



Regular Meeting of the Board of Trustees
Meeting Minutes
May 20, 2022

Trustees Participating: Allyson Brooks
Karen Fraser
Fred Goldberg
Sakiko Krishna
Miguel Pérez-Gibson
Kris Peters

Absent: Monica Alexander
Ed Zuckerman

Staff Participating: Dawn Barron, Director of the Native Pathways Program
Jadon Berry, Executive Associate to the Executive Vice President
John Carmichael, Interim President
Laura Coghlan, College Budget Officer
Dexter Gordon, Executive Vice President
Tara Hardy, Member of the Faculty
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees
Abby Kelso, Vice President for Advancement and Executive Director for The Evergreen State College Foundation
David Kohler, Chief Financial Officer
David McAvity, Interim Provost and Vice President for Academics
Therese Saliba, Associate Vice President for IESS
John Reed, Interim Chief Enrollment Officer
William Ward, Chief of Administrative Operations

Others Participating: John Caraher, Faculty Representative to the Board of Trustees
Sharon English, Assistant Attorney General
Sina Hill, Staff Representative to the Board of Trustees
Aileen Miller, Assistant Attorney General
Clara Riggio, Student
Trygve Vandal, Student Representative
Jamiea Zarzuela, Student

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 9:01 a.m. and Vice-Chair Miguel Pérez-Gibson confirmed a quorum.

Chair's opening remarks

Chair Karen Fraser highlighted recent news related to the college and Board. She congratulated the success of Art of Giving, as well as the book launch with former Governor Daniel J. Evans. Chair Fraser then spotlighted two Trustees who have recently received recognition: Trustee Kris Peters who was

honored as The Evergreen State College's Master of Public Administration program 2022 Public Official of the year, and Trustee Monica Alexander who received the Women's University Club award for Woman of Excellence.

Executive Leadership report

Interim President John Carmichael presented an overview of the agenda. He informed the Board that Governor Inslee has visited campus twice thus far this year. He mentioned the success of the Equity Symposium and the intensive work on enrollment and legislative work that continues at the executive level. Interim President Carmichael shared that he and Executive Vice President Dexter Gordon have begun meeting and visiting with legislators. He reminded everyone that commencement is one week away and as this marks the middle of a two-year project to stabilize college and he encouraged people to see it in that frame.

Executive Vice President Gordon shared ongoing work regarding morale on campus, including the Senior Leadership Retreat that focused on the subject. He stated that while morale is not isolated to Evergreen and is an issue for campuses across the nation, there are reports of low morale and motivation throughout the college. In order to address conditions responsible for a low state of morale, leadership asked colleagues and staff about their experiences. As part of their discussions and research they have discovered that fair and equitable treatment of employees, clear and consistent communication from managers, manageable workloads, and clearly defined roles, as major factors in morale. The main takeaway was that staff needs challenges, opportunities for meaningful work, a sense they are of importance at Evergreen, and recognition of successes.

Vice President for Advancement and Executive Director for the Evergreen State College Foundation Abby Kelso shared a fundraising update. She thanked the Board members who participated in Art of Giving (AoG) and said it was fun and inspiring. AoG hosted an audience of 201 people with local officials, donors, alumni, faculty, staff, and students. Evergreen's mission was front and center in the room. Speeches and storytelling at the event were the product of the Advancement team's work over the past year to commit to ethical storytelling where they learned to take great care to do storytelling in a way that does not inadvertently perpetuate the very inequities that we are trying to resolve. The grand total raised was \$433,252. Proceeds from the event will be used by students this coming academic year.

Approval of meeting minutes

Motion 2022-08 Trustee Fred Goldberg moved to approve the meeting minutes for March 11, 2022, as written. The motion was seconded by Vice-Chair Miguel Pérez-Gibson 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 no one had signed up for or submitted written public comment for today's meeting.

Student Trustee report

Student Trustee Sakiko Krishna offered congratulations and was happy the AoG event went well. They then shared the difficulties in their job search and application processes and commented on how different it is in the Master in Teaching program (MiT). They wished there was formalized access to networks of educators in different districts. One concern Trustee Krishna shared was in regard to

summer housing. In the MIT program, students can either choose to start in Spring or Summer quarters, for students who want to be taking classes in spring they don't have housing secured. Trustee Krishna suggested pro-rating summer housing based on student needs and what programs are being offered.

Representative reports

Faculty Representative to the Board of Trustees John Caraher expressed appreciation for the discussion from Executive Vice President Dexter Gordon on the difference between burnout and morale. He shared that this week the faculty learned that 18 faculty colleagues have or will soon leave the faculty contract. He requested that the administration does something systematic to identify why faculty left and what factors led to the decision for data purposes. Representative Caraher also reported that a new committee was formed: the Faculty Oversight Committee of New Initiatives. This group of faculty members will devote their time to a deeper dive into data to report to the Agenda Committee.

Staff Representative to the Board of Trustees Sina Hill shared that she feels like the campus is returning to pre-pandemic conditions, though there is still unease with rising COVID cases. She shared that she wanted to take the opportunity to thank the staff and faculty and stated the morale report was relevant to current work. In addition, she noted that communication is still an issue between groups, although improvement in campus wide communication is noticeable and appreciated.

Student Representative Trygve Vandal shared that he is in support of bringing forth issues to legislators related to housing and housing insecurity and believes this is an issue where the college can come together and work on meaningful change. Representative Vandal shared that student life is taking initiative to have events and programs on campus, but he believes that we can do more under college governance to not just provide a space for students, but to help students understand the direction of the college and where we are going in the future. Representative Vandal stated he did not just go to college to get a degree, he cared about the college itself, and student governance was a way to nurture that. He offered that low morale is to be expected when we are not united, and that by leveraging inclusion we can improve student involvement. Representative Trygve commented on the lack of information and lack of avenues to become involved and concluded that to understand these issues and how this affects the student body is a challenge we need to overcome.

Nominations Committee appointments

Chair Karen Fraser appointed Trustee Fred Goldberg (Chair), Vice-Chair Miguel Perez-Gibson, and Trustee Kris Peters to the 2022-2023 Nominations Committee.

Board of Trustees Policies

Chair Karen Fraser invited Executive Associate to the President and Secretary to the Board of Trustees to present on the proposed revision of the Board of Trustees Policy #14, Community Representatives to the Board of Trustees. Secretary to the Board Harris shared that the proposed revision would bring the policy in line with current practice. She shared that the Executive Committee has met and reviewed the proposed revisions multiple times. Vice President for Advancement and Executive Director for The Evergreen State College Foundation added that the Board of Trustees has been operating without an alumni representative since 2015

Motion Vice-Chair Miguel Pérez-Gibson moved to approve the revised Community
2022-09 Representative policy as written. The motion was seconded by Trustee Fred Goldberg and passed on a voice vote.

Inclusive Excellence and Student Success update

Associate Vice President for Inclusive Excellence and Student Success Therese Saliba stated that she and her team are in conversation at the state level to help with housing insecurities among students through grants. She explained they have had incredible involvement of students both graduate and undergraduate in the basic needs' advocacy work. Associate Vice President Saliba also explained that when students are involved, we see greater success.

Open Public Meetings Act executive session

Chair Karen Fraser announced the Board will 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. Chair Fraser stated that they will return to open session at 12:20 p.m., after the session and a break, unless notified that she has extended the time. No final action will be taken in the executive session. Open session resumed as announced.

Presidential search process

Chair Karen Fraser shared a brief recap on the last presidential search and on the existing contract with the Interim President. Chair Fraser recommended that the Board explore the possibility of extending the Interim Presidential contract giving due consideration to community feedback. Feedback is requested via responses to Interim President Carmichael's self-evaluation. The President's self-evaluation is expected to be shared with the community early June.

**Motion
2022-10**

Trustee Fred Goldberg moved to direct the Chair to explore the possibility of extending the Interim Presidential contract giving due consideration to community feedback. The motion was seconded by Trustee Allyson Brooks and passed on a voice vote.

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

Vice-Chair Miguel Pérez-Gibson reported that he has asked President Carmichael and Provost McAvity to come back to the June Board of Trustees meeting with an overview of the accreditation process so that all Board members are up to speed.

Professional and Continuing Education update

Dean Lori Blewett shared a PowerPoint presentation with the Board. She shared that there are currently 15 undergraduate academic certificates on board for 2022-23 as well as a new certificates website. The professional and continuing education steering committee has developed policies for continuing academic certificates and are in the final stages of working on policies that are going to support professional certificates. Hiring thus far includes some current faculty who have applied. Dean Blewett explained that the current challenge we have is to balance the needs of current students.

Corrections education

Interim Provost and Vice President for Academics David McAvity introduced the corrections education initiative that is underway. Looking at new populations like adult learners with no or minimal college credit aligns well with the corrections population. Interim Provost McAvity shared that the legislative request put forward led to \$600k being provided to develop corrections education program, which bodes well as it indicates that legislators have faith in the success of the program. He explained that the plan going forward is to expand degree and certificate opportunities to six correctional facilities and

build off that plan to expand over the next 4-5 years. The program aims to admit its first students by Fall 2023. The long-term goal is to grow enrollment to 400-500 students in five years which is about 200 FTE.

Strategic Planning process update

Interim President John Carmichael emphasized that assessment is an especially important topic in an interdisciplinary academic setting as there is a need for a distinctive approach to assessment. He stated that we are building on a tradition of innovative, rigorous assessment. One narrow thread of that is assessment of the strategic plan. Since the adoption of a strategic plan, the Board has asked for tools to measure progress. One area of focus now is looking at the strategic plan and deciding how to assess, monitor and measure it. He stated that the strategic plan is important to us because it figures in accreditation and in our legislative requests for funding. This strategic plan has goals and objectives that hold up well. He noted that some of the tactics have been framed in ways that do not lend themselves to measurement, so they are taking a closer look at that. As work progresses, Interim President Carmichael said he expects the Board to come back later and ask to readopt the strategic plan in a format that reflects the strategic enrollment plan and to reexamine some of the tactical level bullets they currently have as well.

Showcase student work

Director of the Native Pathways Program Dawn Barron introduced student Clara Riggio. Ms. Riggio shared her thesis project that focused on how genocide is treated in North America as opposed to Germany, and the nuances involved in defining and talking about genocide.

Member of the Faculty Tara Hardy introduced student Jamiea Zarzuela, a journalism student who designed and completed an Individual Learning Contract (ILC) that included a trip to the Dominican Republic which allowed her to engage in photojournalism. The student said she seeks to create spaces for the historically marginalized through her photography.

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

Finance and Budget Committee update

Trustee Fred Goldberg reported on the work of the Finance and Budget Committee and shared that the college is on track to finish the year as expected. He shared the Committee also heard a proposal to increase the cost of meal plans for students living on the housing plan by 1%—from 4% to 5%—beginning this Fall. He stated that the committee supports this adjustment and wants to make sure the full Board is aware of the potential increases of cost to students.

Tuition and fee setting preview

Trustee Fred Goldberg explained we would be falling below a break-even basis with the implementation of new initiatives and will be overspending. That is a conscious decision to allow time to work through the downturn. He explained that the college needs to see what enrollment will look like. If we do not reach enrollment goals, the budget will be revisited. Trustee Goldberg was hopeful that the college was stabilizing and reiterated that if the college has a successful number of Fall quarter enrollees we will be stabilized, which is critical in moving forward.

College Budget Officer Laura Coghlan updated the Board on developments on proposal since discussion in January. She summarized key changes that have happened since the proposal. The current proposal is amended to offer a 2.4% operating increase in undergraduate resident tuition. The College now has an

estimate for the full cost of attendance. Full time student cost change ranges from 4-4.6% increase over last year/current year depending on fee category.

Chief Financial Officer David Kohler plans to bring the spending plan to the Board in June for final approval.

Legislative budget update

The Legislative budget update was tabled to the June 9, 2022 meeting.

Leavelle House update

Chief of Administrative Operations William Ward shared that the Leavelle House is currently listed for sale with other state agencies, as they have first right of refusal. At the end of June, the Department of Enterprise Services will let the college know of next steps. In preparation for next steps, the colleges has started engaging real estate agents. Chief Ward will provide an update when they have more information.

Cell tower update

Chief of Administrative Operations William Ward provided an update on the cell tower and shared that the college was approached by two vendors and has selected one that they believe would give the college the best opportunity to provide service to students, staff, and faculty. The carrier chosen is AT&T and they are in discussions about developing a contract.

Enrollment and recruitment opportunities at Evergreen

Executive Vice President Dexter Gordon introduced John Reed, the new Interim Chief Enrollment Officer (CEO) and a highly regarded and seasoned executive. Chief Reed exclaimed it has been a fast and furious six weeks on the job and that he has enjoyed every minute. He has been talking in enrollment groups about committing to being problem solvers and identifying policies that create barriers to students getting enrolled.

Chief Reed shared a significant increase of number of admitted students, though lagging a little in terms of waivers, which is more a timing issue than an interest issue. He is hopeful that by the end of summer there will be an increase in the number of first year students for the first time in years. He stated that for Evergreen to have higher enrollment, student retention needs to improve. Plans include a campaign to re-enroll former Evergreen students who have left the college and to develop a campaign to greatly enhance alumni referrals.

Campaign update

Vice President for Advancement and Executive Director for The Evergreen State College Foundation Abby Kelso shared that Art of Giving surpassed its fundraising goal by 44%. She informed the Board that the current campaign total is \$30.3 million, only \$200k short of July goal.

The meeting adjourned at 2:48 p.m.


Karen Fraser, Chair


Ed Zuckerman, Secretary