



Regular Meeting of the Board of Trustees
May 12, 2021

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

Staff Present: Wade Arave, Director of Admissions
Amy Betz, Director of Academic Initiative Integration Support
George Bridges, President
John Carmichael, Vice President for Finance and Operations
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees
Sandra Kaiser, Vice President for College Relations
David McAvity, Interim Provost and Vice President for Student and Academic Life
Jeremy Mohn, Director of Government Relations
Eric Pedersen, Chief Enrollment Officer
Trevor Speller, Interim Vice Provost
Amanda Walker, Vice President for Advancement and Executive Director of The Evergreen State College Foundation

Others Present: 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 Miguel Pérez-Gibson confirmed a quorum.

Chair's opening remarks

Chair Karen Fraser acknowledged Administrative Assistant to the President Sophie Bustetter for all her work and wished her well in her next endeavor. Chair Fraser appointed the following Trustees to the nominating committee to recommend officers for the 2021-2022 academic year: Trustee Irene Gonzales (Committee Chair), Trustee Monica Alexander, Trustee David Nicandri, and Trustee Ed Zuckerman.

Approval of meeting minutes

Motion 2021-25 Trustee Irene Gonzales moved to approve the meeting minutes for March 19, March 22, March 26, March 29, April 1, April 29, and April 30, 2021 as written. The motion was seconded by Trustee Fred Goldberg and passed on a voice vote.

President's report and agenda overview

President George Bridges reported that he is grateful to the Trustees on how they incorporated others' views, discussed, and listened during the presidential search. The search to identify an interim appointment continues and he expressed his appreciation for their dedication. He shared that excellent work continues in student and academic life as they work on a responsive curriculum. In addition, President Bridges reported that the college is working on the mid-cycle accreditation review for the fall and the Board of Trustees will be updated as to the progress.

Trustee Pérez-Gibson, offered a friendly amendment to acknowledge Karras Consulting and the President Search Committee, who took the time to go through many applications in the search for the position of president.

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 no one signed up for or submitted written public comment for the meeting.

Student Trustee report

Trustee Melinda Bratsch-Horsager shared that it has been a whirlwind of activity over the last month. Some of the best ideas have been generated during the pandemic, but many of them are not heard, or they lose energy between levels because of the organizational structure. She noted an article found in the archives written by former faculty members David Marr & Rudy Martin that describes our culture today. She shared the importance of holding to the academic expectations of the past. All students, including marginalized students, should demonstrate learning in an equitable environment that holds standards fast in order to be successful. Trustee Bratsch-Horsager suggested that the college should examine the structure of the institution utilizing Team Academy method which provides a shared governance structure.

Representative reports

Faculty Representative Paul Przybylowicz shared that faculty are concerned about enrollment next year along with the resulting budget cuts. Faculty members are also adjusting to the shifting landscape of COVID-19, both in teaching, keeping operations safe in the fall, and in all of the other parts of their lives. While some faculty are planning in-person teaching for fall, others plan to teach entirely online. He noted that we attract students interested in hands-on learning and questioned if the college can meet their needs online. However, the faculty have learned much more about teaching online in the last year and have expanded their toolkits in this area, including expanded connections with other institutions, organizations, and speakers. Representative Przybylowicz shared that there are faculty members who are curious about the presidential search and the role of faculty in the process. He also shared concerns that the college is not attracting the right candidates and that there is a lack of access to some information on those candidates. He requested that the Board converse more with the faculty in the Presidential search process. In addition, a suggestion was made to delay the search for a Provost until

we establish upcoming curricular changes. President George Bridges shared that the Provost role will be filled at a later date when a new President has been hired.

The Board thanked all members of the faculty that participated in the search process, including those serving on the search committee and the search advisory committee.

Geoduck Student Union Representative Trygve Vandal shared that they often explain to students why student academic progress is not prioritized and why classes are not offered that they have asked for, and are simply not being told of the opportunities to get involved, such as New Academic Directions. Representative Vandal shared that they are inspired at the level of courage, grit, and persistence demonstrated by the students. Online classes have pros and cons, but being removed from the community is difficult. They shared that the lack of community, student affairs, and options for involvement has been challenging. The student support services are important for student progress. Representative Vandal shared that it was nice to see the email requiring all to be vaccinated and is confident this can be done right. Applying to everyone, shows that we are in this together and everyone matters. They noted that the entire college community needs to be united and a transparent budget that prioritizes what is valuable to students is needed.

Trustee David Nicandri requested that the public comment student Trygve Vandal shared last week be sent to Representative Paul Przybylowicz to share with the faculty.

COVID update

Vice President for College Relations Sandy Kaiser reported that there have been 17 cases of COVID-19 that are associated with our Evergreen community. On March 23, the leave policy for vaccinations was posted; removal of the quarantine requirement for vaccinated individuals was made on April 2, and the college held a vaccine clinic on April 14. In addition, the college is working toward more in-person opportunities in the fall, more forums with staff and faculty, and building COVID policies.

Interim Vice Provost Trevor Speller shared that there will be state requirements that need to be followed. However, there are many unknowns such as vaccine requirements and campus space restrictions. In order to maximize in-person learning, there is a need to have this information in time for general registration by May 19. This is a staged process: revising the catalog to designate which offerings are hybrid and remote; the submission of class schedules for the catalogue this week; and assignments of class spaces, which will be completed at a later date. There will be two modes of learning: hybrid and remote. Hybrid learning options will be offered with a maximum of 25 students in each program (70% of undergraduate offerings). The college is prioritizing hybrid options for labs, studios, outdoor on campus activities, and seminars will be remote for at least half of the program. There will be a suite of remote offerings via Zoom and Canvas (30% of undergraduate offerings).

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

Interim Provost and Vice President for Student and Academic Life David McAvity gave an overview of the video shared in the meeting materials. He highlighted the paths project which will help provide clear trajectories and help new students understand that they can get rigor and academic depth. In addition, there is a desire to attract returning, adult students. The team is working on ways to offer flexible opportunities, including low residency, part-time offerings, and certificates (micro credentials). New fall and winter academic certificates that count toward a degree include cloud computing, transformative consciousness leadership, audio fundamentals, and anthrozoology. Professional certificates that do not

count toward a degree, launching in fall 2021 include inclusive community leadership and sustainable cooperative development. Certificate offerings will be expanded in fall 2022.

Provost McAvity reported that the Northwest Commission, our accrediting body has a cycle, every 7 years we do a self-study and then a mid-cycle report due. The report is a way for the college to set targets. There is a visit in the fall to help set these targets. Components include mission and mission fulfillment, student achievement (retention graduation rates), goals and targets to address equity gaps, program assessment, response to two recommendations made from the last accreditation visit. More regarding accreditation will be shared with the community next week.

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

Legislative update

Director of Government Relations Jeremy Mohn gave an overview of the video included in the meeting materials. He shared that June of last year, there was a nine-billion-dollar budget shortfall and a special session was called. There were light investments in higher education, however there were bills with high implications for the college such as SB5227 regarding diversity, equity, and inclusion training for students, staff and faculty. This bill requires working groups and climate assessments and came fully funded. HB1166 is a pilot program for homeless and foster students; HB1044 expands opportunities for incarcerated students; and HB1088 eliminates the teaching test requirement.

Enrollment and recruitment update

Director of Admissions Wade Arave gave an update on the guaranteed admission program. He shared that customized letters will be sent to students offering guaranteed admission to high school seniors in participating school districts: Shelton, Yelm and North Thurston. This program assists in removing barriers in the admissions process and is extended to students identified as having the credentials to be successful. There are efforts to partner with the Tacoma School District as well as others.

Chief Admissions Officer Eric Pedersen shared that there are growing numbers of applications every week. In addition to increased undergraduate applications, Master of Environmental Science and Master of Public Administration applications numbers are increasing as well.

Finance and budget

Vice Chair Fred Goldberg shared that not all the answers are known on the budget, and the college is doing the best it can to be clear with the community. There was a budget forum last week at which updates were shared. The college will receive 12.5 million in COVID federal relief dollars which will allow the college to accomplish several goals, including rebuilding reserves and providing one-time enrollment investments.

Vice President for Finance and Administration John Carmichael shared that there is a slight revision from the report shared in January. The Board has some tuition increase discretion, but the state determines the maximum tuition increase allowable. The maximum allowable has changed from 2.4% to 2.8%. Action from the Board will be requested at the June 2021 Board of Trustees meeting.

Campaign update and working goal preview

Vice President for Advancement Amanda Walker shared that it has been an historic year and start to Evergreen's campaign. She thanked the Trustees for their dedication as shown by participating in the Art of Giving, where over a quarter of a million dollars was raised for student scholarships. Of 22.5 million dollars, 9 million dollars has been raised this year, with an additional commitment of 1.5 million dollars. Vice President Walker previewed that the campaign is looking toward setting a 40 million dollar working goal.

Executive Session

Chair Karen Fraser announced that after the lunch break, the Board would be going into Executive Session at 1:30 p.m., pursuant to the Open Public Meetings Act, 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 (RCW 42.30.110(1)(i)) and to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee (RCW 42.30.110(1)(g)). She stated that they would return to open session at 2:15 p.m. unless notified that she has extended the time. No final action will be taken in Executive Session. Open session resumed at 3:05 p.m. after five extensions.

Presidential search and interim planning

Motion Trustee David Nicandri moved to delegate authority to the Chair to negotiate a contract
2021-26 amendment with Karras consulting for the interim presidential search, not to exceed \$37,500. The motion was seconded by Trustee Fred Goldberg and passed on a voice vote.

Presidential transition plan

Executive Associate to the President and Secretary to the Board of Trustees Susan Harris shared that a presidential transition plan is not something that lasts just a month or two, it is a comprehensive plan that covers the first full year of the new president's tenure and it involves many stakeholders.

Key elements of the plan include: Establishing a communications plan for announcing the new president and introducing them to the larger community using a variety of media formats; connecting and introducing the new president to the students, faculty, staff, campus leadership, major donors, alumni, and supportive friends of the college; connecting with local, state, regional and federal leaders and organizations connected with the college, including meeting with key legislators and COP staff; Identifying what the new president needs to know about Evergreen and the local community. For example, explaining the governance structure of the college and introducing them to Board of Governors (in addition to the trustees)

Secretary Harris shared that to have a successful transition, a transition team is needed to finalize elements of the plan as well as serve as facilitators who connect the new president with the individuals and groups mentioned earlier. The transition team should be relatively small and nimble, representing diverse groups of stakeholders. Secretary Harris indicated that the plan's framework is established. The next step in the process is identifying a diverse group of individuals to serve on the transition team over the coming weeks - then the deeper detailed work can begin.

Meeting adjourned at 3:11 pm.


Karen Fraser, Chair


Miguel Pérez-Gibson, Secretary