at enrollment growth. Lastly, President Carmichael commented on this year's legislative session, and assured the Board that Evergreen has lots of friends and supporters in the

legislature. He noted that the college has always had a model that costs more than other colleges, unapologetically, as Evergreen serves students that need extra support.

Director of Government Relations, Sandy Kaiser, shared that she and the President has had some very good conversations with local legislators. Many of these folks are old friends of the college and some are friends they still hope to make. She stated that their objective is to talk about the college in a clear and transparent way. Director Kaiser noted there were many testifying or presenting on behalf of Evergreen on the floor, and that they also have regular meetings with active alumni who are eager for information on how this legislative session is going for Evergreen. Director Kaiser shared that they have received the capital and operating Budgets from the senate and detailed the amounts being allocated.

Director Kaiser also shared that Senator Van De Wege had a bill in the house to expand support for colleges that wanted to start new wrestling programs. As Evergreen is now preparing to offer a wrestling program in the fall (making Evergreen the only higher education institution in Washington that offers wrestling at post-secondary level), Director Kaiser pursued this bill and asked that language be changed to include Evergreen as a qualifying recipient of the bill. While the bill only had one sponsor and was not expected to go far, Director Kaiser decided to bring a student and wrestling champion, Amari Brown, to the floor to testify. After his testimony, the bill passed unanimously in the house and is now in appropriations. Director Kaiser noted this is one of the many reasons this work is so fulfilling and impactful.

#### **Approval of meeting minutes**

**Motion** Secretary Ed Zuckerman moved to approve the meeting minutes for November 7, 2023-06 2022. The motion was seconded by Trustee Shane Everbeck and passed on a voice vote.

**Motion** Vice Chair Miguel Pérez-Gibson moved to approve the meeting minutes for January 13, 2023-07 2023. The motion was seconded by Trustee Allyson Brooks and passed on a voice vote.

#### **Public Comment**

Chair Karen Fraser called for public comment. Executive Associate to the President and Secretary to the Board of Trustees Susan Harris announced that there was no public comment for the meeting.

#### **Student Trustee Report**

Trustee Everbeck reported briefly from the Changemaker Lab that the campaign event. They commented that it is evident Evergreen has a strong community supporting it and shared that they spoke with a representative on the city council and learned there is a majority of members who are Greeners. Trustee Everbeck also shared a takeaway from a recent Changemaker Lab presentation. It spoke to the network that the Changemaker Lab has brought to the college—the Team Academy network, which is an international network of colleges that teach in similar fashions as Evergreen. Trustee Everbeck noted it is the only program at Evergreen where European students can get funding to attend, and as they are familiar with Team Academy, it makes our model easier to understand through that lens.

#### **Representative reports**

Faculty Representative Clarissa Dirks, shared with the Board some data about teaching and learning based on national surveys. The survey was analyzing “high impact practices” in the classrooms. These

practices are crucial and help immensely in retention rates. Examples of high impact practices include service learning, research with faculty, internships, study abroad and culminating senior experiences. The National Survey of Student Engagement (NSSE) is used by institutions across the U.S. Students take the survey and self-report on what experiences they have had at their institutions. Evergreen reports a significantly higher engagement from its students in comparison other institutions in our regional area in all areas except study abroad. Representative Dirks compared these results with other data and was able to corroborate its report. She concluded by stating that we are offering high levels of high impact practices and wanted to highlight this new piece of information, because of its national and supported data that the college should be promoting.

Staff Representative Susan Keefe highlighted the work of two police officers, Officer Joey Gillardo and Officer Tyson Forest. Officer Gillardo recently responded to a call and assisted other law enforcement agencies in search for a missing child in the area. Officer Gillardo was able to locate the child, notify the parents and other agencies, and successfully return the child to her home safely and unharmed. As well, Officer Forest recently responded to a welfare check on campus in the housing area for a student having a mental health crisis and, in another incident, Officer Forest was able to assist with an unresponsive individual on the bus, calling on campus medics to revive the passenger. Representative Keefe then reported on TRIO's Success Grant that was received, the renewed Upward Bound grant, Evergreen's Equity Symposium scheduled for April 19<sup>th</sup> and 20<sup>th</sup>, and the work of Andrew Beattie who has been working on the college's intranet project.

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

#### Student Achievement and Success Committee

Vice Chair Pérez-Gibson gave a quick overview of the upcoming reports; the topics include showcasing some student work for the Board, PaCE updates, and a basic needs report—which will provide some context for how we can increase enrollment.

#### *Professional and Continuing Education update (PaCE)*

Interim Provost, David McAvity and Faculty Member, Lori Blewitt presented a comprehensive update on PaCE. Provost McAvity noted that a year ago they met with the Board to pass the resolution that would establish a program for professional and continuing education, with goals of bringing in hundreds of new students to Evergreen and reaching new audiences of students. PaCE was created out of these goals.

Provost McAvity referred to the packet and video within the Board meeting materials to explain how progress is going this year. He remarked that they are working with an amazing team and acknowledged the Agenda Committee for giving guidance around assessment and measures to make sure they are reaching their goals. Provost McAvity stated they now have a charter for how to grow enrollment, hire faculty/staff, and are on track thus far and reaching the enrollment numbers.

Academic Dean Lori Blewitt shared what she was hearing from the students and shared a few quotes that reflect students' interest and appreciation for the program: how prepared they feel, how much knowledge they have gained, and their view that the program is successful in fostering positive change and growth. She stated that they are getting ready for the next phase of PaCE—certificates created to complete a student's matriculation/degree. Dean Blewitt said PaCE leadership plans to go beyond just the certificates and will think about what students will need to complete their degrees.

### WSAC Basic Needs report

Dean of Students Holly Joseph shared results of the statewide survey conducted by the Washington Student Achievement Council (WSAC) on basic needs for Evergreen students. Basic needs are a crucial element of student success. Dean Joseph mentioned two articles on basic needs for students by the Seattle Times, the most recent of which highlighted the experiences and work of Evergreen alum, Charles Atkins, and his work geared toward helping students coming out of foster care. She then shared that in fall 2022, WSAC partnered with WWU and surveyed students at 39 campuses across Washington state around their basic needs. Dean Joseph shared the demographics of the survey that measured insecurity in three main areas: food insecurity, housing insecurity, and homelessness. Dean Joseph summarized the results and stated that Evergreen students experienced greater insecurity when compared to other schools in the state.

Emily Pieper, Associate Dean of Holistic Advising and TRIO Support, stated that because our rates of basic needs insecurity are high, and have been high historically, Evergreen has been engaging and responding strongly and often. She highlighted the work of Casey Lelonde, Director of Evergreen's Childcare Center, in securing a number of grants that provide subsidies for low-income parents so they can receive low rates and sliding scale discounts for childcare on campus. She went on to detail how through partnership with Thurston County Food Bank, the Center for Community Based Learning and Action, directed by Ellen Shorts-Sanchez, has maintained a satellite food bank on campus, for students and their families, as well as the surrounding community. Associate Dean Pieper stated that 113 students this year have utilized the student emergency fund, and that it is dependent on donations to keep running. Associate Dean Pieper stated the newest resource available is the Basic Needs and Advocacy Resource Center, housed in the former bike shop in the CAB building on the Olympia campus. This center helps students in three ways: AmeriCorps service members are available to help students in applying for food benefits through DSHS and SNAP; Penelope Partridge helps students in accessing housing support and subsidies; and students can access the physical space which has clothing, hygiene supplies, and limited shelf stable food supplies as well.

### Tacoma presentation

Interim Provost David McAvity introduced Early Childhood Education (ECE) Faculty Member Sharon Cronin. Provost McAvity shared how ECE came to Evergreen and the steps taken toward implementation. Faculty Member Cronin share on the nature of the program, plans for the future and noted how this program is highly sought after. In addition, much of student tuition can be funded directly by Department of Children, Youth, and Families (DCYF), through scholarships and grants. The ECE program had fourteen students in the first quarter, up to thirty-eight this quarter, with plan to grow to fifty students.

### Showcase student work

Three Tacoma program students shared on their experiences with the Tacoma program. All three students reflected on their respective pathways that brought them to Evergreen, the experiences they are having, and on the support, they are receiving.

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

### Finance and Budget Committee update

Trustee Goldberg briefly reported that the committee had a meeting March 13, 2023 and reviewed the budget for FY23 and planning for FY24. He stated that today the Board would hear the results of those meetings, as well as cell tower and student housing project updates.

Chief Financial Officer Dave Kohler gave an update on the FY23 budget, stating they were able to reduce the college's deficit significantly based on increased enrollments. The college will carry a much lower deficit into FY23 compared to three years prior, and the remaining deficit reflects the lasting effects of COVID, plus some unfunded administrative budget mandates. CFO Kohler clarified they will have a clearer picture around FY24 once final budget changes in the legislature are approved.

Chief Administrative Officer William Ward presented the Board an update on the cell tower project, stating they are still working with legal to finalize contracts. He then shared that the housing project to add 125 beds to Dorm A by Fall 2023 was going well. Infrastructure is being restored to the building and the relationship with Department of Enterprise Services and Energy Contractors are in good standing and all is on track.

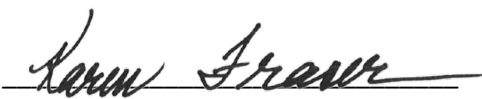
New student recruitment and retention initiatives

Chief Enrollment Officer John Reed shared that Spring quarter enrollment is up for new student, and while Fall quarter is six months away, enrollment projections are looking good. Aid offers, FAFSA completion, and housing are areas being tracked to estimate Fall quarter enrollment and indicators show that number are up a promising 40%.

Campaign update

John McLain, Associate Vice President for Strategic Initiatives, Grants, and Foundation Relations along with Correan Barker, Director of Strategic Engagement, and Javier Womeldorff, Associate Vice President for Planned Giving, acknowledged they had just entered the public phase of the campaign and so far, it has been a huge success. They shared that Tuesday, March 14, was the Campaign Launch event in Seattle. They concluded by inviting the Board to the Art of Giving event and encouraged everyone to visit the website for additional details.

The meeting adjourned at 3:03 p.m.

  
Karen Fraser, Chair

  
Ed Zuckerman, Secretary